



November 9, 2015

Patrick McCraney
Better Government Association
www.bettergov.org

VIA EMAIL – pmccraney@bettergov.org

Re: FOIA Request Dated October 13, 2015 and received October 14, 2015 FOIA ID #15-42

Subject: Copies of:

1. Collective Bargaining Agreements (Any and all current collective bargaining agreements, including but not limited to union contracts with teachers. If a union is currently operating under an expired contract, please include it).
2. Administrative Contracts (Any and all employment/personnel agreements and contracts with current administrators, including but not limited to superintendents and principals. – For this, I'm looking for copies of the actual contracts, not blank forms or compensation reports).
3. Budget (The operating and capital budgets for the 2015-2016 school year. – the long version of the ISBE form is fine for this. Just send more than the summary, please. Send your tentative budget if it hasn't yet been approved).
4. Legal Settlements (Any and all legal settlements entered into, signed, or otherwise adopted from January 1, 2014 to present. - Examples include but are not limited to, lawsuit settlement and settlement agreements with former employees. I am not looking for property tax settlements).
5. Payroll (Documents sufficient to show the names and corresponding job titles and salaries of any and all district employees and board members as of today – in other words, a document or combination of documents that includes names, positions and pay for all employees, not just teachers and administrators).

Dear Mr. McCraney:

This letter will serve as Community Unit School District 308's response to your October 13, 2015 request under the Freedom of Information Act (5ILCS 140/1 et seq.), in which you asked for the above referenced information. The information responsive to your request is attached.

To promote district transparency and assist others who may have a similar question, this responsive document will be posted online on the district's website. To access it, go to www.sd308.org and select *Our District > Freedom of Information Act Request > FOIA Request Responses*, then select *FOIA ID #15-42*.

Please be advised that to comply with your FOIA request, the district incurred the expense of \$484.88, comprised of the cost of labor and resources used to search for records responsive to your request. You are not legally required to reimburse the district for the amount incurred.

Please let me know if you have additional questions. Thank you.

A handwritten signature in black ink, appearing to read "Brian Graves".

Brian Graves
Freedom of Information Officer

SETTLEMENT AGREEMENT

This Settlement Agreement (hereinafter designated the "Agreement") entered into by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 (hereinafter designated the "District" or the "Board"), and MICHELE THORSON (hereinafter designated "Thorson"), (collectively referred to as the "Parties").

WITNESSETH

WHEREAS, Thorson has filed a claim before the Illinois Educational Labor Relations Board ("IELRB") in Case No. 2014 CA 0055 C; and the Parties to compromise any and all claims, demands, actions at law or equity, including constitutional, contractual, statutory, tort claims, or actions of any kind, whether known or unknown, anticipated or unanticipated, liquidated or unliquidated, and to resolve all present differences among the Parties, excluding any claims under the Illinois Workers' Compensation Act or claims for wrongful termination.

NOW THEREFORE, in consideration of the mutual promises and covenants set forth herein, and for other good and valuable consideration, receipt of which is hereby acknowledged by the signatures hereto, the Parties agree as follows:

1. **Recitals.** The recitals set forth hereinabove are incorporated in this section.
2. **Withdrawal of Unfair Labor Practice Charge and Complaint.** Thorson agrees to formally withdraw the unfair labor practice charge before the Illinois Educational Labor Relations Board in Case No. 2014 CA 0055 C by signing and submitting the attached letter of withdrawal, attached hereto as Exhibit A, to Victor Blackwell, IELRB Executive Director.
3. **Rescission of Written Warning.** Upon receipt of the dismissal by the IELRB of Case No. 2014 CA 0055 C, the Board shall rescind the September 9, 2013 written warning referenced in Thorson's unfair labor practice charge.

4. **Removal of Written Warning from Personnel File.** Upon receipt of the dismissal by the IELRB of Case No. 2014 CA 0055 C, the Board shall remove the September 9, 2013 written warning referenced in Thorson's unfair labor practice charge from her personnel file. The Parties agree that said records may be retained by the District's law firm and shall only be used or disclosed as necessary to defend against any claims, demands, or actions in any venue by any current or former employee.
5. **Written Statement to Thorson.** Upon execution of this Agreement by both Parties, District Director of Transportation Derrick Berlin shall write a letter to Thorson substantially in the form attached as Exhibit B to this Agreement.
6. **No Prohibition Against Future Employment.** Thorson may apply for future employment with the District.
7. **Release of Claims by Thorson.** Except as otherwise contemplated by this Agreement, in consideration of the promises contained herein, Thorson, her heirs, agents, representatives, successors and assigns, do hereby release, remit, acquit and forever discharge the District, the Board, and their respective officers, agents, administrative staff, representatives, insurers, employees, heirs, successors and assigns, from any and all damages or liability as a result of any claims, damages, causes of action of every kind or nature, at law or in equity, demands, debts, dues, liens, obligations, costs or fees (including attorney's fees), which Thorson may now have or claim to have or which may hereinafter accrue, whether known or unknown, anticipated or unanticipated, liquidated or unliquidated, against the District or the Board or their respective officers, agents, administrative staff, representatives, insurers, employees, heirs, successors and assigns, that have arisen as a result of any event in connection with the events surrounding the September 2013 written warning. This release specifically includes, but is not limited to:

- A. Any claim, action, cause of action, or liability arising under Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, the Illinois Human Rights Act, Section 504 of the Rehabilitation Act of 1973, and/or any other federal, state or municipal employment discrimination statute, regulation or collective bargaining agreement (including, but not limited to, those claims based upon age, sex, race, religion, national origin, handicap, disability, retaliation, or veteran status);
- B. Any other claim, action, cause of action, or liability whatsoever, including but not limited to, claims based upon breach of contract (other than a breach of this Agreement), defamation, intentional infliction of emotional distress, negligence, and/or any other common law, statutory or other claim arising out of or relating to the 2013 written warning.

By this release, Thorson does not waive any claims under the Illinois Workers' Compensation Act, or any claims for wrongful termination.

- 8. **Non-Admission of Liability.** Nothing in this Agreement is intended or shall be construed or used as an admission that the Parties set forth hereinabove violated the law or otherwise engaged in any wrongdoing, error or unlawful conduct.
- 9. **Binding Effect of Agreement.** This Agreement shall inure to the benefit of and bind the Board and its members, agents, representatives, officers, employees, successors and assigns, and Thorson and his heirs, agents, representatives, successors and assigns.
- 10. **Availability of Counsel.** Each party has had the opportunity to seek out legal counsel respecting the legal rights and liabilities of the Parties, if any.
- 11. **Complete Agreement.** This Agreement sets forth all of the promises, agreements, terms, conditions and understandings between the parties relative to the subject matter hereof and there are no promises, agreements or understandings either oral or written, expressed or implied between them, other than as set forth herein.
- 12. **Amendments.** No subsequent amendment, alteration, modification, addition, deletion or change to this Agreement shall be binding upon the Parties hereto unless reduced to writing and duly authorized and signed by each of the Parties.

13. **Enforcement of Agreement.** This Agreement shall be governed by the laws of the State of Illinois. In the event of a breach of any terms or conditions hereof, either party may seek to enforce such terms or conditions through appropriate legal action.

14. **Severability.** Should any provision of this Agreement be declared illegal by a court of competent jurisdiction, then said provision shall be deleted automatically from this Agreement to the extent it is violative of the law, and the remaining provisions in this Agreement shall remain in full force and effect.

15. **Execution of Agreement.** This Agreement may be executed in counterparts, each with the same force and effect as the original of this Agreement.

16. **Effective Date of Agreement.** This Agreement shall become effective on the date that it is last signed by Thorson or the Board.

IN WITNESS WHEREOF, the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 and THORSON have approved this Agreement on the dates indicated below.

MICHELE THORSON

BOARD OF EDUCATION OF COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Michele Thorson
Michele Thorson

By: Roxana Sanders
Roxana Sanders,
Director of Human Resources

Date: 5/20/2015

Date: 5/22/2015

Name	Title 	Salary Inclusive of TRS/IMRF
ACERET, ERICA A.	ENGLISH	\$46,619.00
ACOSTA, RUBEN C.	MAINT HIGH SCHOOL PM	\$44,553.78
ACUFF, KARI E.	GRADE 4	\$48,839.00
ADAMS, ANGELA K.	SPEECH PATHOLOGIST	\$63,316.00
ADAMS, CHRISTINE M.	LRC/COMP LAB TA	\$16,799.93
ADAMS, JENNIFER M.	GRADE 5	\$63,316.00
ADORJAN, KIMBERLY A.	PRINCIPAL'S SECRETARY	\$44,360.39
AGNE , ANGELA K.	MATH	\$84,899.00
AGORO, ATAKORA O.N.	CUSTODIAN	\$22,285.44
AGUILAR, LUZ E.	ELL DEVEL BILING EDU KIND	\$50,305.00
AGUIRRE, SALLY A.	BUS DRIVER	\$19,546.13
AISTER, ERIK K.	LEARN BEHAVIOR SPECIALIST	\$43,106.00
ALANIZ, ISELA	ATTENDANCE SECRETARY	\$29,551.55
ALBRECHT, MINDY J.	SPEC ED TA	\$16,153.83
ALCALA, CHRISTOPHER L.	SPEC ED TA	\$16,153.83
ALESIA, CHRISTINE A.	GRADE 5	\$58,317.00
ALEXANDER, SHARON Y.	PRINCIPAL	\$116,445.94
ALLEN , BRIAN S.	INDUSTRIAL ED	\$87,446.00
ALLEN, JULIE K.	GUIDANCE COUNSELOR	\$75,030.29
ALLEN, LINDSAY F.	PRINCIPAL	\$95,859.84
ALLEN, STEPHANIE L.	ENGLISH	\$49,971.00
ALLISON III, ROBERT R.	ASST DIR OF OPERATIONS	\$78,534.00
ALMANZA, LUZ M.	ENGLISH	\$49,457.00
ALTERGOTT, RANDALL K.	BUS DRIVER	\$17,019.21
ALZUETA-PYLES, ELIZABETH S.	ELL DUAL LANG GR 4	\$63,570.00
ANCEL, JODI L.	PRINCIPAL	\$104,752.78
ANDERSON JR, MICHAEL R.	GRADE 3	\$61,868.00
ANDERSON, ALLISON R.	LITERACY SPECIALIST	\$25,152.50
ANDERSON, BRENT J.	PRINCIPAL	\$109,147.92
ANDERSON, CATHLEEN	GRADE 2	\$90,070.00
ANDERSON, GREGORY W.	CUSTODIAN	\$38,835.77
ANDERSON, JAMIE R.	GUIDANCE COUNSELOR	\$59,695.41
ANDERSON, KARLENE K.	LRC/COMP LAB TA	\$18,550.22
ANDERSON, KIMBERLY A.	GRADE 3	\$41,850.00
ANDERSON, LESLIE J.	GIFTED EDUCATION	\$55,530.00
ANDERSON, MICHELE L.	BUS MONITOR	\$12,439.89
ANDERSON, RYAN D.	PRINCIPAL	\$83,155.65
ANDERSON, SUSAN A.	SOCIAL STUDIES	\$63,316.00
ANSCHICKS, RACHEL E.	MATH	\$50,696.00
APA, BRITTANY L.	PHYSICAL ED/HEALTH	\$59,682.00
APPLE, SHANDA L.	SOCIAL STUDIES	\$61,816.00
ARCHER, ANNE M.	LIBRARY MEDIA SPECIALIST	\$49,342.00
ARCHER, CRISTINA	BILINGUAL SUPPORT ELEM	\$60,066.00
ARIAS, GASPAR	TBE/BILINGUAL TA	\$15,928.92
ARMITAGE, AMANDA B.	GRADE 1	\$48,839.00
ARMSTRONG JR, DUNCAN	BUS DRIVER	\$19,546.13
ARMSTRONG, DEBRA A.	BUS DRIVER	\$19,096.13
ARRAMBIDE, ERIC D.	THEATRE MANAGER	\$62,080.11

Name	Title 	Salary Inclusive of TRS/IMRF
ARTEAGA, JOSE M.	CUSTODIAN	\$28,356.65
ASH, JENNIFER E.	DEPT CHAIR-SOCIAL STUDIES	\$71,102.00
ASPEN, STACEY L.	TECH SPECIALIST	\$44,382.76
AUGENSTEIN, LAURA L.	SCHOOL SECRETARY	\$30,106.29
AUGHENBAUGH, JENNIFER S.	LEARN BEHAVIOR SPECIALIST	\$63,570.00
AUGUSTINE, ELIZABETH A.	LEARN BEHAVIOR SPECIALIST	\$48,515.00
AUSTIN, JAIRNIECE A.	BUS MONITOR	\$9,686.25
AYALA, ROSA L.	CUSTODIAN	\$38,835.77
AYOUNG CHEE, RACHEL D.	ELEM ART	\$44,399.00
BABB, SANDRA J.	GRADE 2	\$45,730.00
BACHIO, JOHN A.	PHYSICAL ED	\$63,570.00
BAIER, VICKIE K.	MATH	\$63,570.00
BAILEY, HEATHER P.	GRADE 5	\$40,850.00
BAILEY, MICHAEL R.	MAINT MECHANIC	\$46,101.62
BAJUSZ, MICHAEL J.	MATH	\$67,020.00
BAKEL, MELISSA S.	FULL DAY KINDERGARTEN	\$61,868.00
BAKER, JESSICA J.	PHYSICAL ED	\$69,187.00
BAKER, JOHN F.	SCIENCE & SOCIAL STUDIES	\$84,899.00
BAKER, STACEY M.	SOCIAL STUDIES	\$41,850.00
BANFI, JACQUELINE L.	SPEC ED TA	\$15,876.00
BANSCHBACH, KAREN E.	DATA PROCESSING	\$63,701.95
BANSER, TRACY L.	BUS DRIVER	\$17,596.14
BARAJAS, SONIA I.	BILINGUAL SUPPORT ELEM	\$53,368.00
BARESEL , BRETT M.	ELEM PHYS ED	\$69,031.00
BARNES, JOHN M.	MAINTENANCE TECH	\$51,010.49
BARNES, KATHLEEN J.	LANGUAGE ARTS	\$63,670.00
BARNES, PURIM G.	SPANISH	\$67,172.00
BARNETT, DANA L.	GRADE 4	\$61,816.00
BARR, MICHAEL J	DIRECTOR OF OPERATIONS	\$109,927.70
BARRINGER, BETHANY A.	TRANSPORTATION DISPATCHER	\$37,500.00
BARRON, LESLI A.	SCIENCE	\$96,946.00
BARRY, CONOR P.	ELEM PHYS ED	\$67,172.00
BARRY, KATHERINE A.	SOCIAL STUDIES	\$80,026.00
BARTLE, AMY E.	SCHOOL SECRETARY	\$27,835.00
BATTAGLIA, SANDRA L.	PRINCIPAL'S SECRETARY	\$47,828.35
BATTISTA, FRANCESCO P.	BUS DRIVER	\$17,907.67
BAUGHMAN, ALLISON M.	GRADE 3	\$54,969.00
BAUM, KIMBERLY A.	PHYSICAL ED	\$43,106.00
BAUMANN, DAVID A.	BUS DRIVER	\$17,596.14
BAUMRUCKER, KARL W.	BUS DRIVER	\$18,230.75
BEANE, JILL C.	LITERACY SPECIALIST	\$77,695.00
BECHINA, JAMIE M.	ENGLISH	\$63,670.00
BECK, ZACHARY W.	ART	\$51,345.00
BECKER, ASHLEY N.	GRADE 2	\$44,399.00
BECKER-JESSUP, LORETTA M.	LRC TA	\$15,928.92
BEDELL, SCOTT L.	ASSISTANT THEATER MANAGER	\$48,359.64
BEDFORD, LAUREN M.	LEARN BEHAVIOR SPECIALIST	\$48,839.00
BEHLING, STEPHEN E.	SPANISH	\$41,850.00

Name	Title 	Salary Inclusive of TRS/IMRF
BEHLMAN, JEAN E.	TEACHER ASSISTANT	\$16,484.58
BEINTUM, KRISTIN M.	SPEECH PATHOLOGIST	\$58,267.00
BELKE, KATHRYN M.	MATH	\$54,969.00
BELL, CHARLOTTE M.	BUS DRIVER	\$20,528.83
BELLINGER, KIMBERLY A.	SPEC ED TA	\$15,020.46
BELOVSKY, KATHLEEN M.	ART & ENGLISH	\$41,850.00
BELTRAN, ANA A.	CUSTODIAN	\$30,503.82
BEMBENEK, MATTHEW J.	GUIDANCE COUNSELOR	\$58,005.96
BENAVIDES, DANIEL T.	SECURITY DEAN'S ASSISTANT	\$18,749.98
BENAVIDES, MARIA A.	BUS DRIVER	\$19,546.13
BENDA, CHRISTINE M.	GRADE 1	\$69,574.00
BENDER, ELLA J.	ELEM MUSIC	\$45,730.00
BENESHUNAS, KRISTEN M.	LEARN BEHAVIOR SPECIALIST	\$50,305.00
BENEVELLI, MICHELLE L.	GRADE 2	\$26,793.50
BENKE, JAN PAUL	CUSTODIAN	\$29,430.24
BENNETT SR, JOSEPH D	CUSTODIAN	\$49,688.32
BENOIT, JULIE M.	MATH	\$54,969.00
BENSON, CYNTHIA A.	SPEC ED TA	\$15,042.72
BENTERS, BRANDON E.	SCIENCE	\$42,368.00
BENTZ, PATRICIA K.	CROSSING GUARD	\$8,996.40
BERGAN, MAUREEN A.	PRINCIPAL'S SECRETARY	\$41,474.15
BERLIN, DERRICK S.	DIRECTOR-TRANSPORTATION	\$109,863.83
BERRY, CONNIE J.	ATTENDANCE SECRETARY	\$33,070.67
BERRY, MARC G.	ENGLISH	\$44,399.00
BERRY, SARAH E.	GRADE 4	\$43,106.00
BIALEK, ANTHONY P.	ART	\$69,187.00
BIELANSKI, DAVID A.	BUS DRIVER	\$18,449.98
BIERNAT, TIMOTHY R.	BUS DRIVER	\$19,096.13
BIGGS, JASON L.	GRADE 4	\$41,850.00
BIGUS, LINDA D.	TEACHER ASSISTANT	\$16,153.83
BIHUN, CHRISTINA M.	FULL DAY KINDERGARTEN	\$65,068.00
BILLMAN-GALUHN, ADAM C.	DRAMA/THEATER & SOCIAL STUDIES	\$43,106.00
BINGHAM, LAURA C	ASSISTANT PRINCIPAL	\$77,174.41
BINKOWSKI, ALMA D.	BILING PARENT LIAISON	\$40,000.00
BISKYTE, VIKTORIJA	ELEM ART	\$40,850.00
BITNER, PAMELA A.	PRINCIPAL'S SECRETARY	\$42,704.72
BITTNER, BENJAMIN J.	SOCIAL STUDIES	\$44,399.00
BIZZOCCHI, ALFREDO	ELL DEVEL BILING EDU GR 2	\$49,926.63
BJORK, MARIE E.	TEACHER ASSISTANT	\$21,094.48
BLAIR, WALTER A.	ELL DUAL LANG GR 1	\$67,172.00
BLANKENBURG, JASON W.	PHYSICAL ED	\$84,899.00
BLANKENBURG, ROSEMARY A.	PHYSICAL ED	\$82,427.00
BLASZYNSKI, SAMANTHA A.	GIFTED EDUCATION	\$58,317.00
BLAYLOCK, ALISHA R.	GRADE 4	\$43,106.00
BLAZEVIC, KATHLEEN L.	READING	\$50,305.00
BLOCKER, SUSAN M.	GRADE 1	\$92,772.00
BLOTTER, CYNTHIA A.	FULL DAY KINDERGARTEN	\$54,717.20
BLUE , KATIE A.	GRADE 4	\$58,317.00

Name	Title 	Salary Inclusive of TRS/IMRF
BLYTH, TAYLOR L.	SOCIAL STUDIES	\$40,350.00
BOARDWINE, SUSAN J.	TEACHER ASSISTANT	\$15,928.92
BOCHENSKI, ANNIKA L.	LEARN BEHAVIOR SPECIALIST	\$45,333.00
BOCK, MICHAEL W.	ELEM PHYS ED	\$48,839.00
BOEHNKE, MARCELLA G.	LRC TA	\$15,928.92
BOHMAN, TARA C.	GRADE 1	\$67,548.00
BOIS, BRIDGET M.	LEARN BEHAVIOR SPECIALIST	\$65,216.00
BONENBERGER, THOMAS W.	BUS DRIVER	\$14,182.68
BONIE, KRISTEN E.	ASST DIR ELEMENTARY SPED	\$78,366.46
BORNEMAN, JENNIFER M.	MATH	\$58,267.00
BORNEMANN, DONNA J.	GRADE 4 & 5	\$61,472.00
BOROSA-RAJCEVIC, ZELJKA	TEACHER ASSISTANT	\$17,535.61
BORROWMAN, MATTHEW J.	MATH & ONLINE SCHOOL TEACHER	\$80,026.00
BORS, WIOLETA A.	SOCIAL STUDIES	\$43,106.00
BOSOLD, TRACI J.	LEARN BEHAVIOR SPECIALIST	\$58,317.00
BOULDIN, SALLY S.	TEACHER ASSISTANT	\$18,524.19
BOWERS, JOAN M.	ELL DUAL LANG JH	\$71,102.00
BOWERS, TODD D.	LEARN BEHAVIOR SPECIALIST	\$61,868.00
BOYD, KAITLIN E.	GRADE 4	\$45,260.00
BOYK, JESSICA J.	LEARN BEHAVIOR SPECIALIST & SOCIAL STUDIES	\$43,106.00
BOYLE, DEBRA A.	SCHOOL SECRETARY	\$31,250.44
BOYLE, TYLER F.	PHYSICAL ED	\$43,106.00
BRACKETT, HEIDI L.	CUSTODIAN	\$38,835.77
BRADY, NANCY C.	GRADE 4	\$99,068.77
BRADY, SHANE A.	LEARN BEHAVIOR SPECIALIST	\$43,943.00
BRANDWEIN, KIRSTEN L.	GRADE 5	\$69,031.00
BRAUN, JESSICA L.	GRADE 4	\$30,934.00
BRAVERMAN, SUSAN M.	PAYROLL COORDINATOR	\$62,000.00
BRAZEAU, GERALYN M.	LRC TA	\$18,877.25
BREMS, GENNA F.	LANGUAGE ARTS	\$47,417.00
BRESTAN, LAUREN M.	GRADE 2	\$43,106.00
BRIDDELL, ALLISON N.	SCIENCE	\$45,333.00
BRIDGE, PATRICIA K.	FAM CONS SCI	\$90,070.00
BRISKI, LINDSAY E.	ART & DRAMA/THEATRE	\$57,943.00
BROGAN, ANDREW J.	SCIENCE	\$53,368.00
BROLLEY, JILLIAN D.	LANGUAGE ARTS	\$65,216.00
BROLLEY, ROSA E.	GIFTED EDUCATION	\$58,267.00
BROOKS, JOSHUA J.	CHORAL MUSIC	\$63,570.00
BROSTOWITZ, SUZAN J.	PRINCIPAL'S SECRETARY	\$45,210.60
BROUGHAM, LISA L.	GRADE 1	\$53,368.00
BROWN, CARMAN G.	BUS DRIVER	\$23,840.36
BROWN, CYNTHIA L.	ELEM ART	\$63,570.00
BROWN, DEBORAH K.	LANGUAGE ARTS	\$103,228.00
BROWN, GARIN W.	CUSTODIAN	\$26,746.27
BROWN, GRAHAM A.	BUSINESS ED	\$53,368.00
BROWN, KIMBERLY A.	ELEM PHYS ED	\$49,971.00
BROWN, LYNN B.	LEARN BEHAVIOR SPECIALIST	\$70,434.56
BROWN, MARGO C.	BUS DRIVER	\$12,521.25

Name	Title 	Salary Inclusive of TRS/IMRF
BROWN, MATTHEW C.	PHYSICAL ED	\$58,267.00
BROWN, SHAY C.	PHYSICAL ED	\$53,368.00
BROWN, STANLEY F.	TECHNOLOGY	\$56,618.00
BROWN, STEVEN J.	CUSTODIAN	\$13,039.80
BROWN, TORY B.	LEARN BEHAVIOR SPECIALIST	\$40,350.00
BROWN, TRACY A.	BUS DRIVER	\$12,521.25
BRUMMEL, JULIE A.	GRADE 3	\$61,472.00
BRUNSCHEEN, JESSICA A.	GRADE 3	\$56,570.00
BUCKLEY, STEPHANIE L.	LEARN BEHAVIOR SPECIALIST	\$48,018.00
BUDD, KELLEY L.	ASSISTANT PRINCIPAL	\$69,278.16
BUMBY, JENELL C.	LRC/COMP LAB TA	\$16,469.96
BUONO, NICHOLAS R.	GRADE 4	\$50,941.00
BURGESS SR, JESSE P.	BUS DRIVER	\$18,449.98
BURGESS, DEBORAH M.	FAM CONS SCI	\$63,384.56
BURKE, LORETTA T.	LIBRARY MEDIA SPECIALIST	\$72,280.49
BURNETT, SARAH A.	BUS MONITOR	\$13,092.29
BURTNETTE, JULIE A.	LANGUAGE ARTS	\$56,618.00
BURTON, RUTH A.	BUS MONITOR	\$12,439.89
BUSH, LISA	BUS MONITOR	\$12,484.12
BUSS, BONNIE J.	SECURITY DEAN'S ASSISTANT	\$20,987.23
BUSTOS, JUAN	BUS DRIVER	\$18,230.75
BUTERA, PHILLIP A.	MATH	\$56,618.00
BUTKUS, MELISSA G.	GRADE 3	\$55,530.00
BUTTRY, GEORGE R.	BLDG ENGINEER-C	\$45,991.18
BYRD, JENNIFER C	LEARN BEHAVIOR SPECIALIST	\$47,417.00
BYRNE, JESSICA M.	TEACHER ASSISTANT	\$12,131.91
BYRNES, LARRY A.	BLDG ENGINEER-B	\$44,997.22
CAFARELLA, MEGHAN E.	ELL TRANSI PROG INSTR GR3 & GR4	\$46,619.00
CAFFARELLO, SARAH B.	LIBRARY MEDIA SPECIALIST	\$92,558.12
CAHILL, VIRGINIA E.	LEARN BEHAVIOR SPECIALIST	\$42,368.00
CALABRESE, NICOLA	CUSTODIAN	\$26,651.58
CALPIN, ANNEMARIE	SECRETARY HUMAN RESOURCES	\$37,485.65
CALVERT, MELISSA A.	DEAN	\$70,088.32
CALVEY, COLLEEN F.	DEPT CHAIR-ENGLISH	\$63,570.00
CALVILLO, MARTHA	FAM CONS SCI	\$48,839.00
CAMPANARO, SANDRA L.	LANGUAGE ARTS	\$60,015.00
CAMPASANO, COLLETTE C.	LIBRARY MEDIA SPECIALIST	\$72,672.88
CAMPBELL , MARK J	BLDG ENGINEER-C	\$53,725.93
CAMPBELL, PAMELA C.	MATH	\$51,345.00
CANN IV, EDWARD C.	SOCIAL STUDIES	\$40,350.00
CANNAVINO , SHARON S.	SCIENCE	\$92,772.00
CAPPAS, VICTORIA N.	TEACHER ASSISTANT	\$15,928.92
CAPPS MASSARO , CAROLYN J.	ESL SUPPORT JH & ELL SHELTON ENG INSTR JH	\$73,235.00
CARINO, MARCIA A.	LANGUAGE ARTS	\$75,432.00
CARLISLE, DAVID M.	DEPT CHAIR-CAREER/TECH	\$80,026.00
CARLISLE, ELIZABETH A.	GUIDANCE COUNSELOR	\$84,447.33
CARLISLE, TRAVIS L.	SOCIAL STUDIES	\$82,427.00
CARLSON, DANIEL J.	DISTRICT MAINTENANCE	\$58,930.49

Name	Title 	Salary Inclusive of TRS/IMRF
CARLSON, JOHN M.	LEARN BEHAVIOR SPECIALIST	\$63,570.00
CARLSON, SARAH A.	LEARN BEHAVIOR SPECIALIST	\$54,923.00
CARLTON, CARI L.	SCIENCE	\$63,570.00
CARR, JILL S.	GRADE 3	\$54,923.00
CARREON, TERESA	CUSTODIAN	\$44,857.19
CARRETTO, ABRAHAM M.	DRIVER ED. & PHYSICAL ED	\$84,899.00
CARSON, ASHLEY I.	EARLY CHILDHOOD	\$40,350.00
CARSTENSEN, TIMOTHY M.	ELEM PHYS ED	\$61,472.00
CARTER, DEBRA A.	HANDS ON SCIENCE TA	\$17,535.61
CARTWRIGHT, PATRICK E.	TEACHER ASSISTANT	\$15,020.46
CASAS, JAVIER V.	CUSTODIAN	\$26,651.58
CASAS, MARIBEL G.	CUSTODIAN	\$26,651.58
CASTILLANOS, MARTHA G.	BUS DRIVER	\$15,192.29
CASTILLO, ARACELI C.	TEACHER ASSISTANT	\$17,210.80
CASTILLO, LEONEL	ELL DEVEL BILING EDU HS	\$40,350.00
CASTON, KIMBERLY M.	GRADE 2	\$58,317.00
CASTONGIA, BRANDI J.	LEARN BEHAVIOR SPECIALIST	\$65,580.00
CATALANO, KELLI M.	SPEC ED TA	\$14,444.43
CAVANAUGH, LAURA B.	ART	\$71,488.00
CAVELLO, MICHAEL C.	GRADE 4	\$54,969.00
CEPEDA, ANASTASIA M.	ENGLISH	\$56,618.00
CERES, ROBIN J.	LANGUAGE ARTS	\$71,102.00
CERMAK, LINDSEY M.	SCIENCE	\$40,350.00
CHAMPINE, SHARLEEN A.	CUSTODIAN	\$26,651.58
CHAMPION, KELSEY L.	MATH	\$48,839.00
CHANDLER, BRIAN W.	MATH	\$53,368.00
CHAPMAN, KIM A.	CUSTODIAN	\$26,661.12
CHARLETT, JACQUELINE S.	SECURITY DEAN'S ASSISTANT	\$19,026.54
CHARLETT, JUNE S.	ATTENDANCE SECRETARY	\$29,524.32
CHASE, CARA C.	ASSISTANT PRINCIPAL	\$66,225.18
CHAVANA, MARCO A	BUS DRIVER	\$19,355.75
CHAVARRIA CHOI, ESTHER	SPANISH	\$50,941.00
CHAVEZ, LILIANA A.	CUSTODIAN	\$26,152.32
CHAVOYA, ADRIANA G.	ELL DEVEL BILING EDU GR 2	\$40,350.00
CHERRY, WANDA J.	BUS MONITOR	\$11,358.16
CHERWIN, NICHOLAS J.	LEARN BEHAVIOR SPECIALIST	\$40,850.00
CHISM, BARBARA A.	BUS MONITOR	\$9,686.25
CHOCOLATL, STACY L.	ELL DUAL LANG KIND	\$63,670.00
CIRINO, LAURA J.	TEACHER ASSISTANT	\$16,744.76
CIRONE, RACHEL V.	EARLY CHILDHOOD	\$58,267.00
CISNEROS , ZENIA E.	SCHOOL SECRETARY	\$27,436.62
CLARK, CAROLE G.	LANGUAGE ARTS	\$111,177.04
CLARK, KRISTIN A.	GRADE 2	\$38,847.50
CLARK, LISA A.	LEARN BEHAVIOR SPECIALIST	\$69,187.00
CLARK, MICHELLE Y.H.	BUS DRIVER	\$20,434.59
CLASEN, ALLEN K.	DIRECTOR OF TECHNOLOGY	\$115,188.44
CLASON, THOMAS A.	ELEM PHYS ED	\$43,106.00
CLAUSEN, DANIEL O.	DEAN	\$80,022.09

Name	Title 	Salary Inclusive of TRS/IMRF
CLAUSEN, LYNN M.	LANGUAGE ARTS	\$71,488.00
CLEMENS, HEATHER M.	SPEC ED TA	\$15,928.92
CLEMENTS, JODI L.	PRINCIPAL'S SECRETARY	\$39,723.39
CLEVER, ALAN L.	MAINTENANCE TECH	\$51,764.34
CLEVER, MARITZA R.	ELL/DUAL LANG TA	\$16,603.53
CLOSE, JANETTE E.	SPEC ED TA	\$19,583.38
CLOSE, PATRICIA S.	SPEC ED TA	\$15,876.00
COAN, URSULA	EXEC ADM ASST TO SUPER	\$62,827.77
COCHRAN, WAYNE A.	CUSTODIAN	\$26,651.58
COLEY, BART A.	ART	\$53,368.00
COLEY, JASON R.	MATH	\$90,070.00
COLIN, ARIEL S.	SPEC ED TA	\$15,020.46
COLLINS , DEAN A.	HIGH SCHOOL GROUND KEEPER	\$40,469.49
COLLINS, BEVERLY B.	ELEM ART	\$63,570.00
COLLINS, JANE P.	TEACHER ASSISTANT	\$14,442.75
COLLINS, KERRY A.	LEARN BEHAVIOR SPECIALIST	\$63,570.00
COLLINS, THERESA A	CUSTODIAN	\$40,796.23
COLLINS-CLARKE, CATHERINE A.	CERT NURSE SUPERVISOR	\$48,726.86
COLVIN, JAYNE R.	SCHOOL SECRETARY	\$30,661.03
COMPERDA, NICOLLE R.	TEACHER ASSISTANT	\$15,598.17
CONAWAY, SILVIA	PRINCIPAL'S SECRETARY	\$44,360.39
CONFILIANO, CAROL J.	READING	\$87,446.00
CONLEE, CYNTHIA E.	SCHOOL SECRETARY	\$46,933.39
CONLON, JESSICA L.	LITERACY SPECIALIST	\$51,770.00
CONRAD, BRUCE A.	ELEM PHYS ED	\$56,618.00
CONRAD, PETER J.	ENGLISH	\$54,044.00
CONSIDINE, KRISTIN T.	GRADE 1	\$60,066.00
CONTINO, TRACEY B.	ENGLISH	\$71,102.00
CONTOS, STEPHEN G.	BUS DRIVER	\$14,663.45
CONVEY, DEBORAH	SPEECH PATHOLOGIST	\$63,672.60
COOK , ANDREW J.	LEARN BEHAVIOR SPECIALIST	\$60,015.00
COOK, JANEL K.	TEACHER ASSISTANT	\$16,153.83
COOK, LISA J.	ART	\$54,969.00
COOK, SANDRA L.	BUSINESS ED	\$58,267.00
COOL, JAMIE M.	LEARN BEHAVIOR SPECIALIST	\$77,871.00
COONEY, BRIAN P.	DEAN	\$82,592.73
COONEY, JULIE L.	GRADE 4	\$75,432.00
COOPER, KIMBERLY A.	SCHOOL SECRETARY	\$27,001.27
COPELAND, STACY L.	ELL TRANSI PROG INSTR GR1	\$45,260.00
CORBEL, JENNIFER J.	TEACHER ASSISTANT	\$15,598.17
CORRADI, REBECCA J.	TRANSPORTATION DISPATCHER	\$39,994.76
CORRAL, YARI V.	DAC SECRETARY	\$40,355.45
CORRY, JESSICA L.	BAND	\$44,399.00
CORSELLO, LESAH K.	BUILDING NURSE	\$35,425.02
COSMOS, VICTORIA A.	FULL DAY KINDERGARTEN	\$40,850.00
COSTA, DIANNA K.	TEACHER ASSISTANT	\$19,583.38
COSTA, JASON M	CUSTODIAN	\$38,835.77
COSTA, NICOLE M	CUSTODIAN	\$20,398.12

Name	Title 	Salary Inclusive of TRS/IMRF
COTTON, BRAD	CUSTODIAN	\$44,857.19
COWEN, PAIGE M.	MATH & SCIENCE	\$40,850.00
COZIAR, MARK S	BLDG ENGINEER-C	\$52,162.23
CRAFT, AMY M.	FULL DAY KINDERGARTEN	\$31,966.00
CRAIG, RANDY E.	ART	\$56,618.00
CRAIG, SUSAN M.	EARLY CHILDHOOD	\$61,868.00
CRAVEN, TAMMI J.	SCHOOL SECRETARY	\$38,629.28
CREEK, SAMUEL A.	ELEM PHYS ED	\$77,695.00
CREMA, CHRISTINA L.	SCIENCE	\$43,106.00
CRONIN, BRIAN T.	DRIVER ED. & PHYSICAL ED	\$77,695.00
CRONIN, JULIE A.	GRADE 3	\$63,570.00
CROWLEY, NICHOLAS P.	BUS DRIVER	\$17,019.21
CRUGER, DONNA J.	LEARN BEHAVIOR SPECIALIST	\$80,013.00
CRUZ, ROSA I.	SCHOOL SECRETARY	\$46,060.81
CRYDER, SARAH R.	LANGUAGE ARTS & SOCIAL STUDIES	\$73,401.00
CUAUTLE, YOLANDA	CUSTODIAN	\$29,430.24
CUE, BRANDON C.	GERMAN & MATH	\$48,798.00
CULJAN, JAMIE A.	GRADE 3	\$40,350.00
CULLEN, POLLY A.	ELEM ART	\$80,026.00
CUMMINGS, EMILY A.	LEARN BEHAVIOR SPECIALIST	\$51,814.00
CUNNINGHAM, RICHARD K.	SCIENCE	\$61,472.00
CURRAN, SARA J.	GRADE 4	\$80,026.00
CURTIN, LINDSAY B.	GRADE 2	\$44,399.00
CURTIS, MICHAEL C.	ENGLISH	\$65,580.00
CZEKANSKI, JEANNINE M.	SPEECH PATHOLOGIST	\$42,892.80
CZEPIEL, JANICE N.	GRADE 3	\$54,044.00
DAEHNKE, KURTIS R.	PHYSICAL ED	\$73,235.00
DAGGETT, DERYL L.	ESL SUPPORT JH	\$69,031.00
DALEIDEN, ANDREA M.	GRADE 5	\$56,618.00
DALEIDEN, SEAN M.	LEARN BEHAVIOR SPECIALIST	\$61,868.00
D'ALEO , VICTORIA R	DAC SECRETARY	\$46,883.95
DALY, MICHELLE L.	GRADE 2	\$47,102.00
DALY, TERESA S.	LEARN BEHAVIOR SPECIALIST	\$55,530.00
D'AMBROSIA, JANICE M.	LRC/COMP LAB TA	\$16,469.96
DANNHEIM, KARLA A.	TEACHER ASSISTANT	\$17,041.33
DANNO, SARA E.	ELEM ART	\$60,066.00
DARBY, BRUCE F	BUS DRIVER	\$21,069.21
DARBY, EDWARD I.	BUS DRIVER	\$19,096.13
DARBY, HEATHER L	FULL DAY KINDERGARTEN	\$44,399.00
DARNELL, MARGARET M.	ASSISTANT PRINCIPAL	\$87,748.36
DAVIES, SARAH E.	SOCIAL STUDIES	\$45,260.00
DAVILA, RUBEN A.	CUSTODIAN	\$13,218.40
DAVINI, LINDSAY M.	LANGUAGE ARTS	\$58,267.00
DAVIS, CHERYL A.	READING	\$103,608.69
DAVIS, DONNICA C.	BUS DRIVER	\$14,663.45
DAVIS, JESSICA M.	FRENCH	\$36,110.50
DAVIS, LARRY C.	BUS DRIVER	\$19,096.13
DAVIS, VIANCA M.	ELL/BILINGUAL TA	\$17,210.80

Name	Title 	Salary Inclusive of TRS/IMRF
DAVIS, WILLIAM J.	MATH	\$84,899.00
DAY, CASSANDRA D.	GRADE 1	\$63,570.00
DAY, SHANNON C.	MATH	\$40,850.00
DECAPUA, LAURA A.	BUILDING NURSE	\$32,347.56
DECKER, MARTIN J.	BUS DRIVER	\$18,230.75
DECKER, ROSEMARY L.	HIGH SCHOOL GROUND KEEPER	\$41,239.67
DEE, PORTIA S.	BUS DRIVER	\$14,663.45
DEHLER, MAUREEN M.	LITERACY SPECIALIST	\$58,317.00
DELLUTRI, DESIREE D.	EARLY CHILDHOOD	\$42,681.91
DELROSE, CHERYL L.	LEARN BEHAVIOR SPECIALIST	\$67,548.00
DEMARCO, CAROLE T.	SPEC ED TA	\$14,690.34
DEMERATH, EMILY E.	GRADE 4	\$45,260.00
DEMERATH, PATRICIA J.	FULL DAY KINDERGARTEN	\$71,488.00
DEMKE, LYNN M.	SECURITY DEAN'S ASSISTANT	\$20,987.23
DEMONT, JANET L.	PRINCIPAL	\$99,002.23
DENBO, AMBER M.	MATH IMPLEMENTATION	\$67,172.00
DEROSE, KATHLEEN A.	SEC DIR OF OPERATIONS	\$52,996.73
DESIDERIO , DAVID P.	TECHNOLOGY	\$80,013.00
DEVOL, LISA A.	GIFTED EDUCATION	\$96,946.00
DEWITT, LESLIE A.	BLDG ENGINEER-B	\$49,688.32
DEWITT, MARCIA A.	ATTENDANCE SECRETARY	\$33,070.67
DHUSE, SHERRI L.	GRADE 3	\$96,946.00
DI PASQUANTONIO, JOANN C.	BUS MONITOR	\$13,169.70
DICKSON , VICTORIA M.	LEARN BEHAVIOR SPECIALIST	\$58,267.00
DIFIORE, COURTNEY L.	LANGUAGE ARTS	\$57,943.00
DILLMAN, BEATRIZ E.	ELL DEVEL BILING EDU GR 3	\$45,333.00
DILLON, AMY L.	SCIENCE	\$56,570.00
DINEEN, JAMES A.	BUS DRIVER	\$15,192.29
DIXON, BRENDA M.	DIR ASSMTS DATA ACCTBLTY	\$118,933.80
DODE, JEAN A.	BUS MONITOR	\$12,439.89
DOERR, MARY G	PRINCIPAL'S SECRETARY	\$54,943.26
DOLENAK, KAITLYN M	CUSTODIAN	\$26,651.58
DONALDSON, JAMES D.	GRADE 4	\$54,969.00
DONOVAN, GINA M	BUILDING NURSE	\$32,884.06
DONOVAN, JOHN F.	SCIENCE	\$63,570.00
DORILIO, DONNA L.	LANGUAGE ARTS	\$69,574.00
DOUGHERTY , RONALD E.	APPLICATIONS MANAGER	\$68,805.18
DOVE, KATHLEEN R.	SPEC ED TA	\$15,598.17
DOWNS, CONNOR M.	SCIENCE	\$40,850.00
DOYLE-O'BRIEN, COURTNEY E.	TITLE I STUDENT SUPPORT	\$19,410.54
DRAPER, HOWARD L.	BUS DRIVER	\$15,192.29
DRAVILLAS, DIMITRIOS A.	CUSTODIAN	\$40,796.23
DRAVILLAS, SPIROS A.	CUSTODIAN	\$40,796.23
DUFFY, DERREK S.	TECH SPECIALIST	\$35,191.84
DUNBAR, CAROLINE E.	GRADE 1	\$61,816.00
DUNBAR, DANIEL C.	SOCIAL STUDIES	\$60,015.00
DUNHAM, ALLYSON R.	TEACHER ASSISTANT	\$16,484.58
DUNN , NICHOLAS A.	ADV VIA INDIV DETERMIN. & HEALTH	\$43,106.00

Name	Title 	Salary Inclusive of TRS/IMRF
DUNN, JENNA E.	FULL DAY KINDERGARTEN	\$53,368.00
DUSELL, BERNADETTE I	EXEC ADM ASST TO ADM SUP	\$70,218.39
DUTDUT , JENNIFER M.	LANGUAGE ARTS & READING	\$54,969.00
DUTTON, MICHAEL T.	PROJECT LEAD THE WAY & SCIENCE	\$63,570.00
DWYER, THOMAS F.	FAM CONS SCI	\$48,515.00
DZIURA, AMANDA J.	LANGUAGE ARTS & SOCIAL STUDIES	\$54,969.00
EARLEY, MICHELLE A.	TEACHER ASSISTANT	\$16,847.38
EBNER, LISA A.	SPEECH PATHOLOGIST	\$60,015.00
EDWARDS, JEFFREY S.	DEPT CHAIR-PHYS ED/HEALTH	\$63,570.00
EDWARDS, JOSHUA M.	PHYSICAL ED	\$63,670.00
EFFRON, ANDREW	SPEC ED TA	\$13,865.04
EFFRON, CINDY K.	PRINCIPAL'S SECRETARY	\$44,360.39
EGDORF, JILL E.	FULL DAY KINDERGARTEN	\$87,446.00
EGELAND, KRISTA L.	GRADE 3	\$67,548.00
EILERS, MELANIE A.	DIR OF HEALTH SERVICES	\$96,578.38
EIMER, STEPHANIE P.	LEARN BEHAVIOR SPECIALIST	\$48,839.00
EISBRENER, LYNN D.	TEACHER ASSISTANT	\$18,877.25
ELLEN, LISA M.	MATH	\$61,816.00
ELLIOTT, BETHANY L.	GRADE 3	\$92,772.00
ELLIS, TIMOTHY J	MAINT HEAD PAINTER	\$54,029.34
ELWOOD, ANNE M.	SCIENCE	\$92,772.00
ENGELHARDT, MATTHEW J.	SOCIAL STUDIES	\$54,969.00
ENGFER , MARY H.	ADV VIA INDIV DETERMIN. & READING	\$58,317.00
ENGLISH, JOHN T.	CUSTODIAN	\$26,713.39
ENGMARK, MARY E.	ELL/BILINGUAL TA	\$15,928.92
EPLEY, MICHAEL A.	SCIENCE	\$54,923.00
EPPERLEY, MATTHEW J.	GUIDANCE COUNSELOR	\$61,144.27
ERICKSON, PAUL K.	SOCIAL STUDIES	\$90,070.00
ERICSON, DIANE E.	LEARN BEHAVIOR SPECIALIST	\$63,570.00
EUCKER, STACEY L.	ATTENDANCE SECRETARY	\$30,661.03
EVERSON, MICHAEL D.	ART	\$60,066.00
EWALT, MARILYN D.	GRADE 5	\$44,399.00
FABERE, KELLI N.	TEACHER ASSISTANT	\$13,418.79
FAIRLESS, NICOLE A.	DEPT CHAIR-LEARNING CTR	\$48,798.00
FALLI, BRIAN M.	GUIDANCE COUNSELOR	\$64,868.24
FANGMAN, DONNA J.	LRC TA	\$17,535.61
FANNIN, BETHANY R.	SECURITY DEAN'S ASSISTANT	\$20,782.25
FATIG , BRITTAN E.	GUIDANCE COUNSELOR	\$62,979.35
FAUTH, BRIAN D.	GIFTED EDUCATION	\$82,427.00
FAVELA, JULIA A.	SCHOOL SECRETARY	\$26,828.48
FAWER BUAN, TERESA J.	LIBRARY MEDIA SPECIALIST	\$49,648.49
FEBLES, CHRISTOPHER J.	BILINGUAL SUPPORT ELEM	\$60,066.00
FEDANZO DUDLEY, AARON N.	PHYSICAL ED	\$67,548.00
FEDANZO-DUDLEY, MARY BETH	FAM CONS SCI	\$48,839.00
FEHRENBACHER, ANDREW T.	LEARN BEHAVIOR SPECIALIST	\$45,260.00
FEHRENBACHER, MARGARET M.	PHYSICAL ED	\$87,349.64
FELL , ELIZABETH C.	READING	\$67,172.00
FELTEN, MICHELLE D.	GUIDANCE COUNSELOR	\$51,770.00

Name	Title 	Salary Inclusive of TRS/IMRF
FERGUSON, KAREN M.	ADV VIA INDIV DETERMIN., DRAMA/THEATRE & ENC	\$67,548.00
FERGUSON, SEAN M.	LANGUAGE ARTS & SOCIAL STUDIES	\$67,172.00
FERRARO, BETSEY M.	SPEC ED TA	\$12,627.09
FERRER MARIN, CARLOS A.	CUSTODIAN	\$26,651.58
FEULNER, AMY K.	ELEM MUSIC	\$45,260.00
FIACCHINO, MICHELLE A.	TEACHER ASSISTANT	\$18,199.37
FICHTER , CASSANDRA M.	MATH	\$49,457.00
FIGGINS, GAYLE J.	SPEC ED TA	\$18,199.37
FILKINS, DRU R.	LEARN BEHAVIOR SPECIALIST	\$48,839.00
FINNEGAN, JAMES J.	BUS DRIVER	\$17,596.14
FISCHER, ALISON J.	GRADE 1	\$82,427.00
FISHER, ANGELA M.	GRADE 4	\$55,530.00
FITZGERALD, RACHEL A.	GRADE 1	\$60,066.00
FLEAGLE, KELLY A.	GRADE 5	\$54,969.00
FLORES, ROBERTO J.	ELL DUAL LANG GR 4	\$48,839.00
FOLLEY , CORIE E.	GUIDANCE COUNSELOR	\$64,868.24
FORBES, KATIE C.	PHYSICAL ED	\$45,260.00
FORNERO, MICHAEL A.	BUS DRIVER	\$14,663.45
FOSTER, ALLISON A.	GRADE 2	\$58,317.00
FOSTER, CARRIE B.	GRADE 1	\$51,345.00
FOSTER, JASON W.	SCIENCE	\$42,368.00
FOWLER, TARAH C.	PRINCIPAL	\$98,811.28
FOXWORTHY, BRANDIE O.	BUS DRIVER	\$14,935.70
FRANCIS, JOHN D.	ASSISTANT PRINCIPAL	\$77,262.71
FRANCIS, TIFFANY L.	GIFTED EDUCATION	\$69,031.00
FRANCZYK, KATIE M.	LANGUAGE ARTS	\$48,839.00
FRANTA, JOSEPH A.	LEARN BEHAVIOR SPECIALIST	\$48,839.00
FREESE JR, LARRY E.	DISTRICT MAINTENANCE	\$52,418.96
FREISCHLAG, SCOTT A.	MATH	\$63,570.00
FRENCH, LAURA	BILINGUAL SUPPORT ELEM	\$55,530.00
FREUND, JULENE S.	EARLY CHILDHOOD	\$71,102.00
FREUNDT, TRACI A.	SCHOOL SECRETARY	\$20,332.99
FRIEDLAND, TYLER M.	INDUSTRIAL ED	\$41,850.00
FRIGO, MARLENE B.	SECURITY DEAN'S ASSISTANT	\$18,427.50
FROST, JEFFERY S.	BUS DRIVER	\$17,596.14
FROST, TRICIA R.	ELEM ART	\$56,618.00
FRY, GENEVA M.	CROSSING GUARD	\$10,584.00
FRY, SARAH E.	GRADE 5	\$41,850.00
FU, LAURA C.	TEACHER ASSISTANT	\$11,636.73
FULTON, MEGHAN L.	BAND	\$60,066.00
GABEHART, KRISTI A.	MATH	\$69,031.00
GABRIS, MICHELLE L.	GIFTED EDUCATION	\$58,317.00
GACA, CARRIE R.	FULL DAY KINDERGARTEN	\$60,066.00
GAFFKE, MAUREEN M.	SPEECH PATHOLOGIST	\$71,488.00
GAFFNEY, DARRICK R.	CUSTODIAN	\$26,651.58
GALAN JR, WILFREDO	TEACHER ASSISTANT	\$14,188.02
GALLAGHER, ROXANE R.	BUS MONITOR	\$15,369.22
GALLARDO ESCOBEDO, GUADALUPE	ELL DUAL LANG GR 2	\$40,850.00

Name	Title 	Salary Inclusive of TRS/IMRF
GALLEGOS, JOSE C.	BLDG ENGINEER-B	\$48,171.29
GALLERY, DIANE E.	LIBRARY MEDIA SPECIALIST	\$61,330.67
GALLO, STEPHANIE A.	ENGLISH	\$48,018.00
GALVAN, MANUEL J.T.	TRANSPORTATION MECHANIC	\$50,248.11
GAMBOA, MAIRA J.	BUS DRIVER	\$14,504.40
GAMLIN, CHRISTINE A.	GRADE 2	\$63,316.00
GANAS, CHRISTINE L.	SPEC ED TA	\$13,846.14
GANDY, CYNTHIA M.	FAM CONS SCI	\$63,570.00
GANESAN, MELODY E.	LEARN BEHAVIOR SPECIALIST	\$63,670.00
GANNON, CAITLIN M.	GUIDANCE COUNSELOR	\$56,618.00
GARCIA, BRENDA N.	TEACHER ASSISTANT	\$15,928.92
GARCIA, JACQUELINE	ELL DEVEL BIL ED PRE KIND	\$45,260.00
GARDNER, JILL L.	LEARN BEHAVIOR SPECIALIST	\$82,427.00
GARMON, CHRISTINE R.	SPANISH	\$67,548.00
GARRABRANT, ANNE C.	GRADE 1	\$43,106.00
GARREN, HILLARY B.	GRADE 4	\$19,617.68
GARREN, RENE L.	ASSISTANT PRINCIPAL	\$89,312.38
GARRISON, BARBARA A.	ASSISTANT PRINCIPAL	\$77,940.41
GARZA, TRACEY L.	TEACHER ASSISTANT	\$13,504.26
GATENBY, MEGHAN E.	ELEM ART	\$58,317.00
GATES, KARA M.	GRADE 2	\$37,716.00
GATLIN, LAURENE M.	SCIENCE	\$58,317.00
GBUR, OLGA M.	GRADE 4	\$77,871.00
GEBAUER, KATHERINE D.	BUS DRIVER	\$12,521.25
GENGLER, SCOTT S.	MATH	\$75,432.00
GERAGHTY, MARY P	DIR OF SPECIAL EDUC	\$118,933.80
GERARD, JEFFREY L.	PRINCIPAL	\$94,037.55
GERARDOT, MEREDITH L.	ALTERNATIVE EDUC COOR	\$78,464.62
GERL, MICHAEL R.	SCIENCE	\$44,399.00
GERRY, JACQUELINE M.	GRADE 2	\$41,850.00
GERTH, LUANN M.	LITERACY SPECIALIST	\$87,446.00
GIACOMINO, MEGAN C.	GRADE 1	\$58,317.00
GIARRANTE, JOSEPH R.	MATH	\$58,267.00
GIBSON, AMANDA M.	LEARN BEHAVIOR SPECIALIST	\$45,260.00
GIBSON, AMY E.	READING	\$71,488.00
GIBSON, ANNA M.	LITERACY SPECIALIST	\$87,446.00
GIBSON, PAULA J.	DAC SECRETARY	\$41,001.51
GILES, JAMES A.	SOCIAL STUDIES	\$90,070.00
GILLIAM, ABBY C.	LEARN BEHAVIOR SPECIALIST	\$43,106.00
GILMOUR, JEFFREY R.	LEARN BEHAVIOR SPECIALIST	\$40,605.72
GIRARDOT, CAROL E.	TEACHER ASSISTANT	\$19,216.19
GIVEN, CARLA S.	BUS MONITOR	\$13,092.29
GLASER, JAMIE L.	ELEM ART	\$56,618.00
GLATT, KELLI M.	GRADE 5	\$67,172.00
GLEASON, ERIN M.	LITERACY SPECIALIST	\$67,172.00
GLEASON, MELISSA J.	GUIDANCE COUNSELOR	\$86,980.98
GLYNN, ADAM A.	SCIENCE	\$45,730.00
GODDARD, RANDALL E.	CUSTODIAN	\$26,748.11

Name	Title 	Salary Inclusive of TRS/IMRF
GODINEZ, CHANDRA D.	BUS DRIVER	\$12,521.25
GODUTO, JOSEPHINE A.	TEACHER ASSISTANT	\$15,020.46
GONZALEZ, ALEX M.	GRADE 2	\$45,260.00
GONZALEZ, LUISANA	ELL DUAL LANG GR 2	\$58,317.00
GOODALL , KIMBERLY A.	SCHOOL SECRETARY	\$28,459.41
GOODYEAR, NICOLE M.	GRADE 3	\$67,548.00
GORDEY, GINA M.	LITERACY SPECIALIST	\$63,570.00
GORDON , CASSIE L.	TEACHER ASSISTANT	\$16,448.18
GORDON, JENNIFER M.	BUSINESS ED & FAM CONS SCI	\$48,018.00
GORDON, JESSICA A.	ART & SCIENCE	\$71,263.00
GORMAN, KAITLYN E.	MATH	\$40,350.00
GOSSETT, BRANDY R.	MATH	\$63,670.00
GOSSETT, ROSEMARIE	BUS DRIVER	\$20,434.59
GOTCHIE, TERRY L.	LRC/COMP LAB TA	\$16,469.96
GOTHELF, ANDREW	SOCIAL STUDIES	\$80,026.00
GRABAVOY, CHRISTIANA M.	READING	\$50,305.00
GRAMME, GORDON L.	CUSTODIAN	\$30,503.82
GRAUER, MOLLY A.	FULL DAY KINDERGARTEN	\$60,015.00
GRAVES, BRIAN T.	DIR COMM & PUB RELATIONS	\$93,717.24
GRAY, BETH A.	SOCIAL STUDIES	\$67,548.00
GREEN, DONNA E.	SPEC ED TA	\$14,855.40
GREEN, MARK J.	BUSINESS ED	\$87,446.00
GREENE, KENDRA A.	ELL DUAL LANG GR 5	\$43,943.00
GREENFIELD, ANDREA L.	TEACHER ASSISTANT	\$17,860.43
GREIFENKAMP, MARY K.	GRADE 2	\$58,317.00
GRIFFIN, KAYLEE A.	LANGUAGE ARTS	\$45,260.00
GRIFFIN, KEITH F.	ASSISTANT PRINCIPAL	\$74,959.18
GRIGSBY, SHELLEY M.	GRADE 4	\$40,850.00
GRIMES, KALVIN R.	CUSTODIAN	\$26,651.58
GRIMM, ELIZABETH A.	SPEC ED TA	\$12,348.00
GRUNT, ANNE E.	GRADE 4	\$54,969.00
GUERRA, SUSAN W.	BUS DRIVER	\$18,449.98
GUIDO, NICHOLAS P.	SOCIAL STUDIES	\$54,923.00
GULBRO, KURTIS	DEPT CHAIR-FOREIGN LANG	\$71,488.00
GUNTHER, JACQUELIN	ELL DUAL LANG GR 3	\$40,850.00
GUZMAN JR, GABRIEL	CUSTODIAN	\$26,656.82
GUZMAN, GABRIEL L.	MAINT GROUNDS KEEPER	\$41,916.50
HADDOCK, PATRICK R.	ASSISTANT PRINCIPAL	\$69,830.04
HAFENRICHTER, CLINTON B.	ELEM MUSIC	\$65,216.00
HAFENRICHTER, LAURIE A.	GUIDANCE COUNSELOR	\$53,084.28
HAGER, JENNIFER A.	GRADE 3	\$69,574.00
HALDER, KELLY E.	TEACHER ASSISTANT	\$16,448.18
HALLAHAN, DANIEL T.	SOCIAL STUDIES	\$77,871.00
HALPER, JENNIFER L.	FULL DAY KINDERGARTEN	\$40,350.00
HAMBRIC, DONALD B.	BUS DRIVER	\$17,596.14
HAMITI, TIFFANY M.	SPEC ED TA	\$14,112.63
HAMMER, ELIZABETH A.	LEARN BEHAVIOR SPECIALIST	\$63,570.00
HAMPTON, HEATHER N.	MATH	\$63,570.00

Name	Title 	Salary Inclusive of TRS/IMRF
HANRATTY, CATHERINE J.	TITLE I STUDENT SUPPORT	\$21,090.78
HANSEN, ALICIA M.	EARLY CHILDHOOD	\$51,345.00
HANSEN, MARGARET E.	SCIENCE	\$40,350.00
HARAZIN, JOHN T.	PHYSICAL ED	\$84,899.00
HARDY, MARY V.	LEARN BEHAVIOR SPECIALIST	\$61,816.00
HARKER, SUSAN K.	ESL SUPPORT HS	\$84,899.00
HARLOW, ALEXIS M.	LEARN BEHAVIOR SPECIALIST	\$50,305.00
HARMON , TAMMIE M.	PRINCIPAL	\$95,195.38
HARPER, KRISTIN E.	LEARN BEHAVIOR SPECIALIST	\$58,317.00
HARPER, STACY A.	ENGLISH	\$63,570.00
HARRELL, QIANA D.	GRADE 4	\$48,515.00
HARRIS , BRIDGET K.	SPEC ED TA	\$16,557.33
HARRIS, MARIA E.	GRADE 3	\$58,317.00
HARRIS, TIMOTHY J.	GRADE 5	\$56,618.00
HARRISON, CONNIE J.	TEACHER ASSISTANT	\$16,267.28
HARRISON, DANIEL E.	BAND	\$106,121.00
HARRISON, JENNIFER L.	FULL DAY KINDERGARTEN	\$50,305.00
HART, RYAN J.	DEPT CHAIR-SPECIAL ED	\$65,580.00
HARTER, NICOLE J.	GRADE 1	\$47,362.43
HARTIGAN, MARGARET M.	SPEC ED TA	\$15,433.11
HARTMAN, RANDY L.	CUSTODIAN	\$26,656.82
HARTMAN-PEREZ, TRACI L.	GUIDANCE COUNSELOR	\$81,987.54
HARTNESS, REDA G.	BUS MONITOR	\$10,276.43
HARTNETT, KIMBERLY A.	GRADE 1	\$58,317.00
HARTSOCK, ELIZABETH A.	LITERACY SPECIALIST	\$69,187.00
HATCH, LEIGH A.	LANGUAGE ARTS	\$87,446.00
HATHAWAY, DONNA MARIE L.	ATTENDANCE SECRETARY	\$28,459.41
HAUGE, ROBERT B.	BUS DRIVER	\$11,870.41
HAWLEY, BRIAN W.	BUS DRIVER	\$22,076.90
HAYNES, RONALD R.	HIGH SCHOOL GROUND KEEPER	\$41,239.67
HAYNES, STEVEN S.	GUIDANCE COUNSELOR	\$102,302.13
HAZELTON, STEFFANIE L.	SPEECH PATHOLOGIST	\$53,026.00
HEALY, KELLY A.	GRADE 5	\$40,850.00
HEATH, MICHAEL D.	HEALTH	\$60,015.00
HEBERT, REBECCA A.	SPEECH PATHOLOGIST	\$87,446.00
HEEMSTRA, LISA M.	BAND	\$67,548.00
HEFNER, EMILY A.	FULL DAY KINDERGARTEN	\$45,260.00
HEGSETH, LISA D.	LRC/COMP LAB TA	\$14,983.72
HEINRICH, MERRITT N.	PRINCIPAL'S SECRETARY	\$38,629.28
HEINZ, JULIE R.	TEACHER ASSISTANT	\$17,535.61
HEISIG, ANNETTE J.	LEARN BEHAVIOR SPECIALIST	\$43,106.00
HEJTMANEK, LINDSAY M.	FULL DAY KINDERGARTEN	\$61,816.00
HELLMUTH, ANNE M.	GRADE 2	\$63,670.00
HENAGHAN, KAITLYN M.	LANGUAGE ARTS	\$40,350.00
HENNET, SANDRA L.	TEACHER ASSISTANT	\$15,928.92
HENRICKS, AARON L.	SOCIAL STUDIES	\$43,106.00
HENRICKSEN, JOSEPH D.	PHYSICAL ED	\$80,026.00
HERINK, TIM A.	HIGH SCHOOL GROUND KEEPER	\$38,825.78

Name	Title 	Salary Inclusive of TRS/IMRF
HERNANDEZ DE CRUZ, EVA	CUSTODIAN	\$40,796.23
HERNANDEZ LOZA, DAMARIS	BUS MONITOR	\$9,686.25
HERNANDEZ, CRISTINA	ELL DUAL LANG GR 5	\$71,488.00
HERNANDEZ, HEATHER N.	TEACHER ASSISTANT	\$15,598.17
HERNANDEZ, MARINA	CUSTODIAN	\$29,430.24
HERNANDEZ, NOEMI A.	BUS MONITOR	\$13,169.70
HERNDON, KIMBERLY A.	LRC/COMP LAB TA	\$16,469.96
HERRICK, MELINDA A.	LANGUAGE ARTS	\$63,570.00
HERRMANN, KATHERINE L.	SPEECH PATHOLOGIST	\$59,682.00
HERTING, JONATHON E.	BUS DRIVER	\$14,182.68
HERZOG, DEBORA A.	BUS DRIVER	\$19,546.13
HETTINGER, ENES J.	SCHOOL SECRETARY	\$46,060.81
HETTINGER, MICHAEL D.	PHYSICAL ED	\$40,350.00
HETTINGER, SARAH R.	GRADE 1	\$47,102.00
HETTINGER, TAMARA M.	GRADE 5	\$43,106.00
HIBNER, SCOTT A.	CUSTODIAN	\$40,796.23
HILDERBRAND, FLOREINE F.	GUIDANCE COUNSELOR	\$90,419.57
HILDY , ELIZABETH A.	LANGUAGE ARTS	\$60,015.00
HILL, JENNIFER A.	TEACHER ASSISTANT	\$15,928.92
HILL, STEPHANIE A.	ENGLISH	\$43,106.00
HILLESLAND , BRENDA L.	ATTENDANCE SECRETARY	\$26,851.66
HILLMAN II, ROBERT D.	SECURITY DEAN'S ASSISTANT	\$18,154.74
HILLMAN, JEREMY L.	ATHLETIC DIR ASSISTANT & PHYSICAL ED	\$75,432.00
HILLMAN, LISA M.	PHYSICAL ED	\$39,129.60
HILTENBRAND, ANN M.	DAC SECRETARY	\$41,001.51
HINZ, DAWN L.	GRADE 1	\$101,309.00
HINZ, STEVEN J.	BLDG ENGINEER-A	\$41,589.75
HLAVACS, KELLY A.	GUIDANCE COUNSELOR	\$28,158.25
HODEL, ROBERT A.	MAINT HIGH SCHOOL	\$50,435.16
HOFFER, LISA L.	BUS DRIVER	\$12,521.25
HOFFERKAMP, BRIANNE N.	LEARN BEHAVIOR SPECIALIST	\$56,618.00
HOFFMAN, JOSEPH M.	ASST DIR SECONDARY SPED	\$92,715.25
HOFFMAN, TAMMY J.	BUS DRIVER	\$21,269.21
HOFNER, TIMOTHY J.	BUS DRIVER	\$14,663.45
HOG, ANNA M.	GERMAN	\$56,618.00
HOINKES, KARLA H.	DEPT CHAIR-GUIDANCE	\$133,578.27
HOKE, KELLY L.	GRADE 1	\$69,031.00
HOLMAN, TRISTIN J.	GRADE 2	\$49,971.00
HOLPUCH, LAUREL A.	ATTENDANCE SECRETARY	\$27,835.00
HOLT, MEGIN C.	MATH	\$40,350.00
HOLTZ, ERIN L.	ENGLISH	\$71,263.00
HOLUB, ANTHONY T.	PROJECT LEAD THE WAY & SCIENCE	\$77,871.00
HOPPENSTEADT, DEBORAH A.	SCHOOL SECRETARY	\$41,921.63
HOSLER, MICHAEL S.	BLDG ENGINEER-B	\$41,689.51
HOSP, MARIANNE C.	MAINTENANCE SECRETARY	\$43,532.55
HOSTERT, VICKI L.	ATTENDANCE SECRETARY	\$27,159.25
HOTCHKISS, CRAIG S.	GRADE 4	\$41,850.00
HOWARD, DARREN L.	ATHLETIC DIRECTOR	\$100,646.82

Name	Title 	Salary Inclusive of TRS/IMRF
HOWARD, NICHOLE R.	SPEC ED TA	\$11,801.79
HOWE, SARAH A.	FULL DAY KINDERGARTEN	\$54,969.00
HOWELL, DARLENE A.	EARLY CHILDHOOD	\$58,267.00
HOWELL, ERICA E.	KINDERGARTEN	\$34,787.00
HOWELL, LAURA A.	LEARN BEHAVIOR SPECIALIST	\$50,305.00
HOWERTON, AMY M.	DEPT CHAIR-ENGLISH	\$75,603.00
HRANKA, PAMELA L.	GRADE 3	\$47,102.00
HUBBARD, WILLYNE S.	BUS MONITOR	\$19,821.61
HUBBLE, KIMBERLY M.	GOAL TEACHER	\$61,868.00
HUBER, CHERYL L.	READING	\$63,570.00
HUDDLESTON, LAURA M.	GRADE 2	\$56,618.00
HUDDLESTON, JILLIAN M.	FULL DAY KINDERGARTEN	\$63,570.00
HUFFMAN, AMY C.	GRADE 5	\$63,670.00
HUGHES, ALICIA L.	GRADE 4	\$40,350.00
HUGHLETT, TERRI L.	BUS DRIVER	\$19,546.13
HUIZAR, ROGELIA	BILINGUAL SUPPORT ELEM	\$40,350.00
HUNANYAN, GAYANE	TEACHER ASSISTANT	\$18,524.19
HUNTER, MARSHA A.	TECH SPECIALIST	\$35,511.69
HUPKE, CHRISTOPHER J.	GUIDANCE COUNSELOR	\$79,599.51
HUSER, TREVOR B.	SCIENCE	\$40,350.00
HUTCHINGS, STEPHEN M.	CUSTODIAN	\$28,356.65
HUTCHISON, KATELYN R.	GRADE 1	\$60,015.00
HUTTEN, ANGELA R.	READING	\$63,570.00
HYNEK, ALLISON N.	LEARN BEHAVIOR SPECIALIST	\$45,333.00
IDERAN, STEVEN J.	SOCIAL STUDIES	\$43,106.00
INCANDELA, AMY C.	LEARN BEHAVIOR SPECIALIST	\$46,036.00
INGLESE, AMANDA N.	SOCIAL STUDIES	\$48,515.00
INGO, TERESE M.	SPEC ED TA	\$14,525.28
IOVINO, NICOLAS M	CUSTODIAN	\$40,796.23
IOVINO, SARAH E.	CUSTODIAN	\$29,430.24
ISLEY, TIFFANY A.	BUILDING NURSE	\$32,008.06
ITTER, DANIELLE A.M.	TEACHER ASSISTANT	\$15,928.92
IVANITZ, LINDA C.	ELL TRANSI PROG INSTR ELE	\$63,570.00
IVERSON, SANDRA L.	LRC/COMP LAB TA	\$16,799.93
JABLONSKI, KIMBERLY S.	LRC/COMP LAB TA	\$15,476.15
JACHIMIEC, MATTHEW J.	SOCIAL STUDIES	\$42,368.00
JACKSON, ASHLEY B.	LEARN BEHAVIOR SPECIALIST	\$43,106.00
JACKSON, ROXANNE	DEAN	\$73,951.45
JACOBS, JACLYN J.	MATH	\$40,350.00
JACOBS, JULIE C.	GRADE 1	\$45,730.00
JAECKEL, KARLA J.	SPEC ED TA	\$15,928.92
JAEGLE, CHRISTINE A.	TEACHER ASSISTANT	\$16,072.60
JANNUSCH, PENNY R.	SECURITY DEAN'S ASSISTANT	\$15,795.00
JANOR, JACLYN M.	FULL DAY KINDERGARTEN	\$65,216.00
JANSEN, NANCY R.	FAM CONS SCI	\$71,102.00
JASINSKI, ROSA E.	ELL/BILINGUAL TA	\$13,846.14
JEFFERS, DAVID S	CUSTODIAN	\$26,651.58
JENKINS, ERIN E.	GRADE 2	\$65,216.00

Name	Title 	Salary Inclusive of TRS/IMRF
JENNINGS, JOHN J.	SYSTEMS ENGINEER	\$45,287.04
JESMAN, MARY J.	BUS DRIVER	\$14,923.06
JOHANNNS, RENAE T.	TEACHER ASSISTANT	\$16,072.60
JOHANNNS, RICHARD H.	GRADE 4	\$96,946.00
JOHNS, HEATHER R.	GRADE 5	\$43,106.00
JOHNSEN, JOANNE B.	SPEC ED TA	\$16,115.36
JOHNSEN, JULIE C.	GRADE 2	\$48,839.00
JOHNSEN, LUANN M.	BUS MONITOR	\$16,885.08
JOHNSON, CAROL L.M.	ENGLISH	\$51,814.00
JOHNSON, DAVID T.	MATH	\$63,570.00
JOHNSON, DAWN M.	DEPT CHAIR-SCIENCE	\$108,177.11
JOHNSON, DIANE R.	GRADE 1	\$49,971.00
JOHNSON, DIANE S.	SPEC ED TA	\$15,598.17
JOHNSON, JAMES T.	SOCIAL STUDIES	\$42,449.50
JOHNSON, KATELYN M.	GRADE 2	\$43,106.00
JOHNSON, MARK D.	ATHLETIC DIR ASSISTANT & SOCIAL STUDIES	\$84,899.00
JOHNSON, MARK E.	SPEC ED TA	\$17,860.43
JOHNSON, MATT W.	ELEM PHYS ED	\$50,941.00
JOHNSON, MATTHEW W.	VEH MAINT ASST - FLUIDS	\$35,527.20
JOHNSON, SCOTT A.	SCIENCE	\$56,570.00
JOHNSON, TIA K.	ELEM MUSIC	\$40,850.00
JOHNSON, TINA M.	LITERACY SPECIALIST	\$58,317.00
JOHNSON-HANSEN, JUDITH A.	SPEC ED TA	\$16,206.75
JONES, CARRIE J.	GRADE 1	\$50,305.00
JONES, CHRISTIE J.	BUS DRIVER	\$18,230.75
JONES, DAVID M.	DEAN	\$82,781.48
JONES, MICHELLE M.	GRADE 3	\$71,488.00
JONES, TOIA S.	PRINCIPAL	\$91,311.28
JORDAN, ALLEN L.	BUS DRIVER	\$12,521.25
JORDAN, JOI M.	ENGLISH	\$48,839.00
JORDAN, KAREN L.	GRADE 2	\$48,515.00
JUAREZ, CRISTINA	CUSTODIAN	\$38,835.77
JUMP, SARAH E.	CROSSING GUARD	\$8,996.40
JURKOVIC, MARKO	DRIVER ED. & PHYSICAL ED	\$71,488.00
KACHINSKY, MELANIE R.	MATH	\$40,850.00
KAEGEBEIN, STEPHANIE L.	RECEPTIONIST	\$19,300.00
KAHL, SHARON L.	SCIENCE	\$71,102.00
KAHLE, CARAH L.	LEARN BEHAVIOR SPECIALIST	\$47,417.00
KAHN, MELANIE M.	SOCIAL STUDIES	\$42,893.00
KAISER, PATRICIA L.	TEACHER ASSISTANT	\$16,072.60
KAITSCHUK, AMANDA L.	TEACHER ASSISTANT	\$12,564.09
KALOUS, KATHLEEN J.	TEACHER ASSISTANT	\$19,583.38
KALPAKE, MARY C.	CROSSING GUARD	\$10,092.60
KAMIN, JOLENE N.	GRADE 3	\$54,969.00
KAMINSKI JR, ROBERT J.	ATHLETIC DIRECTOR	\$93,819.00
KANANURA, JEAN CLAUDE	BUS MONITOR	\$10,817.30
KAPELA, PHILLIP F.	SPEC ED TA	\$15,598.17
KARANTONIS, SARA	BUILDING NURSE	\$32,008.06

Name	Title 	Salary Inclusive of TRS/IMRF
KARVELIUS, JULIANNA E.	BAND	\$45,260.00
KASPAR, STEPHANIE N.	LEARN BEHAVIOR SPECIALIST	\$56,618.00
KATZEN, KIMBERLY S.	GRADE 3	\$45,260.00
KAUFFUNGER, BRITTANY N.	BUS DRIVER	\$17,596.14
KAUZLARICH, KRISTIN M.	FAM CONS SCI	\$58,005.96
KEARNS, FRANCINE M.	ELEM ART	\$45,260.00
KECK, MEGAN E.	GRADE 1	\$54,044.00
KEENAN, JENNIFER E.	GRADE 2	\$45,260.00
KEENER, SHON M.	SCIENCE	\$80,026.00
KEICHER, JENNIFER D.	LANGUAGE ARTS	\$47,417.00
KELCH, KRISTINE K.	SPEECH PATHOLOGIST	\$69,187.00
KELLEHER, SEAN P.	SOCIAL STUDIES	\$43,106.00
KELLER, ANTOINETTE	CROSSING GUARD	\$10,584.00
KELLEY JR, MICHAEL F.	GOAL TEACHER	\$53,368.00
KELLOGG, JENNIFER A.	LANGUAGE ARTS	\$63,570.00
KELLY, KELLI A.	SPEC ED TA	\$15,299.13
KELLY, SHARON L.	CERT NURSE SUPERVISOR	\$46,993.26
KEMMER, SCOTT P.	CUSTODIAN	\$28,356.65
KEMP, ANGELA M.	LEARN BEHAVIOR SPECIALIST	\$69,187.00
KENNEDY, THOMAS A.	TEACHER ASSISTANT	\$15,928.92
KENNY, DEBRA L.	TEACHER ASSISTANT	\$16,261.52
KENSEK, BARBARA C.	SCIENCE	\$59,682.00
KENT, JULIANNE M.	LEARN BEHAVIOR SPECIALIST	\$51,814.00
KENTROS, MATTHEW A.	CROSSING GUARD	\$10,092.60
KENYON, DANNY L.	ASST DIR OF OPERATIONS	\$76,416.72
KEPKA, ERIN J.	SOCIAL STUDIES	\$71,488.00
KERN, JENNIFER L.	ASSISTANT PRINCIPAL	\$72,330.04
KERR, CATHERINE M.	PHYSICAL ED	\$73,235.00
KERSTING, MARC A.	DRIVER ED. & PHYSICAL ED	\$84,899.00
KETTERHAGEN, SARAH A.B.	FULL DAY KINDERGARTEN	\$61,472.00
KEYVAN, CHANEL I.	MATH	\$41,850.00
KICE, DESIREE L.	SPEC ED TA	\$15,515.64
KIE, JENNIFER J.	GRADE 1	\$80,013.00
KIEFERT, KENNETH J.	LEARN BEHAVIOR SPECIALIST	\$67,548.00
KIESEWETTER, DENISE E.	SCIENCE	\$82,427.00
KIGER, BRENT A.	SYSTEMS MANAGER	\$79,003.08
KILISZEWSKI, MELISSA M.	ATTENDANCE SECRETARY	\$31,250.44
KILL, CHRISTINE M.	MATH	\$56,618.00
KILLAM, REBECCA N.	ESL SUPPORT HS	\$56,570.00
KIMPTON, AARON P.	PHYSICAL ED/HEALTH	\$56,618.00
KING, ANNE C.	GRADE 2	\$63,570.00
KING, JACLYN M.	ESL SUPPORT HS	\$42,893.00
KING, KARA L.	MATH	\$80,013.00
KING, LAURETTA M.	DAC SECRETARY	\$48,745.68
KING, MICHELE D.	LEARN BEHAVIOR SPECIALIST	\$41,850.00
KIRBERG, JENNIFER A.	EARLY CHILDHOOD	\$51,814.00
KIRBY, ROMNEY L.	BUS MONITOR	\$9,819.70
KIRCHNER, JULIE A.	BILINGUAL SUPPORT ELEM	\$71,488.00
KIRK, EUGENE R	BUS DRIVER	\$18,230.75
KITTLER, PAUL W.	LEARN BEHAVIOR SPECIALIST	\$58,267.00
KLASSEN, HEATHER L.	TEACHER ASSISTANT	\$16,153.83

Name	Title 	Salary Inclusive of TRS/IMRF
KLEINMAIER, JULIE A.W.	CHORAL MUSIC	\$75,603.00
KLICK, PAMELA S.	GRADE 1	\$82,427.00
KLIGIS, JESSICA R.	SPEC ED TA	\$15,598.17
KLINE, CAROL L.	LRC TA	\$17,535.61
KLINGBERG, MICHELLE M.	FULL DAY KINDERGARTEN	\$53,368.00
KLIX, ERICA A.	MATH	\$56,618.00
KLOSE, LAURIE A.	LITERACY SPECIALIST	\$77,695.00
KLOTZ, JENNIFER L.	FULL DAY KINDERGARTEN	\$45,260.00
KNAUF, JULIE A.	LEARN BEHAVIOR SPECIALIST	\$77,871.00
KNUTH, KENNETH R.	BUS DRIVER	\$23,840.36
KNUTSON, KAY K.	MATH	\$71,102.00
KOBERNUS, JAMES F.	BUS DRIVER	\$21,830.75
KOCHER, ERIN V.	MATH	\$30,934.00
KOCSIS, KATHARINE L.	EARLY CHILDHOOD	\$54,969.00
KOEHNE, VALERIE E.	GRADE 5	\$63,670.00
KOELLER, KIMBERLY A.	SPEC ED TA	\$13,039.74
KOK, JENNIFER E.	TEACHER ASSISTANT	\$16,639.37
KOKES, DANIEL H.	SCIENCE	\$84,899.00
KOLKAY, AARON J.	ART & ESL SUPPORT HS	\$54,969.00
KOMES, STEPHANIE T.	GRADE 2	\$54,969.00
KONTOS, ANNA-MARIE	GRADE 4	\$63,570.00
KOONCE, LIA A.	SCIENCE	\$44,787.85
KORCZAK , ERIK N.	SCIENCE	\$53,368.00
KORCZAK, GINA R.	PROJECT LEAD THE WAY	\$54,969.00
KOVACH, JARED M.	GRADE 4	\$43,106.00
KOVACH, KATHLEEN S.	BUS MONITOR	\$12,572.58
KOVALENKO, BETH A.	LANGUAGE ARTS	\$80,013.00
KOWALCZYK, LISA M.	LRC TA	\$17,210.80
KOWALSKI, CHRIS M.	ELEM MUSIC	\$65,580.00
KRACHTUS, CYNTHIA R.	SEC EXEC ASST TEACH/LEARN	\$44,389.21
KRAL, ELIZABETH A.	GRADE 5	\$53,368.00
KRAL, LARA H.	TEACHER ASSISTANT	\$15,845.76
KRAMARCZYK, KELLY E.	SPEECH PATHOLOGIST	\$28,128.00
KRAMER, KENNETH R.	CUSTODIAN	\$44,857.19
KRANTZ, JERRY E.	COOR-TELECOMMUNICATIONS	\$51,058.13
KRANTZ, LAURA M.	GRADE 5	\$80,013.00
KRAS, CELESTE M.	TEACHER ASSISTANT	\$17,535.61
KRAUS, HEATHER L.	GRADE 5	\$63,570.00
KREBS, MARK S.	DEPT CHAIR-MATH	\$80,013.00
KREITZER , JULIE K.	GRADE 1	\$106,121.00
KRIER, AMY M.	GRADE 5	\$51,345.00
KROG, LARRY A.	BUS DRIVER	\$23,840.36
KROHN, ERIKA A.	GRADE 3	\$63,570.00
KRUZIL, MICHELLE J.	GRADE 3	\$43,106.00
KRYGOWSKI, STEVEN J.	LANGUAGE ARTS	\$63,570.00
KRZEMINSKI, STEPHANIE M.	SOCIAL STUDIES	\$56,618.00
KUEKER, BRETT A.	ASSISTANT PRINCIPAL	\$67,880.81
KUEKER, CHRISTINE T.	ELEM ART	\$56,618.00
KUFELDT, TINA M.	BUS DRIVER	\$27,098.05
KUFFEL, CARRIE L.	TEACHER ASSISTANT	\$15,876.00
KULOVITZ, LINDA R.	GRADE 3	\$71,488.00

Name	Title 	Salary Inclusive of TRS/IMRF
KUNSCH, JENNIFER A.	ART	\$90,070.00
KURKAMP, MATTHEW B.	SCIENCE	\$65,216.00
KWIATKOWSKI, JOSEPH S.	GRADE 5	\$40,350.00
KYRIAS , CHERYL A.	SOCIAL STUDIES	\$49,457.00
LACKEY, DALE R.	BLDG ENGINEER-B	\$45,860.75
LAGGER, JESSICA F.	PHYSICAL ED	\$44,399.00
LAGGER, JOSEPH T.	ELEM PHYS ED	\$43,106.00
LAM, JULIE H.	ASST DIR SECONDARY EDUC	\$81,677.72
LAMB, ANNIE C.	GRADE 1	\$43,106.00
LANDEROS, JILL L.	TEACHER ASSISTANT	\$17,860.43
LANDEROS, MARGARITA	CUSTODIAN	\$26,646.40
LANDERS, KATIE M.	READING	\$37,089.60
LANDORF, STEVEN C.	BUS DRIVER	\$12,521.25
LANG, NICOLE G.	SCIENCE	\$53,368.00
LANGENFELD, CHRISTINA L.	FULL DAY KINDERGARTEN	\$80,013.00
LANING, MARIA I.	ELEM PHYS ED	\$51,345.00
LANSKY, ALYSON M.	LEARN BEHAVIOR SPECIALIST	\$43,943.00
LANSKY, KAREN L.	SECRETARY BOARD OF EDUC	\$50,261.76
LARA, MAURICIO	ELL DUAL LANG JH & SPANISH	\$60,066.00
LADES LUNA, PAOLA A.	DAC SECRETARY	\$38,105.28
LARGE, CAROL N.	ESL SUPPORT JH	\$53,323.00
LARSEN, NICOLE J.	FAM CONS SCI & SCIENCE	\$71,263.00
LARSON , MOLLY C.	SPEECH PATHOLOGIST	\$77,871.00
LASKY, JOHN G.	CUSTODIAN	\$28,356.65
LATHAM, CARLA D.	SPEC ED TA	\$12,131.91
LATTA, KATHARINE A.	MATH	\$41,850.00
LATUSZEK, MARIA E	CUSTODIAN	\$40,796.23
LATZKE, CARRIE D.	GRADE 5	\$54,923.00
LAVELLE, KRISTIN E.	ENGLISH	\$46,619.00
LAWRENCE, RICARDO J.	CUSTODIAN	\$26,646.40
LAWRENCE, ROBERT	MAINT DISTRICT DRIVER	\$45,090.57
LAZANSKY, KAITLIN N.	GRADE 5	\$40,850.00
LEAKAKOS, TOMMY A.	MATH	\$69,574.00
LEAL, JUAN	SPANISH	\$46,619.00
LEALI, MICHAEL V.	ENGLISH	\$40,850.00
LEBEAU, LORI A	TRANS OPERATIONS ROUTER	\$43,775.00
LEBLANC, TYSON R.	PHYSICAL ED	\$48,515.00
LECUYER-SYLVAN, GWEN R.	BUS MONITOR	\$12,661.05
LEDEAUX, SAMUEL	ASSISTANT PRINCIPAL	\$82,781.48
LEDVINA, TERRI P.	BUS MONITOR	\$12,572.58
LEE, DANIELLE M.	MATH IMPLEMENTATION	\$56,618.00
LEE, JENNA N.	BUS MONITOR	\$9,650.81
LEE, MARIA W.	ESL SUPPORT ELEM	\$80,026.00
LEECH, JOHN H.	BUS DRIVER	\$18,230.75
LEHMANN, WAYNE R.	BLDG ENGINEER-C	\$49,594.97
LEHMANN, WILLIAM N.	BLDG ENGINEER-B	\$45,860.75
LEIGH, SEEMA M.	ESL SUPPORT ELEM	\$65,216.00
LENTZ, MICHAEL P.	CUSTODIAN	\$26,651.58
LEON, ROSA I.	BUS MONITOR	\$15,460.08
LEONE, MILICA A.	SCIENCE	\$43,106.00
LEPE, ANA M.	CUSTODIAN	\$30,503.82

Name	Title 	Salary Inclusive of TRS/IMRF
LESKO, KRISTI K.	LEARN BEHAVIOR SPECIALIST	\$61,868.00
LESLEY, KENNETH C.	HS MNT NIGHT SUPERVISOR	\$44,203.70
LESMEISTER, NANCY M.	SECURITY DEAN'S ASSISTANT	\$20,987.23
LESURE-JEFFRIES, BETTIE J.	BUS MONITOR	\$11,387.25
LEUBNER, DERYL S.	SOCIAL STUDIES	\$80,013.00
LEWANDOWSKI, BRITTANY A.	KINDERGARTEN	\$48,839.00
LEWANDOWSKI, MARYANN H.	SPEECH PATHOLOGIST	\$83,989.00
LEWICKI, ELIZABETH A.	TEACHER ASSISTANT	\$17,210.80
LEWIS, DEBRA L.	BUILDING NURSE	\$33,931.92
LIENHARDT, KIMBERLY M.	GRADE 4	\$60,066.00
LIEWALD, KRISTIN M.	SCIENCE & SOCIAL STUDIES	\$41,850.00
LILLY, TAMARA J.	ENGLISH	\$77,695.00
LINCO, MIRANDA L.	SPANISH	\$40,850.00
LINDEMAN, BRITTANY L.	ELEM PHYS ED	\$40,350.00
LINDEN, MICHAEL L.	MATH	\$80,026.00
LINDSTROM, ELIZABETH A.	SPEC ED TA	\$13,369.86
LINKER, MEGAN N.	TEACHER ASSISTANT	\$15,928.92
LINTNER, MICHELE M.	GIFTED EDUCATION	\$47,102.00
LISKUNAS, SUZANNE L.	ATTENDANCE SECRETARY	\$26,851.66
LIU, LIN	CHINESE	\$60,015.00
LLORENS, SCOTT J.	MATH	\$45,260.00
LOCKHART , JENNA R.	LITERACY SPECIALIST	\$67,172.00
LOCKWOOD, REBEKAH A	GRADE 3	\$56,618.00
LOFFREDO, ELIZABETH R.	GRADE 4	\$51,345.00
LOFTUS , WILLIAM D.	INDUSTRIAL ED	\$43,106.00
LOFTUS, JILL L.	GRADE 4	\$54,425.70
LONG, ROBERTA L.	LRC/COMP LAB TA	\$18,550.22
LONG, STEPHANIE N.B.	ESL SUPPORT ELEM	\$53,368.00
LOPEZ , KATHLEEN S.	DAC SECRETARY	\$43,464.44
LOPEZ, ELIZABETH S.	SOCIAL STUDIES	\$58,317.00
LOPEZ, MARIA C.	BLDG ENGINEER-A	\$40,639.00
LOPEZ-VILLARINO, FATIMA	SPANISH	\$92,772.00
LORENZ, ERICA A.	SCIENCE	\$71,263.00
LOSEY, MARIA G.	BUILDING NURSE	\$39,860.83
LOWE, LINDSEY B.	GRADE 1	\$23,326.80
LOWRY, JULIE L.	BUS DRIVER	\$20,528.83
LOWY, CHRISTOPHER D.	SPEC ED TA	\$11,801.79
LUCHYN, ELIZABETH C.	FULL DAY KINDERGARTEN	\$75,603.00
LUEBBING, JESSICA L.	BUS MONITOR	\$9,686.25
LUEDERS, SHANNON M.	PRINCIPAL	\$106,388.54
LUJANO, LISA N.	READING	\$67,172.00
LUNA, LEONOR M.	BUS DRIVER	\$23,840.36
LUND, KATHLEEN L.	SPEECH PATHOLOGIST	\$31,586.50
LUTTRELL, RAYMOND A.	DISTRICT MAINTENANCE	\$58,930.49
LUTZ, ANN M.	GRADE 5	\$58,267.00
LYNCH, KATHERINE M.	HEALTH & SCIENCE	\$77,695.00
LYONS, KRISTEN M.	EARLY CHILDHOOD	\$56,618.00
MAASKE, AMY L.	GIFTED EDUCATION	\$63,570.00
MACCONNACHIE, MEGAN	SPEC ED TA	\$15,598.17
MACKAY, ABBY N.	LEARN BEHAVIOR SPECIALIST	\$43,106.00
MADAI, KRYSTAL L.	LEARN BEHAVIOR SPECIALIST	\$45,260.00

Name	Title 	Salary Inclusive of TRS/IMRF
MADDOX, TAMARAC A.	GRADE 2	\$63,570.00
MAHLMANN, NICOLE E.	GRADE 5	\$41,850.00
MAHONEY, CRYSTAL G.	LIBRARY MEDIA SPECIALIST	\$82,236.66
MAIERHOFER, JUDITH A	BUS DRIVER	\$27,098.05
MAIN, JEREMY B.	HEALTH & PHYSICAL ED	\$45,260.00
MAKOWSKY, DONNA J.	SCHOOL SECRETARY	\$31,250.44
MALMSTROM, BRENT D.	GRADE 5	\$63,570.00
MALMSTROM, JENNIFER L.	GRADE 1	\$54,044.00
MALNATI, ADAM J.	LANGUAGE ARTS & SOCIAL STUDIES	\$41,850.00
MALNICK, GREGORY P.	LRC TA & TECH SPECIALIST	\$20,101.11
MALONE, JENNIFER M.	GRADE 5	\$56,618.00
MALONEY, JENNIFER L.	GRADE 3	\$61,868.00
MANCINI, DOLORES C.	BUS DRIVER	\$25,469.21
MANCKE, AMANDA D.	SPANISH	\$63,570.00
MANG, JULIE A.	SPEC ED TA	\$16,557.33
MANN, JOSEPH C.	SOCIAL STUDIES	\$80,026.00
MANN, MEGAN T.	GRADE 1	\$75,432.00
MANNA, KIMBERLY A	PRINCIPAL'S SECRETARY	\$47,828.35
MANNA, ROBERT A.	BLDG ENGINEER-B	\$45,860.75
MANNING, TRACY L.	BUS DRIVER	\$23,226.90
MANUEL, AMY M.	FULL DAY KINDERGARTEN	\$63,570.00
MARCINKO, PATTI J.	DEPT CHAIR-GUIDANCE	\$117,847.08
MARCUCCI, JENNIFER L.	BUILDING NURSE	\$32,264.87
MARES AGUILAR, JUAN J.	ELL/BILINGUAL TA	\$15,928.92
MARES, BETHANY R.	ATTENDANCE SECRETARY	\$26,276.32
MARSHALL, KARA D.	LEARN BEHAVIOR SPECIALIST	\$51,770.00
MARSHALL, PATRICIA L.	FULL DAY KINDERGARTEN	\$51,345.00
MARTIN , MONICA	LRC TA	\$18,877.25
MARTIN, ANITA M.	SPEC ED TA	\$15,598.17
MARTIN, JAMES L.	PRINCIPAL	\$106,388.54
MARTIN, JESSICA L.	GRADE 3	\$69,031.00
MARTIN, ROBERT J.	NETWORK SERVICES ENGINEER	\$42,127.00
MARTINEZ JR, RUBEN	SOCIAL STUDIES	\$75,603.00
MARTINEZ, GLADYS D.	ASST DIR OF TRANSPORATION	\$64,329.82
MARTINEZ, LIZETTE C.	MATH	\$50,941.00
MARTINEZ, SANDRA	BUS MONITOR	\$14,603.35
MASON, DONNA K.	PRINCIPAL'S SECRETARY	\$47,828.35
MASON, GREG A.	BLDG ENGINEER-B	\$42,388.29
MATEJA, JESSICA L.	SPEECH PATHOLOGIST	\$53,026.00
MATEJA, MELONIE L.	BUILDING NURSE	\$39,266.49
MATEUS, MICAELA A.	ELL DEVEL BILING EDU KIND	\$40,850.00
MATILE , SANDRA L.	ATTENDANCE SECRETARY	\$31,250.44
MATILE, DENNIS J.	BUS DRIVER	\$19,546.13
MATILE, SARAH T.	GIFTED EDUCATION	\$43,723.00
MATRAFAILO, JUDY L.	SPEC ED TA	\$16,153.83
MATTES, DAVID E.	SUCCESS LAB	\$51,345.00
MATTHEWS, CHRISTY L.	LEARN BEHAVIOR SPECIALIST	\$75,603.00
MATTHEWS, JEANNE E.	SPEC ED TA	\$17,535.61
MAURICIO, JUAN J	CUSTODIAN	\$40,796.23
MAX, JAMIE R.	EXEC DIR SECONDARY ED	\$120,309.08
MAXWELL, RACHEL J.	BAND	\$101,309.00

Name	Title 	Salary Inclusive of TRS/IMRF
MAYA, JANETTE	SPEECH PATHOLOGIST	\$54,617.00
MAYA, MIGUEL A	BUS DRIVER	\$23,226.90
MAYER, JOANNE	BUS MONITOR	\$13,479.31
MAYKUT, JENNIFER L.	GRADE 1	\$82,427.00
MAYO, JERICA M.	BUS DRIVER	\$17,019.21
MAYO, STRIDER A.	TRANSPORTATION MECHANIC	\$50,256.64
MAYOR, HEATHER M.	GRADE 1	\$48,839.00
MAYTON, MATTHEW R.	SPEC ED TA	\$13,204.80
MAZZAFERRO-NIEDERKORN, PAMELA A.	SPEC ED TA	\$18,877.25
MCBRAYER, JANIE B.	READING	\$36,617.50
MCCAFFERTY, KENNETH J.	GRADE 5	\$61,472.00
MCCARTHY, MARCIA M.	HANDS ON SCIENCE TA	\$17,860.43
MCCARTHY, MEEGAN M.	HORTICULTURE & SCIENCE	\$67,548.00
MCCASH, DONNA M.	ESL SUPPORT JH	\$22,666.50
MCCLUCKIE, KAREN A.	READING	\$63,670.00
MCCOSKEY, KERRA M.	KINDERGARTEN	\$31,785.00
MCCOY, TAMMY M.	LEARN BEHAVIOR SPECIALIST	\$40,850.00
MCCREE, ANDREW J.	PRINCIPAL	\$88,807.97
MCCREE, CHRISTINE R.	READING	\$56,618.00
MCCULLOUGH, COURTNEY K.	GRADE 5	\$60,066.00
MCDERMOTT, JENNIFER A.	ASSISTANT PRINCIPAL	\$68,690.96
MCDERMOTT, MALLORY M.	GRADE 5	\$45,260.00
MCDONALD, ELIZABETH A.	READING	\$31,835.00
MCDONALD, JEAN E.	TEACHER ASSISTANT	\$17,535.61
MCDUGALL, SUSAN M.	ASST DIR GIFTED EDUCATION	\$80,573.97
MCDOWELL, MARIA E.	CUSTODIAN	\$29,430.24
MCDOWELL, MARICELA M	CUSTODIAN	\$40,796.23
MCDOWELL, MELISSA K	ASST DIR OF ELEM ED	\$84,933.79
MCELROY, JULIE A.	SPANISH	\$34,787.00
MCGANN, KIMBERLY R.	GRADE 3	\$71,488.00
MCGANN, PATRICK F.	SOCIAL STUDIES	\$73,401.00
MCGHEE, SUSAN L	CUSTODIAN	\$26,651.58
MCGINNIS, JASON W.	TECHNOLOGY	\$43,106.00
MCGOVERN, HEATHER R.	MATH	\$50,305.00
MCKENZIE, BRIAN D.	MATH	\$61,472.00
MCKENZIE, MICHELE M.	GRADE 3	\$61,816.00
MCKINNEY, AMANDA C.	SPEECH PATHOLOGIST	\$60,015.00
MCNANNA , CHRISTINA K.	PRINCIPAL'S SECRETARY	\$49,685.39
MCQUAID , MARY E.	SCHOOL SECRETARY	\$28,459.41
MEAD, JUDITH A.	BUS MONITOR	\$13,169.70
MECKLENBURG, JACQUELINE E.	ASSISTANT PRINCIPAL	\$70,440.00
MEDERICH, JANIS K.	GRADE 1	\$106,121.00
MEDZUNAS, ELAINE M	BUS MONITOR	\$5,002.99
MEHANTI, ALI Z.	AST SUP BUS SER/TREAS/CSB	\$165,562.95
MEIER, ELIZABETH E.	GRADE 2	\$65,580.00
MEISMER, COLLEEN M.	LEARN BEHAVIOR SPECIALIST	\$56,618.00
MEIXENSPERGER , REBECCA A.	K-5 TITLE I LIT COACH	\$77,871.00
MELLAS, ROBYN A.	SCIENCE	\$54,617.00
MELZER, JEFFREY P.	CUSTODIAN	\$26,646.40
MELZER, JESSICA M.	MATH	\$13,821.55
MENDEZ, ERIKA	ATTENDANCE SECRETARY	\$27,234.48

Name	Title 	Salary Inclusive of TRS/IMRF
MENDOZA, JULIAN	MAINT GROUNDS KEEPER	\$45,487.33
MERCER, MELANIE M.	SPEC ED TA	\$16,153.83
METCALF, DEBRA L	CUSTODIAN	\$44,857.19
MEYER, LINDSAY D.	SPEECH PATHOLOGIST	\$61,333.00
MEYER, SARA A.	LIBRARY MEDIA SPECIALIST	\$88,895.38
MEYERS , DINAH L.	BUILDING NURSE	\$35,425.02
MEYERS, AMY T.	ELEM MUSIC	\$63,570.00
MEYERS, CAROL L	BUS DRIVER	\$21,069.21
MICHALEK, ASHLEY M.	SPEC ED TA	\$13,272.00
MICHALEK, MICHAEL R.	CUSTODIAN	\$28,356.65
MIHM, JENNIFER J.	SCIENCE	\$69,031.00
MIKALAJUNAS, JOSEPH R	BLDG ENGINEER-D	\$56,806.65
MIKOLAY, ELIANA	GRADE 1	\$60,015.00
MIL, BRIAN K.	ELEM ART	\$40,850.00
MILES, DANA M.	GRADE 2	\$34,515.50
MILINCIC, MARKO V.	SCIENCE	\$33,894.40
MILLER, APRIL L.	BUS DRIVER	\$14,663.45
MILLER, CARI J.	GRADE 3	\$45,730.00
MILLER, COLLEEN M.	SPEC ED TA	\$14,017.08
MILLER, CYNTHIA A.	SOCIAL STUDIES	\$80,026.00
MILLER, ELIZABETH A.	ELEM MUSIC	\$54,044.00
MILLER, ERIKA D.	SPEC ED TA	\$16,153.83
MILLER, FRED J.	PHYSICAL ED	\$105,366.43
MILLER, HEIDI L.	ELEM ART	\$43,106.00
MILLER, JOHN R.	BUSINESS ED	\$55,530.00
MILLER, KENNETH L.	ASST DIR HUMAN RESOURCES	\$70,141.05
MILLER, KRISTY R.	HEALTH	\$67,020.00
MILLER, RONALD G.	BUS MONITOR	\$9,686.25
MILLER, SANDRA M.	PRINCIPAL'S SECRETARY	\$38,629.28
MILLER, SARAH B.	SCHOOL SECRETARY	\$43,532.55
MILLER, TIFFANY L.	GRADE 1	\$47,417.00
MILNER, JAMES W.	INDUSTRIAL ED	\$53,368.00
MINICK, MARYJO E.	TEACHER ASSISTANT	\$15,928.92
MINNECI, SHANNON L.	LANGUAGE ARTS	\$43,106.00
MINOR, JUDITH A.	ASST SUP FOR TEACH/LEARN	\$176,600.48
MIRAVETE, LARIZA T.	TBE/BILINGUAL TA	\$15,928.92
MITCHELL, KYMEKA T.	BUS DRIVER	\$21,830.75
MITCHINSON, MICHAEL S.	PRINCIPAL	\$101,933.80
MOCH, TRACY R.	ATTENDANCE SECRETARY	\$25,870.32
MODAFF, JENNIFER L.	GUIDANCE COUNSELOR	\$17,727.12
MODAFF, STEPHANIE L.	GRADE 2	\$36,617.50
MOGLE , DEBRA D.	GIFTED EDUCATION	\$90,070.00
MOLIK, KYLE C.	DEAN	\$68,432.69
MOLINARI, PATRICK D.	PHYSICAL ED	\$58,317.00
MONJARAZ, REBECCA J.	LITERACY SPECIALIST	\$71,488.00
MONN, WENDY L.	HEALTH	\$84,899.00
MONTGOMERY, LAQUINTA N.	LEARN BEHAVIOR SPECIALIST	\$47,439.89
MONTI, MICHELLE L.	GRADE 2	\$96,946.00
MOORE, DANA A.	GRADE 2	\$63,570.00
MOORE, KENDY R.	GRADE 1	\$75,270.20
MOORE, MEGAN K.	PHYSICAL ED	\$40,850.00

Name	Title 	Salary Inclusive of TRS/IMRF
MOORMAN, KIMBERLY D.	CHORAL MUSIC	\$65,580.00
MORA, MARIA T.	CUSTODIAN	\$23,303.04
MORAIN, CYNTHIA S.	SCIENCE	\$50,936.00
MORALES, MONICA	SPANISH	\$45,260.00
MORALES, ROBIN C.	BUS DRIVER	\$18,230.75
MORALES, TATIANA H.	SPANISH	\$40,850.00
MORAN, COLLEEN M.	LEARN BEHAVIOR SPECIALIST	\$61,868.00
MORAN, KERRI T.	MATH	\$80,026.00
MORELLI, BRITTANY P.	GRADE 2	\$51,814.00
MORELLI, TIFFANY M.	SPANISH	\$45,260.00
MORENO DE MUNIZ, CLAUDIA A.	CUSTODIAN	\$27,051.36
MORGANEGG, HAYLEY M.	SCIENCE	\$71,263.00
MORLAND, PHILLIP W.	BUS DRIVER	\$13,938.75
MORRISON, JAMES S.	SOCIAL STUDIES	\$48,515.00
MORRISON, RACHEL E.	GRADE 3	\$44,399.00
MORROW, SCOTT A.	LANGUAGE ARTS	\$54,969.00
MOSES, SHAYLA N.	BUS MONITOR	\$12,439.89
MOSHER, KATE E.	SPEECH PATHOLOGIST	\$57,943.00
MOSLEY, GARY L.	LEARN BEHAVIOR SPECIALIST	\$65,068.00
MUELLER, JESSICA LEE	LEARN BEHAVIOR SPECIALIST	\$50,305.00
MULDOON, DAWN M.	LEARN BEHAVIOR SPECIALIST	\$60,066.00
MUNDSINGER, ANDREW G.	DEPT CHAIR-LEARNING CTR	\$80,013.00
MUNDSINGER, JOAN D.	LITERACY SPECIALIST	\$90,070.00
MUNIZ-EISELE, ERNESTO X.	ELL DEVEL BILING EDU GR 2	\$48,839.00
MUNOZ, CRISTINA	CUSTODIAN	\$38,835.77
MUNSON, LAUREN K.	LEARN BEHAVIOR SPECIALIST	\$44,399.00
MUNZ, CHRISTINE M.	FAM CONS SCI	\$44,399.00
MURGAS, KRISTIN J.	LIBRARY MEDIA SPECIALIST	\$65,326.08
MURILLO, AMY J.	DEPT CHAIR-FOREIGN LANG	\$77,695.00
MURPHY, BREDA A.	ENGLISH	\$54,617.00
MURPHY, BRIAN J.	INDUSTRIAL ED & SOCIAL STUDIES	\$80,026.00
MURPHY, MARY F.	GRADE 3	\$61,816.00
MURPHY, MELODY A.	SPEC ED TA	\$15,598.17
MURRAY, JAY J.	CUSTODIAN	\$27,051.36
MURRAY, JEFFREY W.	MAINTENANCE TECH	\$51,764.34
MURRAY, PHILIP F.	PRINCIPAL	\$99,830.04
MUSOLF, AMANDA M.	ENGLISH	\$24,510.00
MYINT, MARIBETH Y.	ATTENDANCE SECRETARY	\$26,276.32
NAEGELE, ABBY L.	GRADE 1	\$58,317.00
NAGEL, JENNY L.P.	GRADE 5	\$54,969.00
NAHAS HARPER, KAYLA S.	SCIENCE	\$43,106.00
NAMECHE, MARY L.	LEARN BEHAVIOR SPECIALIST	\$60,015.00
NANCE, MICHELLE L.	SCIENCE	\$63,570.00
NANIA, JULIANNA G.	PHYSICAL ED	\$16,140.00
NASER, SALINA	SCIENCE	\$46,619.00
NASSIS, GEORGIOS E.	SOCIAL STUDIES	\$57,812.00
NAUERT, DAWN L.	LEARN BEHAVIOR SPECIALIST	\$63,570.00
NAVAR, HEATHER A.	GRADE 3	\$65,580.00
NEAHRING, JEFFREY M.	PHYSICAL ED	\$90,070.00
NEAL, WALLACE W.	LEARN BEHAVIOR SPECIALIST	\$40,850.00
NEITZEL, CHRISTOPHER S.	SOCIAL STUDIES	\$106,121.00

Name	Title 	Salary Inclusive of TRS/IMRF
NEITZEL, KRISTA J.	LANGUAGE ARTS	\$106,121.00
NELSON, REBECCA E.	ENGLISH	\$40,350.00
NEMETZ, LAURA L.	FAM CONS SCI	\$89,411.13
NERVIS, DEBORAH A.	SEC DIR FAC CONST & DEVEL	\$47,828.57
NEVAREZ , MICHELLE B.	GUIDANCE COUNSELOR	\$72,844.87
NEVAREZ, ROSALIO	CUSTODIAN & MAINT HIGH SCHOOL	\$15,251.91
NEVELS, CECILIA L.	BUS DRIVER	\$12,521.25
NEVILLE, ERICA L.	GUIDANCE COUNSELOR	\$70,722.76
NEWCOMER, JULIE L.	BUS MONITOR	\$15,823.54
NEWCOMER, PEGGY E.	BUS MONITOR	\$12,439.89
NEWCOMER, RONALD D.	BUS DRIVER	\$17,028.83
NICHOLS, JAMES T.	GRADE 3	\$101,309.00
NIEDERT, MELISSA C.	GUIDANCE COUNSELOR	\$114,285.76
NIELSON, PAMELA J.	SPANISH	\$80,026.00
NIESLUCHOWSKI, MICHELLE C.	SPANISH	\$51,345.00
NIESSNER, HEATHER M.	TECH SPECIALIST	\$35,433.18
NIEWINSKI, BRANDON M.	MATH	\$58,267.00
NILES, BEN E.	INDUSTRIAL ED	\$82,427.00
NILES, CYNTHIA R.	GRADE 4	\$84,899.00
NORTON, GENI L.	BUS DRIVER	\$18,449.98
NOVAK, SCOTT A.	CUSTODIAN	\$26,651.58
NOVOROLSKY, KATHLEEN L.	ART & ONLINE SCHOOL TEACHER	\$42,368.00
NUNAMAKER, WILLIAM A	ASSISTANT PRINCIPAL	\$89,381.92
NURSE, DEIGHTON S.	BUS DRIVER	\$12,521.25
NUSSLE, LAURA C.	DEPT CHAIR-PHYS ED/HEALTH	\$77,871.00
NYE, DAVID A.	BUS DRIVER	\$18,230.75
O'BRIEN, DEBORAH	GRADE 5	\$61,816.00
OCHOA, TIMOTHY I.	ENGLISH	\$61,472.00
O'CONNELL, CASEY D.	ASSISTANT PRINCIPAL	\$72,076.17
ODUM, KRISTIN J.	TEACHER ASSISTANT	\$17,535.61
OESER, JESSICA M.	TEACHER ASSISTANT	\$15,928.92
O'HARA, KIMBERLY A.	STUDENT INFORMATION MANAG	\$68,062.80
OKERBLAD, KARA L.	CERT NURSE SUPERVISOR	\$52,763.37
OKOREN, DANIEL E.	DEPT CHAIR-CAREER/TECH	\$73,235.00
OLESON, CANDACE J.	GRADE 2	\$34,657.00
OLIVARES, EDUARDO	CUSTODIAN	\$26,746.27
OLSEN, MORGAN E.	GRADE 2	\$40,350.00
OLSON, KATHERINE A.	SPEC ED TA	\$15,598.17
OLSON, STEVEN M.	GRADE 4	\$63,570.00
O'MARA-CROFT, PATRICIA M.	ART	\$51,345.00
O'NEAL, JILL M.	SCHOOL SECRETARY	\$31,250.44
O'NEAL, PATRICIA W.	BUS MONITOR	\$12,439.89
O'NEILL, HEATHER J.	LEARN BEHAVIOR SPECIALIST	\$50,305.00
O'NEILL, KELLY E.	BAND	\$69,187.00
OPPE , KATHRYN A.	TEACHER ASSISTANT	\$18,852.75
O'REILLY, JENNIFER L.	GRADE 2	\$54,969.00
ORLIK, ELIZABETH A.	TEACHER ASSISTANT	\$15,598.17
ORMSBEE, ROBIN L.	ELEM PHYS ED	\$51,345.00
OROZCO, VALENTIN	CUSTODIAN	\$27,283.07
ORR , RICHARD H.	MATH & TECHNOLOGY	\$61,472.00
ORR, TERRI L.	SCHOOL SECRETARY	\$28,996.82

Name	Title 	Salary Inclusive of TRS/IMRF
ORTIZ, MAYRA E.	PRINCIPAL'S SECRETARY	\$46,933.39
OSBORNE, BONNIE B.	SPECIAL ED COORDINATOR	\$67,733.46
OSLOS, AMY L.	ENGLISH	\$71,102.00
OSUCH, MARYAM Y.	GRADE 5	\$58,317.00
OWEN, ANETA	LEARN BEHAVIOR SPECIALIST	\$50,305.00
PACHOLSKI, KEVIN M.	PHYSICAL ED	\$71,488.00
PAGORIA , JAYNE M.	READING	\$55,530.00
PAIGE, BRANDON L.	CUSTODIAN	\$26,656.82
PAISLEY, SHEILA M.	TEACHER ASSISTANT	\$16,914.23
PAKDAMAN, KATRINA G.	TEACHER ASSISTANT	\$14,360.22
PALATINE, ELIZABETH J.	KINDERGARTEN	\$106,121.00
PALOMO, ALFREDO	CUSTODIAN	\$26,651.58
PALOMO, SARA	CUSTODIAN	\$44,857.19
PALUCH, LISA L.	GRADE 3	\$77,695.00
PALUCH, NICHOLAS P.	CUSTODIAN	\$26,656.82
PALUMBO, DIANNA ALDABA	ENGLISH	\$53,368.00
PANNARALE, ANGELA L.	BUS MONITOR	\$10,336.53
PANZECA, VINCENZA	LANGUAGE ARTS	\$54,617.00
PAPP, RACHEL M.	LEARN BEHAVIOR SPECIALIST	\$40,350.00
PAQUETTE, MONICA M	LEARN BEHAVIOR SPECIALIST	\$84,899.00
PARADISE , RANDY S.	SCIENCE	\$75,603.00
PARAS, JENNIFER A.	SPEC ED TA	\$16,153.83
PARFITT, MEGAN L.	ELEM MUSIC	\$43,106.00
PARIS, CHERYL A.	BUS DRIVER	\$17,917.29
PARISH, COURTNEY A.	SEC TO DIR OF FINANCE	\$34,830.73
PARKER, EBERLY A.	BUS DRIVER	\$19,096.13
PARLIER, CLAIRE M.	GRADE 4	\$63,316.00
PARLIER, TROY T.	MATH	\$63,316.00
PARPART, JUILEE A.	READING SPECIALIST	\$48,839.00
PARR, RYAN M.	ELEM PHYS ED	\$52,470.00
PARTINGTON, MARGO A.	MATH	\$40,350.00
PASAKARNIS, NANCY A.	SPEC ED TA	\$19,583.38
PASKVAN III, JACOB S.	LEARN BEHAVIOR SPECIALIST	\$57,943.00
PASSARELLI, STEFANIE L.	LANGUAGE ARTS	\$54,969.00
PASTIRIK BANKOWSKI, LAURA M.	ASST PRIN CURRI & INSTR	\$100,993.40
PATERKIEWICZ, TERESA I.	BUS DRIVER	\$18,276.90
PATTEN, STEVEN J.	SECURITY DEAN'S ASSISTANT	\$16,477.50
PATTERSON, CAROL S.	LIBRARY MEDIA SPECIALIST	\$57,063.98
PATTERSON, VALERIE M.	EXEC DIR STUDENT SERVICES	\$125,933.80
PAVELKA, CHERYL A.	GRADE 1	\$61,472.00
PEAT, DANIEL J.	PHYSICAL ED/HEALTH	\$58,267.00
PEAT, MICHELE L.	ASSISTANT PRINCIPAL	\$68,690.96
PEKOC, JEANNIE M.	SPEC ED TA	\$16,153.83
PELKA, GARY R.	BUS DRIVER	\$17,907.67
PELLETIER, ADRIANA	ELL/BILINGUAL TA	\$16,484.58
PELZER, GREGORY K.	MATH	\$90,070.00
PENALVA SALGADO, CARLA E.	ELL DUAL LANG KIND	\$36,811.00
PENLEY, CARRIE L.	TEACHER ASSISTANT	\$18,524.19
PENNINGER, DAVID B.	BUS DRIVER	\$18,230.75
PENTARIS, DEAN A.	LEARN BEHAVIOR SPECIALIST	\$46,036.00
PENTZIEN, RYAN D.	PROJECT LEAD THE WAY	\$43,943.00

Name	Title 	Salary Inclusive of TRS/IMRF
PERDUE, MARY JO	MATH	\$63,570.00
PEREZ, KATHLEEN L.	ELL/DUAL LANG TA	\$16,072.60
PERGLER, JENNIFER A.	GRADE 3	\$96,946.00
PERRY, EDWARD T.	GRADE 5	\$63,316.00
PERRY, NICOLE	LEARN BEHAVIOR SPECIALIST	\$41,850.00
PERSCHBACHER, MEGAN L.	LEARN BEHAVIOR SPECIALIST	\$46,619.00
PESCETTO, STEVE P.	SUCCESS LAB	\$51,345.00
PETERS, GREGORY E.	SECURITY DEAN'S ASSISTANT	\$19,026.54
PETERSOHN, KRISTEN A.	FULL DAY KINDERGARTEN	\$54,969.00
PETERSON, JULIE ANN	LEARN BEHAVIOR SPECIALIST	\$63,570.00
PETERSON, JULIE C.	GIFTED EDUCATION	\$39,047.50
PETERSON, KEVIN S	MAINT HIGH SCHOOL	\$51,436.90
PETERSON, LAURIE	SPECIAL ED DEPT SECRETARY	\$45,000.00
PETERSON, MARY K.	GRADE 5	\$93,761.50
PETHOUD, ANDREA L.	PHYSICAL ED	\$56,618.00
PETRI, TONI A.	LEARN BEHAVIOR SPECIALIST	\$47,417.00
PEURA, LISA A.	BUS MONITOR	\$12,439.89
PFAFF, SHANNON C.	GRADE 3	\$43,106.00
PFEIFFER, KATHLEEN L.	TECH SPECIALIST	\$44,382.76
PFORTMILLER SR, MICHAEL L.	CUSTODIAN	\$44,857.19
PHELPS, PAMELA	SCIENCE	\$82,427.00
PHILLIPS, KATIE L.	LANGUAGE ARTS	\$63,316.00
PHILLIPS, TRACY M.	LANGUAGE ARTS	\$45,260.00
PICTON, DONALD G.	CUSTODIAN	\$26,646.40
PIECHOWSKI, AMBER L.	GRADE 4	\$77,695.00
PIENKOS, JENNIFER L.	BUILDING NURSE	\$31,696.26
PIERCE, SARA M.	BUS DRIVER	\$12,521.25
PIERCE, SHERRY L.	TEACHER ASSISTANT	\$14,358.96
PIETRAROSSO, DANETTE M.	DAC SECRETARY	\$43,552.64
PINE, JAIMEE A.	MATH	\$65,068.00
PIPER, JAMIE E	SCIENCE	\$71,102.00
PIROFALO, SANDRA E.	BUS MONITOR	\$14,603.35
PISHARODY, LATHA N.	SPEC ED TA	\$15,598.17
PODJASEK , HEIDI L.	PRINCIPAL	\$100,358.74
POHLMANN, CHAD C.	SOCIAL STUDIES	\$63,570.00
POI, EMILY R.	BUS MONITOR	\$15,823.54
POLK, PHYLLIS A.	SCHOOL SECRETARY	\$43,532.55
POLLOCK, LISA M.	TEACHER ASSISTANT	\$17,535.61
PONCE AGUILERA, LUIS A.	ELL DEVEL BILING EDU GR 1	\$52,470.00
POOL, CADI M.	GRADE 2	\$63,570.00
POPLAWSKI, ELLEN M.	GRADE 2	\$106,121.00
POPP, CANDACE A.	ELL TRANSI PROG INSTR GR3	\$63,570.00
PORREY, DONNA C.	LEARN BEHAVIOR SPECIALIST	\$65,580.00
PORTER, JENNIFER R.	GRADE 2	\$71,263.00
PORTER, LISA A.	TEACHER ASSISTANT	\$15,928.92
POSS, KIRBIE L.	GRADE 2	\$58,267.00
POTTER, KATHLEEN M.	GRADE 1	\$73,235.00
PRATT, SUZANNE L.	TEACHER ASSISTANT	\$15,020.46
PREDL, COLLEEN E.	PHYSICAL ED	\$40,850.00
PRIGODICH, ELIZABETH A.	ENGLISH	\$71,488.00
PROCZKO, NATALIE A.	GRADE 5	\$69,574.00

Name	Title 	Salary Inclusive of TRS/IMRF
PROSEK, VANESSA K.	SPEC ED TA	\$16,847.38
PROVOW, MARIANNE	KINDERGARTEN	\$25,672.50
PRYOR, ISABEL MACIAS	CUSTODIAN	\$44,857.19
PUCKETT , COREY R.	SCIENCE	\$41,850.00
PUCKETT, CHRISTOPHER R.	PHYSICAL ED	\$71,488.00
PUGH, LEAH N.	MATH	\$46,619.00
PUHALA, SAMANTHA L.	ASSISTANT PRINCIPAL	\$67,880.81
PULSA, KRISTIN A.	FULL DAY KINDERGARTEN	\$75,603.00
PURGATORIO, MARILYN J	BUS MONITOR	\$16,409.60
PUSKAS, LAJOS C.	BUS DRIVER	\$12,521.25
PYLE, SHERRI L.	SPEC ED TA	\$14,112.63
QUAN, JOHN R.	GRADE 5	\$54,969.00
QUATTROCCHI, GIANNA R.	SPANISH	\$45,260.00
QUEEN JR, WILLIAM E.	MAINT GROUNDS KEEPER	\$26,713.39
QUEEN, JAMIE L.W.	CUSTODIAN	\$22,081.92
QUERY, JUSTIN H.	ENGLISH	\$67,548.00
QUICK, RALEEN A.	PRINCIPAL'S SECRETARY	\$43,532.55
QUIGLEY JR, FRED J.	BUS DRIVER	\$17,019.21
QUIGLEY, KATHLEEN A.	CUSTODIAN	\$30,503.82
QUINN, CARRIE A.	LEARN BEHAVIOR SPECIALIST	\$65,216.00
QUIROZ, BERTHA A	CUSTODIAN	\$38,835.77
QUIROZ, JORGE	CUSTODIAN	\$29,430.24
RABER , ALEXANDRA M.	SPEC ED TA	\$15,928.92
RABICK, DEBORAH E.	CERT NURSE SUPERVISOR	\$41,978.45
RADIF, CHRISTINE R.	BUS DRIVER	\$18,842.29
RADZIEWICZ, SARAH E.	SOCIAL STUDIES	\$40,350.00
RAHMAN, UZMA	TEACHER ASSISTANT	\$18,877.25
RAINALDI, JEFFREY R.	GRADE 5	\$48,515.00
RAINALDI, JULIE E.	KINDERGARTEN	\$32,790.00
RAINS, STEPHANIE L.	ELEM MUSIC	\$63,316.00
RALEIGH , ERIN E.	LIBRARY MEDIA SPECIALIST	\$57,063.98
RAMIREZ, CATALINA E.	CUSTODIAN	\$26,661.12
RAMIREZ, EMMA	CUSTODIAN	\$38,835.77
RAMIREZ, IVETTE	ELL DEVEL BILING EDU GR 5	\$40,350.00
RAMIREZ, LIRIO	ELL DUAL LANG JH	\$56,618.00
RAMIREZ, SOPHIA L.	BUS MONITOR	\$9,686.25
RAMNARINE, EON J	SYSTEMS COORDINATOR	\$64,979.88
RAMOS, EDGAR	BILINGUAL SUPPORT ELEM	\$51,770.00
RANDAZZO, SUSAN J.	READING	\$80,013.00
RANNOCHIO, ALISA R.	SPEC ED TA	\$16,206.75
RANSOM, SHARON E.	TBE/BILINGUAL TA	\$15,928.92
RATCLIFFE, MICHELE L.	SPEC ED TA	\$16,153.83
RATHBUN, DESIRAE N.	SCIENCE	\$43,106.00
RATIGAN, MELISSA L.	BUS DRIVER	\$21,269.21
RECCHIA, KRISTEN M.	SPEC ED TA	\$17,210.80
RECKLES, ABIGAIL S.	TEACHER ASSISTANT	\$16,557.33
REDDOCH, AARON M.	VEH MAINT ASST-BUS WASH	\$31,023.60
REED, MARIAH A.	SPEC ED TA	\$15,876.00
REESE, JEAN W.	TEACHER ASSISTANT	\$15,928.92
REGAS , AMY R.	ADV VIA INDIV DETERMIN. & BUSINESS ED	\$63,570.00
REHAK, TIFFANY D.	MATH	\$41,850.00

Name	Title 	Salary Inclusive of TRS/IMRF
REIDY, PAULA R.	TRANS/VEHICLE MAINT SEC	\$36,571.04
REISWIG, ANN C	HS MNT NIGHT SUPERVISOR	\$45,067.23
REITZ, HALEIGH M.	TEACHER ASSISTANT	\$16,639.37
REMPALA, JEAN C.	FULL DAY KINDERGARTEN	\$67,172.00
RENDULICH, JAMES T.	LEARN BEHAVIOR SPECIALIST	\$63,570.00
RENFUS, LAURA A.	GRADE 4	\$61,868.00
RENIER, MELINDA J.	PRINCIPAL	\$104,774.86
RENTERIA JR, JESUS J	BLDG ENGINEER-B	\$42,378.60
RENZ, KATHERINE R.	SPECIAL ED COORDINATOR	\$62,562.97
RERYCH, ERIKA D.	LANGUAGE ARTS	\$50,262.00
RESTIVO, ROSA V.	PRINCIPAL'S SECRETARY	\$46,778.31
RETTNER, RENEE	GRADE 4	\$55,530.00
REXROAT, STEVAN H.	BAND	\$41,850.00
REYES, NADIA M.	ELL DUAL LANG GR 1	\$56,618.00
REYNOLDS-WHITAKER, SHERRY L.	ASST DIR FINANCE	\$81,235.57
RHOADES, CHELSEA M.	CHORAL MUSIC	\$40,850.00
RICCA, HEATHER K.	GRADE 5	\$44,399.00
RICHARDSON, JULIE A	TEACHER ASSISTANT	\$17,210.80
RICHMOND, BARBARA A.	GRADE 1	\$90,070.00
RICKEN, TANIA E.	GRADE 2	\$80,013.00
RIESER, KELLY L.	GRADE 2	\$63,570.00
RIFKIN, NICOLE M.	REGISTRAR	\$38,105.28
RILEY, BRITTANI D.	GRADE 5	\$45,260.00
RIVAS, MARIA C.	BUS MONITOR	\$12,439.89
RIVAS, MICHELLE P.	TEACHER ASSISTANT	\$15,876.00
RIVERA, MARY JEAN	GRADE 2	\$40,850.00
ROBERTS , PAUL A.	DEPT CHAIR-SCIENCE	\$84,899.00
ROBERTS, JOHN A.	BUS DRIVER	\$12,521.25
ROBINSON, ANGELA C.	ART	\$90,070.00
ROBINSON, KAREN J.	ESL SUPPORT ELEM	\$60,066.00
ROBINSON, MICHELE T.	EARLY CHILDHOOD	\$53,368.00
ROBINSON, TASHA L.	SPEC ED TA	\$13,452.39
ROBLEDO, MARIA L.	SPEC ED TA	\$13,846.14
ROCHE, SUSAN L.	SPEC ED TA	\$17,535.61
RODGERS, DENISE M.	ASSISTANT PRINCIPAL	\$70,440.41
RODINO, KRISTA J.	TEACHER ASSISTANT	\$17,535.61
RODRIGUEZ, ALEJANDRO	INDUSTRIAL ED	\$75,432.00
RODRIGUEZ, AMANDA M.	SECURITY DEAN'S ASSISTANT	\$18,749.98
RODRIGUEZ, ANGEL E.	BUS MONITOR	\$12,439.89
RODRIGUEZ, MARIA G.	SCHOOL SECRETARY	\$27,661.98
ROETKER, ALISON M.	SPEC ED TA	\$15,598.17
ROGERS, ALEXANDER D.	GRADE 5	\$63,570.00
ROGERS, KATHERINE D.	GRADE 1	\$61,868.00
ROGERS, NICOLE A.	TEACHER ASSISTANT	\$16,153.83
ROGERS, THOMAS W.	CUSTODIAN	\$26,249.85
ROGUS JR, CHESTER J.	CROSSING GUARD	\$6,449.63
ROHRER, MICHAEL S.	BLDG ENGINEER-C	\$45,991.18
ROMANOVICH III, JOHN J.	MATH	\$40,850.00
ROMERO, ALFREDO	CUSTODIAN	\$44,857.19
RONKOVITZ, FRANK A.	PREVENTATIVE MAINT TECH	\$44,043.71
ROSCOE, ROSEMARY	CUSTODIAN	\$28,356.65

Name	Title 	Salary Inclusive of TRS/IMRF
ROSE, DORIS J.	CROSSING GUARD	\$11,169.90
ROSE, KELLY M.	BUILDING NURSE FLOATER	\$32,008.06
ROSKOPF, JULIE L.	SPEC ED TA	\$17,535.61
ROSS, AMY B.	LITERACY SPECIALIST	\$82,427.00
ROSSI, AMANDA C.	LANGUAGE ARTS	\$60,015.00
ROST, SUSAN K.	GRADE 4	\$60,015.00
ROSZKOWIAK, CHERYL A.	GRADE 4	\$56,570.00
ROTHMAN, CAROLYN A.	GRADE 1	\$63,570.00
ROUNDS, LITANIA M.	BUS DRIVER	\$17,596.14
RQUIBI, DOMINIQUE M.	GIFTED EDUCATION	\$65,580.00
RUAN, BING	CHINESE	\$18,414.40
RUBOLINO, MICHAEL R.	CUSTODIAN	\$31,250.66
RUDDY, SUSAN M.	GRADE 2	\$51,345.00
RUDE, KRISTIN M.	SPANISH	\$80,013.00
RUDIN, ELISABETH A.	BUS DRIVER	\$18,923.06
RUDNICK, NATASHA M.	GRADE 3	\$47,102.00
RUIZ, GERARDO G.	BUS DRIVER	\$14,182.68
RUIZ, NORMA A.	CUSTODIAN	\$28,356.65
RUOPOLI, STEPHANIE L.	GRADE 2	\$65,068.00
RUPKEY, DONNA M.	LRC TA	\$15,598.17
RUPPEL, KATHRYN L.	ELEM PHYS ED	\$58,317.00
RUSIN, JENNIFER A.	GRADE 2	\$69,574.00
RUSSELL, ELLYN L.	BUILDING NURSE	\$33,178.13
RUSO, ANTHONY C.	BUS DRIVER	\$14,663.45
RUTER, DEBORAH B.	BUSINESS ED	\$47,417.00
RUX, AMY A.	GUIDANCE COUNSELOR	\$84,433.61
RYAN, AMY M.	ASSISTANT PRINCIPAL	\$73,768.23
RYDER, JEFFREY C.	DIRECTOR OF FINANCE	\$99,471.16
RZEPPA, SHERYL L.	GRADE 2	\$54,044.00
SACKMANN, PAMELA A.	LANGUAGE ARTS	\$92,772.00
SADEK, ZACHARY P.	SOCIAL STUDIES	\$51,345.00
SADLER, MAGGIE R.	LANGUAGE ARTS	\$69,031.00
SAJDER, STACY A.	BUSINESS ED	\$63,173.00
SALAZAR, LILIA M.	BILINGUAL SUPPORT ELEM	\$106,121.00
SALDANA, SARAH A.	GRADE 5	\$58,267.00
SALERNO JR, MICHAEL A.	LEARN BEHAVIOR SPECIALIST	\$44,399.00
SALISBURY , DENISE S.	BUILDING NURSE	\$32,884.06
SALISBURY, JOSHUA A.	SPEC ED TA	\$14,615.37
SALISBURY, KELLY R.	BUS DRIVER	\$18,842.29
SAMPLE, LAUREN J.	LEARN BEHAVIOR SPECIALIST	\$45,260.00
SAMUILIS, AMBER L.	MATH	\$58,317.00
SAN ROMAN, STEPHANIE L.	BAND	\$63,316.00
SANBORN, DOROTHY K.	LANGUAGE ARTS	\$87,446.00
SANDERS, KELLIE M.	DIR OF PROF DEVEL & TRAIN	\$118,933.80
SANDERS, MISHELLE S.	GRADE 4	\$60,066.00
SANDERS, ROXANA	DIRECTOR HUMAN RESOURCES	\$117,277.44
SANDERS, SUSAN P.	PHYSICAL ED	\$41,451.20
SANDERS, TAMERA L.	TEACHER ASSISTANT	\$17,210.80
SANDERSON, NICKLAUS M.	CUSTODIAN	\$26,646.40
SANDS, MICHELLE M.	ASSISTANT PRINCIPAL	\$67,328.93
SANMANN, MICHELLE A.	BUS DRIVER	\$12,521.25

Name	Title 	Salary Inclusive of TRS/IMRF
SANTHIRAJ, CHRYSTAL M.	SOCIAL STUDIES	\$49,971.00
SARTAIN, MELANIE A.	LEARN BEHAVIOR SPECIALIST	\$60,066.00
SASSANELLI, NICK M	CUSTODIAN	\$44,857.19
SAUBER, ALLISON M.	SPEC ED TA	\$12,049.38
SAUER, SHARON M.	SECRETARY HUMAN RESOURCES	\$40,690.11
SAVAGE, SCOTT L.	PRINCIPAL	\$131,000.00
SAVAGLIO, JULIE L.	HEALTH	\$50,941.00
SCANLON, RUTH M.	LIBRARY MEDIA SPECIALIST	\$75,428.65
SCAPINO, STEPHANIE L.	ENGLISH	\$80,013.00
SCARPINO, FRANK J.	SCIENCE	\$80,026.00
SCHAEFFER, BRIAN W.	SOCIAL STUDIES	\$44,399.00
SCHARBERT, ANGELA M.	FAM CONS SCI	\$48,839.00
SCHERER, STEPHANIE L.	ELL TRANSI PROG INSTR GR4	\$50,941.00
SCHIKORA, DANIELLE I.	MATH	\$44,399.00
SCHILLING, BARBARA L.	GRADE 3	\$79,206.40
SCHILLINGER, JEANINE M.	READING	\$80,026.00
SCHLECHTE, ASHLEY A.	SCIENCE	\$48,839.00
SCHMIDT, AMY E.	GRADE 3	\$63,570.00
SCHMIDT, DEBORAH A.	LRC TA	\$16,139.98
SCHMIDT, STEFANIA P.	LRC/COMP LAB TA	\$16,128.00
SCHMIT, MICHELLE L.	READING	\$87,446.00
SCHOENBACH, KEVIN A.	BAND	\$69,574.00
SCHOENECKER, KYLIE A.	LANGUAGE ARTS	\$40,850.00
SCHOENSEE, ONDRE A	DISTRICT MAINTENANCE	\$53,375.85
SCHOFIELD, MELINA S.	BUS MONITOR	\$11,067.30
SCHOLLE , TIFFANY L.	SCIENCE	\$65,068.00
SCHREIER, KELLY B.	ENGLISH	\$60,015.00
SCHREINER, MATTHEW C.	MATH	\$43,943.00
SCHREMP, NICOLE M.	ADV VIA INDIV DETERMIN., DRAMA/THEATRE & ENC	\$44,399.00
SCHULER, ASHLEY N.	ENGLISH	\$61,472.00
SCHULTZ, AMY R.	LANGUAGE ARTS & MATH	\$46,619.00
SCHULTZ, KACEY L.	GRADE 3	\$51,814.00
SCHULTZ, KELLY C.	LITERACY SPECIALIST	\$84,899.00
SCHULTZ, THERESA M.	TEACHER ASSISTANT	\$19,583.38
SCHULZ MAA, WENDY J.	BUS DRIVER	\$18,842.29
SCHUMACHER, KELLIE L.	MATH	\$56,618.00
SCHUMACHER, LISA N.	GIFTED EDUCATION	\$61,868.00
SCHWEERS, STEPHANIE N.	KINDERGARTEN	\$33,774.00
SCHWERIN, KATHRYN M.	TRANSPORTATION DISPATCHER	\$37,924.34
SCHWERT, AMY M.	SPEC ED TA	\$16,153.83
SCHWERTLEY, TRACIE L.	LANGUAGE ARTS	\$69,574.00
SCOBIE, FAITH K.	ELEM MUSIC	\$56,618.00
SCOTT, GREGORY A.	PHYSICAL ED	\$87,446.00
SCOUGHTON, LEIGH A.	BUS DRIVER	\$19,546.13
SEARL, KARLA A.	BUS DRIVER	\$18,369.21
SEBBY, BRUCE D	CUSTODIAN	\$44,857.19
SECONDE, SARAH	MATH	\$45,260.00
SEDLACEK, KRISTIN M.	GRADE 2	\$61,472.00
SEGURA, MIRIAM	CUSTODIAN	\$39,792.66
SEIPLE, JESSICA L.	LIBRARY MEDIA SPECIALIST	\$77,691.48
SENNFNER, JASON E.	PHYSICAL ED	\$71,488.00

Name	Title 	Salary Inclusive of TRS/IMRF
SENO, DAWN M.	SCHOOL SECRETARY	\$40,117.44
SEPSEY, ELIZABETH M.	LITERACY SPECIALIST	\$73,235.00
SERIO, KRISTEN M.	ESL SUPPORT ELEM	\$42,753.37
SETTE, VALERIE M.	GRADE 1	\$73,235.00
SEVATSON, MEGAN M.	ESL SUPPORT ELEM	\$40,850.00
SEWART, ALYSSA B.	GRADE 3	\$45,730.00
SHADLE, TAMARA R.	GRADE 5	\$73,235.00
SHAMMAS , NOOR Z.	GRADE 4	\$61,472.00
SHANAHAN ALLMART, RUTH M.	TEACHER ASSISTANT	\$15,928.92
SHARLEY, TAMI M.	ASSISTIVE TECH SPECIALIST	\$48,053.00
SHARP, CORY S.	GRADE 3	\$40,850.00
SHAW PORONSKY, COREY B.	CUSTODIAN	\$26,656.82
SHAW, AMY E.	GUIDANCE COUNSELOR	\$67,082.15
SHAW, ANDREW J.	SPANISH	\$54,969.00
SHAW, HOWARD D.	GRADE 4	\$61,868.00
SHAY, BRENDA J.	SOCIAL STUDIES	\$69,187.00
SHEBLE, RYAN K.	LEARN BEHAVIOR SPECIALIST	\$40,850.00
SHELBY, TIFFANY L.	SPEC ED TA	\$14,615.37
SHELDON, LORI J.	SCHOOL SECRETARY	\$47,828.35
SHEPHERD, TANIA V.	ASST PRIN CURRI & INSTR	\$93,070.66
SHERMAN, ALLISON J.	MATH	\$40,350.00
SHIELDS, GRANT G.	PHYSICAL ED/HEALTH	\$45,730.00
SHORE, JOHN PAUL	MATH	\$54,969.00
SHORT, KIMBERLY R.	GRADE 1	\$54,969.00
SHOUFER, PAUL E.	CUSTODIAN	\$26,713.39
SHRUM, SHELLEY A.	PRINCIPAL'S SECRETARY	\$46,933.39
SHUGARMAN, SHAWNEE L.	CROSSING GUARD	\$5,528.25
SHULMAN, LISA M.	DEPT CHAIR-SPECIAL ED	\$75,432.00
SHUMA , KATHLEEN C.	LEARN BEHAVIOR SPECIALIST	\$45,260.00
SHUMATE, JOYCE A.	LANGUAGE ARTS	\$69,187.00
SIEBEL, JULIE K.	GRADE 2	\$71,488.00
SIEDLECKI, PHILIP J.	BUS DRIVER	\$19,096.13
SIENKO, STACY J.	ELEM MUSIC	\$44,399.00
SILIS, LINDSAY A.	GRADE 3	\$48,839.00
SILLS, SAMANTHA R.	BUS MONITOR	\$9,686.25
SILVA, JAVIER	ELL/BILINGUAL TA	\$15,433.11
SILVA, LILY N.	CUSTODIAN	\$29,430.24
SIMELTON, LATONYA V.	SECURITY DEAN'S ASSISTANT	\$19,311.94
SIMESTER, MELISSA C.	GRADE 4	\$54,044.00
SIMMONS, ANN M.	GRADE 1	\$67,020.00
SIMMONS, MICHELE R.	GRADE 4	\$45,260.00
SIMMONS, TIFFANI R.	GRADE 4	\$92,772.00
SIMON, ERIC S.	BLDG ENGINEER-D	\$52,395.62
SIMOSKY, DAWN M.	TRANS SAFETY COORDINATOR	\$47,150.00
SIMPSON, DEBRA S.	TRANSPORTATION SECRETARY	\$40,117.44
SINGHSUMALEE, DERYA K.	SCIENCE	\$47,417.00
SKAGGS, ERIN D.	PHYSICAL ED	\$80,026.00
SKOLEK, SCOTT A.	TRANSPORTATION MECHANIC	\$50,430.12
SKURA, MICHAEL J.	DEPT CHAIR-FINE ARTS	\$84,899.00
SLASOR, JEAN M.	BUS DRIVER	\$19,096.13
SLEYKO, JANDY J.	ENGLISH	\$58,317.00

Name	Title 	Salary Inclusive of TRS/IMRF
SLIMACK, LAURA L.	LEARN BEHAVIOR SPECIALIST	\$56,618.00
SMALL, WILLIAM B.	BUS MONITOR	\$9,650.81
SMICK, JOAN M.	ATTENDANCE SECRETARY	\$33,070.67
SMITH , MARY R.	BUILDING NURSE	\$34,410.30
SMITH, CHRISTINE M.	LANGUAGE ARTS & SOCIAL STUDIES	\$106,121.00
SMITH, DEBORAH L.	BOOKKEEPER	\$68,368.85
SMITH, JAMES E.	BUS DRIVER	\$12,521.25
SMITH, JAMES R.	GOAL TEACHER	\$58,317.00
SMITH, JORDAN T.	SCIENCE	\$40,350.00
SMITH, KARI J.	BUS DRIVER	\$17,596.14
SMITH, LARRY D.	CUSTODIAN	\$26,656.82
SMITH, LISA L.	EXEC DIR ELEMENTARY ED	\$129,141.31
SMITH, MARTHA M.	SPEC ED TA	\$16,484.58
SMITH, MICHELLE L.	LEARN BEHAVIOR SPECIALIST	\$40,850.00
SMITH, RAMONA T.	SCHOOL SECRETARY	\$43,532.55
SMITH, SEAN P.	ASSISTANT PRINCIPAL	\$70,440.41
SMITH, STACY A.	PRINCIPAL'S SECRETARY	\$40,355.45
SMITH, TINA M.	SPEECH PATHOLOGIST	\$63,570.00
SNOW, FELICA A.	PRINCIPAL'S SECRETARY	\$54,943.26
SOBERANES, KAREN F.	BUS DRIVER	\$17,596.14
SOMMERFELD, KATY A.	GRADE 2	\$80,026.00
SONDGEROTH, RAGGIN A.	LEARN BEHAVIOR SPECIALIST	\$67,548.00
SOSA, AGUSTINA	CUSTODIAN	\$28,356.65
SOSA, MARIA M.	CUSTODIAN	\$26,713.39
SOSH, CARRIE R.	CUSTODIAN	\$29,430.24
SOTO III, JOSE M.	CUSTODIAN	\$26,651.58
SOTO, JANICE M.	DAC SECRETARY	\$45,110.90
SOUMAR, KERRI E.	GRADE 4	\$63,570.00
SOUTHWELL, PAUL C.	ASSISTANT PRINCIPAL	\$69,830.04
SPANG, DAVID T.	BLDG ENGINEER-C	\$44,952.63
SPARACINO, GENNA R.	LANGUAGE ARTS & SCIENCE	\$40,850.00
SPARLIN, JOHN W.	ASSOCIATE SUPER ADMIN SRV	\$187,638.01
SPENCER, ROBERT D	BLDG ENGINEER-C	\$53,725.93
SPERLAKIS , ANGELA M.	LEARN BEHAVIOR SPECIALIST	\$75,603.00
SPINELLI, RANDI R.	BUILDING NURSE	\$31,696.26
SPRINGER, LESLIE A.	ASSISTANT PRINCIPAL	\$66,348.41
SPRINGSTEEN, KELLI M.	SOCIAL STUDIES	\$50,941.00
STAFF, TREVOR A.	TEACHER ASSISTANT	\$16,153.83
STAFFELDT, SEAN W.	DRIVER ED. & PHYSICAL ED	\$43,106.00
STANGLAND, SUSAN L.	BUSINESS ED	\$118,089.44
STANICH, HEATHER L.	DEPT CHAIR-FINE ARTS	\$63,570.00
STANTON, AMANDA M.	SPEC ED TA	\$15,598.17
STARK, KIMBERLY P.	SPANISH	\$90,070.00
STARK, LISA M.	COOR ASSMTS DATA ACCTBLTY	\$45,100.00
STASIHOPOULOS, JENNIFER S.	LIBRARY MEDIA SPECIALIST	\$47,732.50
STEELE-FRITSCH, LAURA A.	ART & INDUSTRIAL ART	\$65,068.00
STEFFES, DANIEL J.	MATH	\$54,969.00
STELLER, NICOLE A.	ELEM PHYS ED	\$23,541.22
STEPHENS, BRENDAN M.	GRADE 4	\$61,472.00
STEVENS, AMY J.	BUS DRIVER	\$17,019.21
STIDHAM, BETH L.	SPEC ED TA	\$16,448.18

Name	Title 	Salary Inclusive of TRS/IMRF
STIKER, SUSAN M.	FAM CONS SCI	\$52,470.00
STILES, NORMA J.	CUSTODIAN	\$27,796.52
STOECKEL, JULIA E.	GRADE 2	\$67,172.00
STORM, JACQUELINE M.	GRADE 4	\$50,305.00
STORTZ, TARALYN D.	GRADE 5	\$71,488.00
STRAKA, MEGAN M.	SOCIAL STUDIES	\$20,175.00
STREJC-WOOD, MARIE S.	INDUSTRIAL ED	\$63,173.00
STRUCK, ANTONIETTA G.	SPEC ED TA	\$16,153.83
STRUCK, TEDDY J.	GRADE 4	\$63,316.00
STRUVE, KATHLEEN M.	BUILDING NURSE	\$32,008.06
STRUVE, MARY E.	GRADE 3	\$75,603.00
STRZEMPA, JODY L.	ELEM PHYS ED	\$77,871.00
STUDER, SARA K.	GRADE 5	\$80,026.00
STUHLMAN, SCOTT M.	MATH	\$45,333.00
STUKEL, BRITTANY H.	FULL DAY KINDERGARTEN	\$43,106.00
STUMPENHORST, CHRISTIN L.	READING	\$33,774.00
STURK, JOHN E.	COOR OF NETWORK SERVICES	\$66,141.20
SUBY, JENNIFER R.	MATH	\$77,695.00
SUDBERRY-LAUDATI, ERIN L.	ENGLISH	\$63,570.00
SULKSON, ALLISON E.	PRINCIPAL	\$103,955.87
SULLIVAN, DENNIS E.	MATH	\$43,106.00
SULLIVAN, SHAWNA	SCIENCE	\$106,121.00
SUMMERS , GAIL M.	SCHOOL SECRETARY	\$26,851.66
SUMREL, SALLY A.	BUS DRIVER	\$23,226.90
SUTCLIFF, DAVID W.	BUS DRIVER	\$23,226.90
SUTOR, RICHARD A.	BUS DRIVER	\$17,019.21
SVENSEN, ERIK P.	PREVENTATIVE MAINT TECH	\$42,758.40
SWANSON, JENNIFER C.	SPEC ED TA	\$16,115.36
SWARTZ, CHRISTINA J.	SCIENCE	\$42,368.00
SWEENEY, ANNE M.	SOCIAL STUDIES	\$28,245.00
SWEENEY, PATRICK F.	ENGLISH	\$58,267.00
SYLVAN, GEORGE M.	BUS DRIVER	\$18,276.90
SYLVESTER, FRANCES M.	SCHOOL SECRETARY	\$40,235.65
SZADORSKI, MICHELLE A.	FULL DAY KINDERGARTEN	\$56,618.00
SZAMBELAN , CARRIE M.	EXEC ASST TO ASST SUP BUS	\$49,214.64
SZWABOWSKI, ANDREA M.	SPEECH PATHOLOGIST	\$67,172.00
SZYMANSKI, STEPHEN W.	PHYSICAL ED	\$61,868.00
SZYMBORSKI, MARLA L.	ESL SUPPORT ELEM	\$71,488.00
TACKITT, DARRIN M.	BLDG ENGINEER-B	\$48,171.29
TACKITT, KELLY M.	SPEC ED TA	\$16,153.83
TACKITT, RYAN M.	TEACHER ASSISTANT	\$12,131.91
TAMEZ, JOHN B.	MATH	\$75,603.00
TANNAHILL, REBECCA M.	ELEM MUSIC	\$40,850.00
TANNENBAUM, BRADLEY R.	CUSTODIAN	\$26,651.58
TANTILLO, ANTHONY W.	GRADE 3	\$44,399.00
TARMANN, STEPHANIE L.	SPEECH PATHOLOGIST	\$37,089.60
TAT, PHILIP	SCIENCE	\$41,850.00
TAVIANI, TIMOTHY C.	BUSINESS ED	\$71,102.00
TAYLOR, CRYSTAL S.	BUS DRIVER	\$18,230.75
TAYLOR, DEANNA J.	PRINCIPAL'S SECRETARY	\$39,593.44
TAYLOR, TINA L.	BUS MONITOR	\$9,686.25

Name	Title 	Salary Inclusive of TRS/IMRF
TEA, RICHARD D.	CUSTODIAN	\$26,651.58
TELLONE, DARCY L.	FULL DAY KINDERGARTEN	\$65,216.00
TEMES, SARA B.	LEARN BEHAVIOR SPECIALIST	\$51,345.00
TEMPLIN, SUSAN L	BUS DRIVER	\$17,019.21
TENNEY, KRISTINA L.	SPEC ED TA	\$15,515.64
TERRY, MARCELL L.	BUS DRIVER	\$18,230.75
TERRY, SUSAN M.	LRC/COMP LAB TA	\$14,983.72
TERWELP, MAUREEN E.	ELL DEVEL BILING EDU HS & SUCCESS LAB	\$49,457.00
THACKER, JEANNINE E.	GRADE 2	\$50,305.00
THAYER, WHITNEY E.	LEARN BEHAVIOR SPECIALIST	\$48,515.00
THEODOR, KATHERINE C.	LITERACY SPECIALIST	\$90,070.00
THEODOR, MARY M.	LRC/COMP LAB TA	\$17,860.43
THIES, SHANNON M.	LIBRARY MEDIA SPECIALIST	\$59,927.97
THILK, AMANDA K.	LANGUAGE ARTS	\$71,263.00
THILL, DONNA M.	SOCIAL STUDIES	\$96,946.00
THOMAS, AMANDA J.	SPANISH	\$61,472.00
THOMAS, HEATHER J.	SCIENCE	\$71,102.00
THOMAS, SHAUNISE J.	PHYSICAL ED	\$69,031.00
THOMAS, STEPHANIE M.	GRADE 1	\$92,772.00
THOMPSON, DIANE	CUSTODIAN	\$26,651.58
THORNTON, KATHERINE E.	TEACHER ASSISTANT	\$15,598.17
THUNEMAN, SARAH N.	ENGLISH	\$41,850.00
THURLWELL, ADAM S.	DEPT CHAIR-MATH	\$63,316.00
TIEDT, SUSAN M.	PRINCIPAL	\$103,027.62
TIERI, FRANK J.	CHORAL MUSIC	\$84,899.00
TIETZ, SHERRY A.	GUIDANCE COUNSELOR	\$28,971.50
TIFFIN, WILLIAM A.	CUSTODIAN	\$30,503.82
TOBIN-MARTIN, KELLY	ENGLISH	\$67,020.00
TODD, AVA D.	GRADE 4	\$75,432.00
TOMTER, TAMMY S.	GRADE 4	\$58,317.00
TORRES, PATRICIA A.	ATTENDANCE SECRETARY	\$28,459.41
TORREZ, DOMINIC A.	LEARN BEHAVIOR SPECIALIST	\$60,066.00
TORREZ, KATHRYN S.	GRADE 3	\$55,530.00
TOWNSEND, STEPHANIE K.	LITERACY SPECIALIST	\$69,031.00
TRACY, DEANN L.	TEACHER ASSISTANT	\$17,210.80
TRAHANT , JEAN B.	LITERACY SPECIALIST	\$77,695.00
TRAKSZELIS, JOANNE M.	ATTENDANCE SECRETARY	\$26,276.32
TROUTT, BECKY S.	BUS DRIVER	\$23,840.36
TRUAX, MEGAN L.	GRADE 2	\$58,267.00
TRUEMPER, AMY B.	SCIENCE	\$71,488.00
TSAO, KIMBERLY F.	SPEC ED TA	\$15,598.17
TSCHANNEN, JACK L	CUSTODIAN	\$44,857.19
TSUSAKI, TERESA K	GRADE 2	\$67,172.00
TU, WENJIANG	MATH	\$80,026.00
TUBMAN, STEVEN L.	PHYSICAL ED	\$65,216.00
TUDDER, MAUREEN A.	SPEC ED TA	\$15,598.17
TURNER, SARAH C.	GRADE 3	\$60,066.00
TURNER, STACY M.	BENEFITS COORDINATOR	\$41,855.06
TWEEDY, SANDRA M.	GRADE 5	\$82,427.00
TWOREK, ALISON C.	LITERACY SPECIALIST	\$61,868.00
TYSIAK, MARGARET E.	CHORAL MUSIC	\$43,106.00

Name	Title 	Salary Inclusive of TRS/IMRF
UBELHOR, MELISSA A.	TEACHER ASSISTANT	\$17,535.61
ULRICH, THERESA A.	DIR OF ENGLISH LEARNERS	\$108,167.79
VALAINIS, STEPHANIE L.	GIFTED EDUCATION	\$56,618.00
VALASTRO, MONICA P.	ELEM ART	\$51,345.00
VALENCIA, DELANEY M.V.	BUS DRIVER	\$12,521.25
VALLO, JON M.	SECURITY DEAN'S ASST LEAD	\$20,987.23
VAN CAMP, JULIA L.	ELEM MUSIC	\$63,570.00
VAN DE VEIRE, CORRIN M	GRADE 3	\$60,066.00
VAN DER STUYF, ERIK R.	PHYSICAL ED	\$45,260.00
VAN DORN, TIMOTHY M.	GUIDANCE COUNSELOR	\$50,262.00
VAN DUSEN, JENNIFER L.	GRADE 5	\$87,446.00
VAN LANDEGHEM, TYLER L.	SOCIAL STUDIES	\$44,399.00
VAN WETERING, KATHLEEN L.	SECRETARY TEACH & LEARN	\$40,493.04
VAN WIE, ANDREA R.	FAM CONS SCI	\$56,618.00
VANATTA, TIFFANY L.	GRADE 4	\$67,172.00
VANDER PLUYM, AMANDA A.	BUILDING NURSE	\$32,008.06
VANDERVORT, SHAUNA J.	LEARN BEHAVIOR SPECIALIST	\$47,102.00
VANOVERMEIREN, PHILIP S.	PHYSICAL ED & SOCIAL STUDIES	\$63,570.00
VANWELZEN, JEAN A.	BUS MONITOR	\$13,479.31
VARNEY, JOY D.	GRADE 5	\$50,941.00
VATH, DONALD R.	INDUSTRIAL ED	\$44,399.00
VEDDER, SHARON L.	ATTENDANCE SECRETARY	\$26,276.32
VEGA, MELADIS C.	CUSTODIAN	\$29,430.24
VELASQUEZ, RYAN M.	HEALTH	\$69,187.00
VERA, JAMES E.	DEPT CHAIR-SOCIAL STUDIES	\$63,570.00
VERDINO, GREGORY R.	SOCIAL STUDIES	\$75,432.00
VERLEE, RACHAEL M.	ENGLISH	\$50,305.00
VESSELINOVA, LILIA A.	BUS DRIVER	\$18,449.98
VESTA, NANCY L.	SCIENCE	\$30,807.00
VEZAIN, HEATHER L.	LEARN BEHAVIOR SPECIALIST	\$55,530.00
VIALI, HEATHER A.	LEARN BEHAVIOR SPECIALIST	\$60,066.00
VICK, CYNTHIA D.	HORTICULTURE & SCIENCE	\$61,868.00
VICTORIN, CHRISTINE M.	SPEC ED TA	\$15,876.00
VICTORY, ANNE L.	TEACHER ASSISTANT	\$16,072.60
VITANOVEC, KAREN D.	GRADE 1	\$38,142.00
VLAKANCIC , SARAH M.	GRADE 5	\$50,305.00
VON KAENEL, KIMBERLEY	GRADE 5	\$80,026.00
VUGTEVEEN, CATHERINE A.	TECHNOLOGY	\$58,317.00
WACKERLIN, MARGARET A.	BUILDING NURSE	\$32,568.91
WAGNER, KIMBERLY L.	LANGUAGE ARTS	\$80,013.00
WAGNER, MICHAEL R.	TECH SPECIALIST	\$33,934.24
WAGONER, BENJAMIN J.	CHORAL MUSIC	\$52,470.00
WAHI, KATHRYN A.	LEARN BEHAVIOR SPECIALIST	\$57,943.00
WAIBEL, LAURA A.	MATH	\$96,946.00
WALDRON, KELLY A.	ELL TRANSI PROG INSTR JH	\$53,368.00
WALENDZIK, SARAH R.	LEARN BEHAVIOR SPECIALIST	\$43,106.00
WALKER, AMANDA L.	LANGUAGE ARTS	\$40,850.00
WALKER, KACIE A.	ELL DEVEL BILING EDU GR 3	\$42,893.00
WALKER, MARYANN L.	BUS DRIVER	\$18,230.75
WALLACE JR, ALEX	BUS DRIVER	\$21,830.75
WALLS, BUDDY W.	CUSTODIAN	\$26,651.58

Name	Title 	Salary Inclusive of TRS/IMRF
WALLS, JASON P.	CUSTODIAN	\$26,651.58
WALSH, KRISTEN L.	LANGUAGE ARTS	\$87,446.00
WALTERS, AMY E.	ELEM PHYS ED	\$24,210.00
WALTERS, REBECCA A.	SOCIAL STUDIES	\$65,216.00
WARD, HEATHER M.	TEACHER ASSISTANT	\$15,928.92
WARD, SANDRA S.	GRADE 1	\$87,446.00
WARNER, HEATHER A.	GRADE 1	\$41,850.00
WARREN, GARY M.	CUSTODIAN	\$26,651.58
WARREN, SUSAN	ELEM PHYS ED	\$106,121.00
WASHINGTON, BARTON L.	CUSTODIAN	\$26,651.58
WAT, FANNY M.	CUSTODIAN	\$26,646.40
WAT, JAMES S	CUSTODIAN	\$44,857.19
WATERS, JENN R.	ELEM PHYS ED	\$43,106.00
WATGEN, JULIE A.	ESL SUPPORT ELEM	\$49,457.00
WATKINS, TERRELL L.	LANGUAGE ARTS	\$71,102.00
WATSON, ERIN J.	BUSINESS ED	\$51,770.00
WATSON, NICOLE I.	GRADE 2	\$58,317.00
WATT, ERIC D.	ASST DIR PROFESS'L DEVEL	\$76,037.54
WAUGHOP, GINA L.	SPEC ED TA	\$15,598.17
WAYCASTER, MEAGAN A.	BUS MONITOR	\$15,823.54
WAYNE, JAMIE J.	GRADE 4	\$31,785.00
WAYNE, MICHAEL S.	PRINCIPAL	\$144,243.96
WEATHERINGTON, DEBORAH K.	BUS MONITOR	\$12,738.45
WEATHERINGTON, RONALD H	BUS DRIVER	\$19,546.13
WEAVER, JENNIFER A.	FULL DAY KINDERGARTEN	\$61,868.00
WEAVER, MARIE A.	CUSTODIAN	\$26,651.58
WEAVER, STEVEN L.	MAINT HEAD GROUNDS KEEPER	\$52,979.09
WEBER, LINDSEY N.	LEARN BEHAVIOR SPECIALIST	\$45,260.00
WEBER, MARY A.	TEACHER ASSISTANT	\$22,210.16
WEBER, MARY K.	ASSISTANT PRINCIPAL	\$73,096.04
WEBER, RACHEL A.	TEACHER ASSISTANT	\$15,020.46
WEBER, SARA L.	GRADE 5	\$65,580.00
WEBER, SARA R.	FULL DAY KINDERGARTEN	\$54,969.00
WEBER, WENDI J.	SCHOOL SECRETARY	\$31,250.44
WEHRI, KATHRYN J.	LEARN BEHAVIOR SPECIALIST	\$63,670.00
WEIDERT, GERALD L.	BUS DRIVER	\$15,192.29
WEIGAND , JAMI L.	ESL SUPPORT ELEM	\$45,260.00
WEIR, LAURA M.	BUILDING NURSE	\$33,439.06
WEISS, EUGENE C.	MAINT NIGHT SUPERVISOR	\$56,368.27
WEISS, MARYBETH	SECURITY DEAN'S ASSISTANT	\$20,987.23
WELCH, RENEE L.	LIBRARY MEDIA SPECIALIST	\$107,879.91
WELLS, CAROL A.	BUS DRIVER	\$22,803.82
WELLS, CYNTHIA J.	TEACHER ASSISTANT	\$18,524.19
WELLS, JENNY J.	LIBRARY MEDIA SPECIALIST	\$47,417.00
WENDT, MATTHEW A.	SUPERINTENDENT	\$260,487.76
WENNER, HANA D.	SCIENCE & SOCIAL STUDIES	\$40,350.00
WENZEL, GERALD E.	BUS MONITOR	\$10,125.00
WERLING, PAMELA J.	TEACHER ASSISTANT	\$17,535.61
WERVE, CHRISTOPHER P.	BAND	\$41,850.00
WESLEY, AMANDA L.	BUS DRIVER	\$18,011.52
WESSELS, JUANITA G.	TBE/BILINGUAL TA	\$15,876.00

Name	Title 	Salary Inclusive of TRS/IMRF
WESTERFIELD, STEPHANIE E.	FULL DAY KINDERGARTEN	\$60,015.00
WHALEN, STEPHANIE M.	GRADE 5	\$56,618.00
WHEATON, KAITLYN M.	SPEC ED TA	\$15,876.00
WHIPPLE, DANIEL A.	ART	\$58,317.00
WHITE, HOLLY C.	SPEC ED TA	\$15,876.00
WHITE, JAMES C.	BLDG ENGINEER-C	\$46,000.79
WHITE, KRISTINA L.	LEARN BEHAVIOR SPECIALIST	\$63,570.00
WHITE, MAE ROSALIND	ENGLISH	\$51,345.00
WHITE, SCOTT A.	SOCIAL STUDIES	\$46,036.00
WHITED, KAREN L.	GUIDANCE COUNSELOR	\$50,036.72
WHITEFORD, CHRISTOPHER M.	ELEM MUSIC	\$40,850.00
WHITESITT, ARLENE S.	CROSSING GUARD	\$7,342.65
WHITLOCK, AMY L.	FRENCH	\$55,530.00
WHITLOCK, STEVEN C.	BLDG ENGINEER-B	\$48,171.29
WHOWELL, WENDI L.	LANGUAGE ARTS	\$80,013.00
WIADUCH, ANDREA	K-12 GRANT COORDINATOR	\$55,013.33
WICKS, GERALD V.	ASSISTANT PRINCIPAL	\$84,101.38
WIELERT, AMANDA R.	GRADE 1	\$67,548.00
WIEMANN, ROBERT E.	ELEM PHYS ED	\$48,515.00
WIENCEK, EMILY C.	GUIDANCE COUNSELOR	\$75,437.61
WIESCHHAUS, HILLARY M.	GRADE 3	\$56,618.00
WIKOFF, JENNIFER L.	ASST DIR STUDENT SERVICES	\$91,611.00
WILLARD, KATHERINE L.	SPEC ED TA	\$17,535.61
WILLETT, KARLA	SPEECH PATHOLOGIST	\$54,617.00
WILLIAMS, AMY D.	SECURITY DEAN'S ASSISTANT	\$18,427.50
WILLIAMS, CAROL E.	LANGUAGE ARTS	\$43,106.00
WILLIAMS, DAVID E.	LANGUAGE ARTS	\$53,368.00
WILLIAMS, ERIN P.	GRADE 3	\$67,548.00
WILLIAMS, JILL E.	BUS DRIVER	\$19,546.13
WILLIAMS, LAUREL J.	PRINCIPAL'S SECRETARY	\$49,685.39
WILLIAMS, TINA D.	READING	\$60,066.00
WILLIAMS, TRINA M.	FULL DAY KINDERGARTEN	\$63,570.00
WILSON , BENJAMIN J.	LEARN BEHAVIOR SPECIALIST	\$67,172.00
WILSON, AMANDA R.	GRADE 5	\$51,814.00
WILSON, CAITLIN E.	GRADE 1	\$61,472.00
WILSON, DWAYNE L.	PHYSICAL ED	\$63,570.00
WILSON, JULIE A.	GRADE 4	\$44,399.00
WILSON, KAELYN N.	LEARN BEHAVIOR SPECIALIST	\$38,069.70
WILSON, KEVIN J.	SCIENCE	\$51,814.00
WILSON, KRISTIN A.	GRADE 5	\$58,267.00
WILSON, MAUREEN A.	SPEECH PATHOLOGIST	\$61,333.00
WINDER, JACOB R.	ELEM PHYS ED	\$43,106.00
WINDERS, TODD A.	DISTRICT MAINTENANCE	\$58,930.49
WINTERMUTE, LINDSAY C.	TEACHER ASSISTANT	\$16,267.28
WISE, SCOTT A.	BUS DRIVER	\$14,182.68
WITCPALEK, ELIZABETH A.	LIBRARY MEDIA SPECIALIST	\$55,536.93
WITWICKI, KATRINA M.	LIBRARY MEDIA SPECIALIST	\$75,428.65
WOBER, ROXANA B.	ELL DEVEL BILING EDU GR 4	\$54,923.00
WODZINSKI, JENNIFER L.	LEARN BEHAVIOR SPECIALIST	\$46,036.00
WOJCIECHOWSKI, KRISTYN M.	READING	\$71,102.00
WOJTYSZYN, JACQUELINE L.	SOCIAL STUDIES	\$71,102.00

Name	Title 	Salary Inclusive of TRS/IMRF
WOLFF, JENNIFER J.	GRADE 1	\$45,730.00
WOOD, CARLA A.	GRADE 1	\$69,574.00
WOOD, CHARLES W.	CUSTODIAN	\$44,857.19
WOOD, KELLY M.	HEALTH & PHYSICAL ED	\$44,399.00
WOOD, RANDY T.	BUS DRIVER	\$17,596.14
WOODBURY, WENDY J.	GRADE 1	\$51,345.00
WOODEN, ALEXANDRA M.	GRADE 3	\$65,216.00
WOODS, KERI A.	GRADE 4	\$61,816.00
WOODS, MARILYN	BUS DRIVER	\$18,923.06
WOODS, TERRY L.	BUS DRIVER	\$18,230.75
WOODS, VALERIE N.	SPEECH PATHOLOGIST	\$73,401.00
WOOLEY, JULIE A.	MEDICAL TOPICS	\$80,026.00
WORLAND, KRISTIN	LEARN BEHAVIOR SPECIALIST	\$44,399.00
WORMLEY, KENDALL A.	FULL DAY KINDERGARTEN	\$46,619.00
WOZNIAK, AMANDA M.	GRADE 4	\$54,969.00
WULFF, BETH A.	PRINCIPAL	\$102,445.94
WULFF, JULIE S.	SPEECH PATHOLOGIST	\$60,015.00
WULFF, MICHAEL W.	LEARN BEHAVIOR SPECIALIST	\$40,850.00
WUNDERLICH, KELLIE L.	ELL TRANSI PROG INSTR GR2	\$48,018.00
WURSTER, SHERI L.	ATTENDANCE SECRETARY	\$27,436.62
WYATT, NANCY L.	FAM CONS SCI	\$54,969.00
WYCISLAK, ELIZABETH A.	FULL DAY KINDERGARTEN	\$83,989.00
WYSS, KIMBERLY R.	GRADE 4	\$58,317.00
YABSLEY, KRISTA M.	FULL DAY KINDERGARTEN	\$40,350.00
YANDUN, JESSICA	SPANISH	\$46,619.00
YARBROUGH, TINA M.	GRADE 3	\$48,515.00
YEDINAK, KELLY A.	MATH	\$41,850.00
YOUNG, KATHARINE E.	SPEECH PATHOLOGIST	\$56,570.00
YOUNG, KELLY C.	BUS DRIVER	\$16,057.68
ZACK, CYNTHIA M.	SCIENCE	\$80,026.00
ZAehler, HEATHER N.	ENGLISH	\$48,839.00
ZAININGER, SHANNON M.	LANGUAGE ARTS	\$71,263.00
ZAININGER, WILL R.	SCIENCE	\$71,102.00
ZAK, KATE R.	ELL DUAL LANG GR 3	\$45,260.00
ZALUD, TRACY L.	GRADE 3	\$53,323.00
ZAMORA, CESAR A.	MAINT HIGH SCHOOL PM	\$46,257.51
ZARATE SR, JUAN	CUSTODIAN	\$26,656.82
ZAVALA, ELIUD	CUSTODIAN	\$26,646.40
ZAVALA, JOSE L.	SOCIAL STUDIES	\$82,427.00
ZEIFERT, RACHEL J.	PHYSICAL ED	\$53,323.00
ZEMAN, ROBERT J.	BUS DRIVER	\$18,230.75
ZEMANEK, LAURIE A.	ESL SUPPORT ELEM	\$65,580.00
ZERFAS, BRIAN J.	GRADE 5	\$43,106.00
ZIEGLER, JESSICA E.	GUIDANCE COUNSELOR	\$66,814.12
ZIELINSKI, MEREDITH N.	LEARN BEHAVIOR SPECIALIST	\$41,850.00
ZIELSKE, CHRISTY A.	BUILDING NURSE	\$35,425.02
ZIEMANN, DONALD R.	BUS DRIVER	\$17,019.21
ZIEMER, AMANDA L.	GRADE 2	\$51,770.00
ZIERK, KENNETH G.	CUSTODIAN	\$28,356.65
ZILLER, KATHLEEN A.	GRADE 5	\$48,839.00
ZILM, JENNIFER L.	TEACHER ASSISTANT	\$15,792.00

Name	Title 	Salary Inclusive of TRS/IMRF
ZIMMERMAN, ELIZABETH A.	SPEC ED TA	\$15,042.72
ZUCKERMAN, GRETCHEN L.	GRADE 1	\$54,969.00
ZUCKERT, XIA N.	ENGLISH	\$51,437.73
ZWIEZEN, LORRAINE B.	SCHOOL SECRETARY	\$25,870.32

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

Accounting Basis:

☐ Cash
☒ Accrual

SCHOOL DISTRICT BUDGET FORM *
July 1, 2015 - June 30, 2016

Balanced budget, no deficit
reduction plan is required.

Date of Amended Budget:

(MM/DD/YY)

District Name:

Community Unit School District #308

District RCDT No:

24-047-3080-26

If your FY15 AFR states that you need to do a deficit reduction plan and your FY16 budget is balanced please state the measures you took to have your budget become balanced. (Bckgrnd-Assumpt 25-26)

Budget of Community Unit School District #308, County of Kendall, Kane, Will,
State of Illinois, for the Fiscal Year beginning July 1, 2015 and ending June 30, 2016.

WHEREAS the Board of Education of Community Unit School District #308,
County of Kendall, Kane, Will, State of Illinois, caused to be prepared in tentative form a budget, and the Secretary
of this Board has made the same conveniently available to public inspection for at least thirty days prior to final action thereon;

AND WHEREAS a public hearing was held as to such budget on the 28th day of September, 20 15,
notice of said hearing was given at least thirty days prior thereto as required by law, and all other legal requirements have been complied
with;

NOW, THEREFORE, Be it resolved by the Board of Education of said district as follows:

Section 1: That the fiscal year of this school district be and the same hereby is fixed and declared to be

beginning July 1, 2015 and ending June 30, 2016.

Section 2: That the following budget containing an estimate of amounts available in each Fund, separately, and expenditures from
each be and the same is hereby adopted as the budget of this school district for said fiscal year.

ADOPTION OF BUDGET

The budget shall be approved and signed below by members of the School Board. Adopted this 28th
day of September, 20 15 by a roll call vote of 5 Yeas, and 0 Nays, to wit:

MEMBERS VOTING YEA:	MEMBERS VOTING NAY:
Lauri Doyle	
Matthew Bauman	
Michael McDowell	
Daniell Paul	
Jared Ploger	

* Based on the 23 Illinois Administrative Code-Part 100 and inconformity with Section 17-1 of the School Code.

- (1) A certified copy of this document must be filed with the county clerk within 30 days of adoption as required by Section 18-50 of the Property Tax Code (35 ILCS 200/18-50).
- (2) Districts are required to submit the adopted/amended budget electronically to ISBE within 30 days of adoption or by October 30, whichever comes first. Budgets are submitted to: <https://sec1.isbe.net/attachmgr/default.aspx> The electronic version does not require member signatures.

	A	B	C	D	E	F	G	H	I	J	K	L
1	<i>Begin entering data on EstRev 5-10 and EstExp 11-17 tabs.</i>		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	
3	ESTIMATED BEGINNING FUND BALANCE July 1, 2015 ¹		10,674,520	2,637,454	16,385,014	6,127,028	1,840,370	5,473,640	12,770,070	0	361	
4	RECEIPTS/REVENUES											
5	LOCAL SOURCES	1000	80,619,279	11,891,200	33,561,829	7,281,950	3,697,525	854,461	340,810	0	0	
6	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0		0	0					
7	STATE SOURCES	3000	53,305,650	5,393,670	0	6,965,539	0	0	0	0	0	
8	FEDERAL SOURCES	4000	5,291,841	0	64,226	0	0	0	0	0	0	
9	Total Direct Receipts/Revenues ⁸		139,216,770	17,284,870	33,626,055	14,247,489	3,697,525	854,461	340,810	0	0	
10	Receipts/Revenues for "On Behalf" Payments ²	3998	36,584,561									
11	Total Receipts/Revenues		175,801,331	17,284,870	33,626,055	14,247,489	3,697,525	854,461	340,810	0	0	
12	DISBURSEMENTS/EXPENDITURES											
13	INSTRUCTION	1000	89,099,328				1,404,152					
14	SUPPORT SERVICES	2000	32,493,515	17,469,831		10,109,508	3,117,078	3,000,000		0	0	
15	COMMUNITY SERVICES	3000	145,437	0		0	6,333					
16	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS	4000	15,313,502	0	0	0	0	0			0	
17	DEBT SERVICES	5000	30,000	0	33,571,829	1,726,610	0			0	0	
18	PROVISION FOR CONTINGENCIES	6000	13,371	122,624	0	0	0	0		0	0	
19	Total Direct Disbursements/Expenditures ⁹		137,095,153	17,592,455	33,571,829	11,836,118	4,527,563	3,000,000		0	0	
20	Disbursements/Expenditures for "On Behalf" Payments ²	4180	36,584,561	0	0	0	0	0		0	0	
21	Total Disbursements/Expenditures		173,679,714	17,592,455	33,571,829	11,836,118	4,527,563	3,000,000		0	0	
22	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		2,121,617	(307,585)	54,226	2,411,371	(830,038)	(2,145,539)	340,810	0	0	
23	OTHER SOURCES/USES OF FUNDS											
24	OTHER SOURCES OF FUNDS (7000)											
25	PERMANENT TRANSFER FROM VARIOUS FUNDS											
26	Abolishment the Working Cash Fund ¹⁶	7110										
27	Abatement of the Working Cash Fund ¹⁶	7110										
28	Transfer of Working Cash Fund Interest	7120										
29	Transfer Among Funds	7130										
30	Transfer of Interest	7140										
31	Transfer from Capital Projects Fund to O&M Fund	7150		0								
32	Transfer of Excess Fire Prev & Safety Tax & Interest ³ Proceeds to O&M Fund	7160		0								
33	Transfer of Excess Accumulated Fire Prev & Safety Bond and Int ^{3a} Proceeds to Debt Service Fund	7170			0							
34	SALE OF BONDS (7200)											
35	Principal on Bonds Sold ⁴	7210										
36	Premium on Bonds Sold	7220										
37	Accrued Interest on Bonds Sold	7230										
38	Sale or Compensation for Fixed Assets ⁵	7300										
39	Transfer to Debt Service to Pay Principal on Capital Leases	7400			0							
40	Transfer to Debt Service Fund to Pay Interest on Capital Leases	7500			0							
41	Transfer to Debt Service Fund to Pay Principal on Revenue Bonds	7600			377,900							
42	Transfer to Debt Service Fund to Pay Interest on Revenue Bonds	7700			27,225							
43	Transfer to Capital Projects Fund	7800						0				
44	ISBE Loan Proceeds	7900										
45	Other Sources Not Classified Elsewhere	7990										
46	Total Other Sources of Funds ⁸		0	0	405,125	0	0	0	0	0	0	

	A	B	C	D	E	F	G	H	I	J	K	L
1	Begin entering data on EstRev 5-10 and EstExp 11-17 tabs.		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	
47	OTHER USES OF FUNDS (8000)											
49	TRANSFER TO VARIOUS OTHER FUNDS (8100)											
50	Abolishment or Abatement of the Working Cash Fund ¹⁶	8110							0			
51	Transfer of Working Cash Fund Interest	8120							0			
52	Transfer Among Funds	8130										
53	Transfer of Interest ⁶	8140										
54	Transfer from Capital Projects Fund to O&M Fund	8150										
55	Transfer of Excess Fire Prev & Safety Tax & Interest ³ Proceeds to O&M Fund	8160										
56	Transfer of Excess Accumulated Fire Prev & Safety Bond ^{3a} and Int Proceeds to Debt Service Fund	8170										
57	Taxes Pledged to Pay Principal on Capital Leases	8410										
58	Grants/Reimbursements Pledged to Pay Principal on Capital Leases	8420										
59	Other Revenues Pledged to Pay Principal on Capital Leases	8430										
60	Fund Balance Transfers Pledged to Pay Principal on Capital Leases	8440										
61	Taxes Pledged to Pay Interest on Capital Leases	8510										
62	Grants/Reimbursements Pledged to Pay Interest on Capital Leases	8520										
63	Other Revenues Pledged to Pay Interest on Capital Leases	8530										
64	Fund Balance Transfers Pledged to Pay Interest on Capital Leases	8540										
65	Taxes Pledged to Pay Principal on Revenue Bonds	8610										
66	Grants/Reimbursements Pledged to Pay Principal on Revenue Bonds	8620										
67	Other Revenues Pledged to Pay Principal on Revenue Bonds	8630		377,900								
68	Fund Balance Transfers Pledged to Pay Principal on Revenue Bonds	8640										
69	Taxes Pledged to Pay Interest on Revenue Bonds	8710										
70	Grants/Reimbursements Pledged to Pay Interest on Revenue Bonds	8720										
71	Other Revenues Pledged to Pay Interest on Revenue Bonds	8730		27,225								
72	Fund Balance Transfers Pledged to Pay Interest on Revenue Bonds	8740										
73	Taxes Transferred to Pay for Capital Projects	8810										
74	Grants/Reimbursements Pledged to Pay for Capital Projects	8820										
75	Other Revenues Pledged to Pay for Capital Projects	8830										
76	Fund Balance Transfers Pledged to Pay for Capital Projects	8840										
77	Transfer to Debt Service Fund to Pay Principal on ISBE Loans	8910										
78	Other Uses Not Classified Elsewhere	8990										
79	Total Other Uses of Funds ⁹		0	405,125	0	0	0	0	0	0	0	
80	Total Other Sources/Uses of Fund		0	(405,125)	405,125	0	0	0	0	0	0	
81	ESTIMATED ENDING FUND BALANCE June 30, 2016		12,796,137	1,924,744	16,844,365	8,538,399	1,010,332	3,328,101	13,110,880	0	361	
82												
83	SUMMARY OF EXPENDITURES (by Major Object)											
84	Description	Acct #	(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	Total By Object
85			Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	
86	Object Name											
87	Salaries	100	89,017,680	7,328,871		4,844,174		131,000		0	0	101,321,725
88	Employee Benefits	200	13,670,373	1,593,210		1,248,334	4,527,563	10,000		0	0	21,049,480
89	Purchased Services	300	11,732,738	3,417,623	0	3,016,000		150,000		0	0	18,316,361
90	Supplies & Materials	400	4,183,964	4,704,932		980,000		515,000		0	0	10,383,896
91	Capital Outlay	500	10,160	395,295		0		1,794,000		0	0	2,199,455
92	Other Objects	600	18,128,733	124,624	33,571,829	1,735,610	0	0		0	0	53,560,796
93	Non-Capitalized Equipment	700	351,505	27,900		12,000		400,000		0	0	791,405
94	Termination Benefits	800	0	0		0						0
95	Total Expenditures		137,095,153	17,592,455	33,571,829	11,836,118	4,527,563	3,000,000		0	0	207,623,118

SUMMARY OF CASH TRANSACTIONS

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
3	BEGINNING CASH BALANCE ON HAND July 1, 2015 ⁷		10,674,520	2,637,454	16,385,014	6,127,028	1,840,370	5,473,640	12,770,070	0	361
4	Total Direct Receipts & Other Sources ⁸		139,216,770	17,284,870	34,031,180	14,247,489	3,697,525	854,461	340,810	0	0
5	OTHER RECEIPTS										
6	Interfund Loans Payable (Loans from Other Funds)	411									
7	Interfund Loans Receivable (Repayment of Loans)	141									
8	Notes and Warrants Payable	433									
9	Other Current Assets	199									
10	Total Other Receipts		0	0	0	0	0	0	0	0	0
11	Total Direct Receipts, Other Sources, & Other Receipts		139,216,770	17,284,870	34,031,180	14,247,489	3,697,525	854,461	340,810	0	0
12	Total Amount Available		149,891,290	19,922,324	50,416,194	20,374,517	5,537,895	6,328,101	13,110,880	0	361
13	Total Direct Disbursements & Other Uses ⁹		137,095,153	17,997,580	33,571,829	11,836,118	4,527,563	3,000,000	0	0	0
14	OTHER DISBURSEMENTS										
15	Interfund Loans Receivable (Loans to Other Funds) ¹⁰	141									
16	Interfund Loans Payable (Repayment of Loans)	411									
17	Notes and Warrants Payable	433									
18	Other Current Liabilities	499									
19	Total Other Disbursements		0	0	0	0	0	0	0	0	0
20	Total Direct Disbursements, Other Uses, & Other Disbursements		137,095,153	17,997,580	33,571,829	11,836,118	4,527,563	3,000,000	0	0	0
21	ENDING CASH BALANCE ON HAND June 30, 2016 ⁷		12,796,137	1,924,744	16,844,365	8,538,399	1,010,332	3,328,101	13,110,880	0	361

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
2											
3	RECEIPTS/REVENUES FROM LOCAL SOURCES										
4	AD VALOREM TAXES LEVIED BY LOCAL EDUCATION AGENCY										
5	Designated Purposes Levies ¹¹	-	62,114,081	10,378,479	33,561,829	7,071,312	1,553,304		329,896		0
6	Leasing Purposes Levy ¹²	1130									
7	Special Education Purposes Levy	1140	10,640,234								
8	FICA and Medicare Only Levies	1150					1,537,721				
9	Area Vocational Construction Purposes Levy	1160									
10	Summer School Purposes Levy	1170									
11	Other Tax Levies (Describe & Itemize)	1190									
12	Total Ad Valorem Taxes Levied by District		72,754,315	10,378,479	33,561,829	7,071,312	3,091,025	0	329,896	0	0
13	PAYMENTS IN LIEU OF TAXES										
14	Mobile Home Privilege Tax	1210									
15	Payments from Local Housing Authority	1220									
16	Corporate Personal Property Replacement Taxes ¹³	1230	1,056,770				604,940				
17	Other Payments in Lieu of Taxes (Describe & Itemize)	1290	0	0				843,846			
18	Total Payments in Lieu of Taxes		1,056,770	0	0	0	604,940	843,846	0	0	0
19	TUITION										
20	Regular Tuition from Pupils or Parents (In State)	1311	151,207								
21	Regular Tuition from Other Districts (In State)	1312									
22	Regular Tuition from Other Sources (In State)	1313									
23	Regular Tuition from Other Sources (Out of State)	1314									
24	Summer School Tuition from Pupils or Parents (In State)	1321									
25	Summer School Tuition from Other Districts (In State)	1322									
26	Summer School Tuition from Other Sources (In State)	1323									
27	Summer School Tuition from Other Sources (Out of State)	1324									
28	CTE Tuition from Pupils or Parents (In State)	1331									
29	CTE Tuition from Other Districts (In State)	1332									
30	CTE Tuition from Other Sources (In State)	1333									
31	CTE Tuition from Other Sources (Out of State)	1334									
32	Special Education Tuition from Pupils or Parents (In State)	1341									
33	Special Education Tuition from Other Districts (In State)	1342									
34	Special Education Tuition from Other Sources (In State)	1343									
35	Special Education Tuition from Other Sources (Out of State)	1344									
36	Adult Tuition from Pupils or Parents (In State)	1351									
37	Adult Tuition from Other Districts (In State)	1352									
38	Adult Tuition from Other Sources (In State)	1353									
39	Adult Tuition from Other Sources (Out of State)	1354									
40	Total Tuition		151,207								
41	TRANSPORTATION FEES										
42	Regular Transportation Fees from Pupils or Parents (In State)	1411				26,343					
43	Regular Transportation Fees from Other Districts (In State)	1412									
44	Regular Transportation Fees from Other Sources (In State)	1413									
45	Regular Transportation Fees from Co-curricular Activities (In State)	1415				32,256					
46	Regular Transportation Fees from Other Sources (Out of State)	1416									
47	Summer School Transportation Fees from Pupils or Parents (In State)	1421									
48	Summer School Transportation Fees from Other Districts (In State)	1422									
49	Summer School Transportation Fees from Other Sources (In State)	1423									
50	Summer School Transportation Fees from Other Sources (Out of State)	1424									
51	CTE Transportation Fees from Pupils or Parents (In State)	1431									
52	CTE Transportation Fees from Other Districts (In State)	1432									
53	CTE Transportation Fees from Other Sources (In State)	1433									
54	CTE Transportation Fees from Other Sources (Out of State)	1434									
55	Special Education Transportation Fees from Pupils or Parents (In State)	1441									
56	Special Education Transportation Fees from Other Districts (In State)	1442									
57	Special Education Transportation Fees from Other Sources (In State)	1443									
58	Special Education Transportation Fees from Other Sources (Out of State)	1444									
59	Adult Transportation Fees from Pupils or Parents (In State)	1451									

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
60	Adult Transportation Fees from Other Districts (In State)	1452									
61	Adult Transportation Fees from Other Sources (In State)	1453									
62	Adult Transportation Fees from Other Sources (Out of State)	1454									
63	Total Transportation Fees					58,599					
64	EARNINGS ON INVESTMENTS										
65	Interest on Investments	1510	13,107	3,279	0	5,357	1,560	5,615	10,914		0
66	Gain or Loss on Sale of Investments	1520									
67	Total Earnings on Investments		13,107	3,279	0	5,357	1,560	5,615	10,914	0	0
68	FOOD SERVICE										
69	Sales to Pupils - Lunch	1611	2,070,379								
70	Sales to Pupils - Breakfast	1612	101,583								
71	Sales to Pupils - A la Carte	1613	1,119,757								
72	Sales to Pupils - Other (Describe & Itemize)	1614									
73	Sales to Adults	1620	38,311								
74	Other Food Service (Describe & Itemize)	1690	8,010								
75	Total Food Service		3,338,040								
76	DISTRICT/SCHOOL ACTIVITY INCOME										
77	Admissions - Athletic	1711	70,649								
78	Admissions - Other	1719	15,684								
79	Fees	1720	347,422								
80	Book Store Sales	1730									
81	Other District/School Activity Revenue (Describe & Itemize)	1790	382,497								
82	Total District/School Activity Income		816,252	0							
83	TEXTBOOK Income										
84	Rentals - Regular Textbooks	1811	1,671,021								
85	Rentals - Summer School Textbooks	1812	131,904								
86	Rentals - Adult/Continuing Education Textbooks	1813									
87	Rentals - Other (Describe)	1819									
88	Sales - Regular Textbooks	1821									
89	Sales - Summer School Textbooks	1822									
90	Sales - Adult/Continuing Education Textbooks	1823									
91	Sales - Other (Describe & Itemize)	1829									
92	Other (Describe & Itemize)	1890									
93	Total Textbooks		1,802,925								
94	OTHER REVENUE FROM LOCAL SOURCES										
95	Rentals	1910		1,120,173							
96	Contributions and Donations from Private Sources	1920	0			0					
97	Impact Fees from Municipal or County Governments	1930									
98	Services Provided Other Districts	1940									
99	Refund of Prior Years' Expenditures	1950	43,250	1,201	0	0					0
100	Payments of Surplus Moneys from TIF Districts	1960									
101	Drivers' Education Fees	1970	178,977								
102	Proceeds from Vendors' Contracts	1980	0								
103	School Facility Occupation Tax Proceeds	1983									
104	Payment from Other Districts	1991									
105	Sale of Vocational Projects	1992	0								
106	Other Local Fees (Describe & Itemize)	1993	152,064								
107	Other Local Revenues (Describe & Itemize)	1999	312,372	388,068	0	146,682		5,000			
108	Total Other Revenue from Local Sources		686,663	1,509,442	0	146,682	0	5,000	0	0	0
109	Total Receipts/Revenues from Local Sources	1000	80,619,279	11,891,200	33,561,829	7,281,950	3,697,525	854,461	340,810	0	0

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
110	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT										
111	Flow-Through Revenue from State Sources	2100									
112	Flow-Through Revenue from Federal Sources	2200									
113	Other Flow-Through Revenue (Describe & Itemize)	2300									
114	Total Flow-Through Receipts/Revenues From One District to Another District	2000	0	0		0	0				
115	RECEIPTS/REVENUES FROM STATE SOURCES										
116	UNRESTRICTED GRANTS-IN-AID										
117	General State Aid (Section 18-8.05)	3001	46,157,176	5,393,670		0					
118	General State Aid Hold Harmless/Supplemental	3002									
119	Reorganization Incentives (Accounts 3005-3021)	3005									
120	Other Unrestricted Grants-In-Aid From State Sources (Describe & Itemize)	3099									
121	Total Unrestricted Grants-In-Aid		46,157,176	5,393,670	0	0	0	0		0	0
122	RESTRICTED GRANTS-IN-AID										
123	SPECIAL EDUCATION										
124	Special Education - Private Facility Tuition	3100	1,036,598								
125	Special Education - Funding for Children Requiring Sp Ed Services	3105	2,124,394								
126	Special Education - Personnel	3110	1,074,109								
127	Special Education - Orphanage - Individual	3120	204,963								
128	Special Education - Orphanage - Summer Individual	3130	5,725								
129	Special Education - Summer School	3145	49,272								
130	Special Education - Other (Describe & Itemize)	3199									
131	Total Special Education		4,495,061	0		0					
132	CAREER AND TECHNICAL EDUCATION (CTE)										
133	CTE - Technical Education - Tech Prep	3200									
134	CTE - Secondary Program Improvement (CTEI)	3220	180,520								
135	CTE - WECEP	3225									
136	CTE - Agriculture Education	3235	726								
137	CTE - Instructor Practicum	3240									
138	CTE - Student Organizations	3270									
139	CTE - Other (Describe & Itemize)	3299	0								
140	Total Career and Technical Education		181,246	0			0				
141	BILINGUAL EDUCATION										
142	Bilingual Education - Downstate - TPI and TBE	3305	424,146								
143	Bilingual Education - Downstate - Transitional Bilingual Education	3310									
144	Total Bilingual Education		424,146				0				
145	State Free Lunch & Breakfast	3360	23,499								
146	School Breakfast Initiative	3365									
147	Driver Education	3370	181,368								
148	Adult Education (from ICCB)	3410									
149	Adult Education - Other (Describe & Itemize)	3499									
150	TRANSPORTATION										
151	Transportation - Regular and Vocational	3500				4,028,313					
152	Transportation - Special Education	3510				2,937,226					
153	Transportation - Other (Describe & Itemize)	3599									
154	Total Transportation		0	0		6,965,539	0				
155	Learning Improvement - Change Grants	3610									
156	Scientific Literacy	3660									
157	Truant Alternative/Optional Education	3695									
158	Early Childhood - Block Grant	3705	847,188								
159	Reading Improvement Block Grant	3715									
160	Reading Improvement Block Grant - Reading Recovery	3720									
161	Continued Reading Improvement Block Grant	3725									
162	Continued Reading Improvement Block Grant (2% Set Aside)	3726									

1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
163	Chicago General Education Block Grant	3766									
164	Chicago Educational Services Block Grant	3767									
165	School Safety & Educational Improvement Block Grant	3775									
166	Technology - Technology for Success	3780									
167	State Charter Schools	3815									
168	Extended Learning Opportunities - Summer Bridges	3825									
169	Infrastructure Improvements - Planning/Construction	3920									
170	School Infrastructure - Maintenance Projects	3925									
171	Other Restricted Revenue from State Sources (Describe & Itemize)	3999	995,966	0		0		0			
172	Total Restricted Grants-In-Aid		7,148,474	0	0	6,965,539	0	0	0	0	0
173	Total Receipts/Revenues from State Sources	3000	53,305,650	5,393,670	0	6,965,539	0	0	0	0	0
174	RECEIPTS/REVENUES FROM FEDERAL SOURCES										
175	UNRESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT.										
176	Federal Impact Aid	4001									
177	Other Unrestricted Grants-In-Aid Received Directly from the Federal Govt. (Describe & Itemize)	4009									
178	Total Unrestricted Grants-In-Aid Received Directly from Fed Govt		0	0	0	0	0	0	0	0	0
179	RESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT										
180	Head Start	4045									
181	Construction (Impact Aid)	4050									
182	MAGNET	4060									
183	Other Restricted Grants-In-Aid Received Directly from Federal Govt. (Describe & Itemize)	4090									
184	Total Restricted Grants-In-Aid Received Directly from Federal Govt.		0	0		0	0	0			0
185	RESTRICTED GRANTS-IN-AID RECEIVED FROM FEDERAL GOVT. THRU THE STATE										
186	TITLE VI										
187	Title VI - Innovation and Flexibility Formula	4100									
188	Title VI - SEA Projects	4105									
189	Title VI - Rural Education Initiative (REI)	4107									
190	Title VI - Other (Describe & Itemize)	4199									
191	Total Title VI		0	0		0	0				
192	FOOD SERVICE										
193	Breakfast Start-Up Expansion	4200									
194	National School Lunch Program	4210	2,067,382								
195	Special Milk Program	4215	3,841								
196	School Breakfast Program	4220	419,798								
197	Summer Food Service Admin/Program	4225									
198	Child and Adult Care Food Program	4226									
199	Fresh Fruit and Vegetables	4240									
200	Food Service - Other (Describe & Itemize)	4299									
201	Total Food Service		2,491,021				0				
202	TITLE I										
203	Title I - Low Income	4300	956,203			0					
204	Title I - Low Income - Neglected, Private	4305									
205	Title I - Comprehensive School Reform	4332									
206	Title I - Reading First	4334									
207	Title I - Even Start	4335									
208	Title I - Reading First SEA Funds	4337									
209	Title I - Migrant Education	4340									
210	Title I - Other (Describe & Itemize)	4399									
211	Total Title I		956,203	0		0	0				

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
212	TITLE IV										
213	Title IV - Safe & Drug Free Schools - Formula	4400									
214	Title IV - 21st Century Comm Learning Centers	4421									
215	Title IV - Other (Describe & Itemize)	4499									
216	Total Title IV		0	0		0	0				
217	FEDERAL - SPECIAL EDUCATION										
218	Federal Special Education - Preschool Flow-Through	4600									
219	Federal Special Education - Preschool Discretionary	4605									
220	Federal Special Education - IDEA Flow Through	4620	412,409								
221	Federal Special Education - IDEA Room & Board	4625	17,812								
222	Federal Special Education - IDEA Discretionary	4630									
223	Federal Special Education - IDEA - Other (Describe & Itemize)	4699									
224	Total Federal Special Education		430,221	0		0	0				
225	CTE - PERKINS										
226	CTE - Perkins-Title IIIIE Tech Prep	4770									
227	CTE - Other (Describe & Itemize)	4799	78,001								
228	Total CTE - Perkins		78,001	0			0				
229	Federal - Adult Education	4810									
230	ARRA - General State Aid - Education Stabilization	4850									
231	ARRA - Title I - Low Income	4851									
232	ARRA - Title I - Neglected, Private	4852									
233	ARRA - Title I - Delinquent, Private	4853									
234	ARRA - Title I - School Improvement (Part A)	4854									
235	ARRA - Title I - School Improvement (Section 1003g)	4855									
236	ARRA - IDEA - Part B - Preschool	4856									
237	ARRA - IDEA - Part B - Flow-Through	4857									
238	ARRA - Title IID - Technology - Formula	4860									
239	ARRA - Title IID - Technology - Competitive	4861									
240	ARRA - McKinney - Vento Homeless Education	4862									
241	ARRA - Child Nutrition Equipment Assistance	4863									
242	Impact Aid Formula Grants	4864									
243	Impact Aid Competitive Grants	4865									
244	Qualified Zone Academy Bond Tax Credits	4866									
245	Qualified School Construction Bond Credits	4867									
246	Build America Bond Tax Credits	4868									
247	Build America Bond Interest Reimbursement	4869			64,226						
248	ARRA - General State Aid - Other Government Services Stabilization	4870									
249	Other ARRA Funds - II	4871									
250	Other ARRA Funds - III	4872									
251	Other ARRA Funds - IV	4873									
252	Other ARRA Funds - V	4874									
253	ARRA - Early Childhood	4875									
254	Other ARRA Funds - VII	4876									
255	Other ARRA Funds - VIII	4877									
256	Other ARRA Funds - IX	4878									
257	Other ARRA Funds - X	4879									
258	Other ARRA Funds - Ed Job Fund Program	4880									
259	Total Stimulus Programs		0	0	64,226	0	0	0		0	0
260	Race to the Top Program	4901									
261	Race to the Top - Preschool Expansion Grant	4902									
262	Advanced Placement Fee/International Baccalaureate	4904									
263	Title III - Immigrant Education Program (IEP)	4905									
264	Title III - Language Inst Program - Limited English (LIPLEP)	4909	117,875								
265	Learn & Serve America	4910	0								
266	McKinney Education for Homeless Children	4920	4,900								
267	Title II - Eisenhower - Professional Development Formula	4930									
268	Title II - Teacher Quality	4932	131,386								
269	Federal Charter Schools	4960									
270	Medicaid Matching Funds - Administrative Outreach	4991	65,124								
271	Medicaid Matching Funds - Fee-For-Service Program	4992	1,017,110								

ESTIMATED RECEIPTS/REVENUES

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
272	Other Restricted Grants Received from Federal Government through State (Describe & Itemize)	4999	0	0		0		0			
273	Total Restricted Grants-In-Aid Received from Federal Govt. Thru the State		5,291,841	0	64,226	0	0	0		0	0
274	TOTAL RECEIPTS/REVENUES FROM FEDERAL SOURCES	4000	5,291,841	0	64,226	0	0	0	0	0	0
275	TOTAL DIRECT RECEIPTS/REVENUES		139,216,770	17,284,870	33,626,055	14,247,489	3,697,525	854,461	340,810	0	0

	A	B	C	D	E	F	G	H	I	J	K
			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
3	10 - EDUCATIONAL FUND (ED)										
4	INSTRUCTION (ED)										
5	Regular Programs	1100	52,964,186	8,561,997	290,295	2,678,417	5,000	17,142	54,236		64,571,273
6	Tuition Payment to Charter Schools	1115									0
7	Pre-K Programs	1125	143,325	30,659	3,600	12,717			163		190,464
8	Special Education Programs (Functions 1200 - 1220)	1200	5,155,635	819,980	6,996	15,000			15,417		6,013,028
9	Special Education Programs Pre-K	1225									0
10	Remedial and Supplemental Programs K-12	1250	3,075,043	452,912	89,905	119,654			0		3,737,514
11	Remedial and Supplemental Programs Pre-K	1275	538,490	125,146	0	30,000			0		693,636
12	Adult/Continuing Education Programs	1300									0
13	CTE Programs	1400	1,486,983	274,426	17,555	93,772	0		150,445		2,023,181
14	Interscholastic Programs	1500	2,223,022	87,605	275,770	240,761	0	162,887	32,794		3,022,839
15	Summer School Programs	1600	214,477	4,551	5,900	5,069					229,997
16	Gifted Programs	1650	1,000,252	142,788	41,000	7,800			0		1,191,840
17	Driver's Education Programs	1700	640,378	79,923	36,150	11,650			0		768,101
18	Bilingual Programs	1800	2,948,345	415,125	3,000	226,851			0		3,593,321
19	Truant Alternative & Optional Programs	1900	449,818	67,797	300	3,100			0		521,015
20	Pre-K Programs - Private Tuition	1910									0
21	Regular K-12 Programs Private Tuition	1911						0			0
22	Special Education Programs K-12 Private Tuition	1912						2,543,119			2,543,119
23	Special Education Programs Pre-K Tuition	1913									0
24	Remedial/Supplemental Programs K-12 Private Tuition	1914									0
25	Remedial/Supplemental Programs Pre-K Private Tuition	1915									0
26	Adult/Continuing Education Programs Private Tuition	1916									0
27	CTE Programs Private Tuition	1917									0
28	Interscholastic Programs Private Tuition	1918									0
29	Summer School Programs Private Tuition	1919									0
30	Gifted Programs Private Tuition	1920									0
31	Bilingual Programs Private Tuition	1921									0
32	Truants Alternative/Opt Ed Programs Private Tuition	1922									0
33	Total Instruction ¹⁴	1000	70,839,954	11,062,909	770,471	3,444,791	5,000	2,723,148	253,055	0	89,099,328
34	SUPPORT SERVICES (ED)										
35	Support Services - Pupil										
36	Attendance & Social Work Services	2110	622,573	229,307							851,880
37	Guidance Services	2120	1,980,739	16,200	500	7,550		250	0		2,005,239
38	Health Services	2130	934,454	164,473	9,300	28,996		1,250	7,550		1,146,023
39	Psychological Services	2140			0						0
40	Speech Pathology & Audiology Services	2150	1,465,496	186,225	38,376	30,000		6,356			1,726,453
41	Other Support Services - Pupils (Describe & Itemize)	2190	0								0
42	Total Support Services - Pupil	2100	5,003,262	596,205	48,176	66,546	0	7,856	7,550	0	5,729,595
43	Support Services - Instructional Staff										
44	Improvement of Instruction Services	2210	1,613,427	187,326	1,370,245	41,600	5,160	7,000	4,300		3,229,058
45	Educational Media Services	2220	1,535,334	187,115	100	59,847	0		3,700		1,786,096
46	Assessment & Testing	2230	4,007	62	33,897	19,950					57,916
47	Total Support Services - Instructional Staff	2200	3,152,768	374,503	1,404,242	121,397	5,160	7,000	8,000	0	5,073,070
48	Support Services - General Administration										
49	Board of Education Services	2310	22,070	5,402	2,427,936	6,500	0	30,000	2,500		2,494,408
50	Executive Administration Services	2320	330,527	65,208	25,000	17,000		8,000	0		445,735
51	Special Area Administration Services	2330	130,668	20,335	13,803	7,135			0		171,941
52	Tort Immunity Services	2360 - 2370						0			0
53	Total Support Services - General Administration	2300	483,265	90,945	2,466,739	30,635	0	38,000	2,500	0	3,112,084
54	Support Services - School Administration										
55	Office of the Principal Services	2410	6,687,955	1,112,360	13,161	40,575		17,100	0		7,871,151
56	Other Support Services - School Administration (Describe & Itemize)	2490									0
57	Total Support Services - School Administration	2400	6,687,955	1,112,360	13,161	40,575	0	17,100	0	0	7,871,151

1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
58	Support Services - Business										
59	Direction of Business Support Services	2510	151,218	14,597	7,700	1,550		3,000	0		178,065
60	Fiscal Services	2520	393,664	36,707	126,850	83,800		1,100	0		642,121
61	Operation & Maintenance of Plant Services	2540	37,396	8,520	0	365	0		0		46,281
62	Pupil Transportation Services	2550			10,000	0					10,000
63	Food Services	2560			4,818,300	49,950			0		4,868,250
64	Internal Services	2570									0
65	Total Support Services - Business	2500	582,278	59,824	4,962,850	135,665	0	4,100	0	0	5,744,717
66	Support Services - Central										
67	Direction of Central Support Services	2610									0
68	Planning, Research, Development & Evaluation Services	2620	925	20	50,000	7,000			2,000		59,945
69	Information Services	2630	373,202	62,294	450,400	28,000		5,000	3,000		921,896
70	Staff Services	2640	1,055,541	151,283	152,100	24,600		1,500	6,400		1,391,424
71	Data Processing Services	2660	743,299	149,079	1,358,755	269,500	0		69,000		2,589,633
72	Total Support Services - Central	2600	2,172,967	362,676	2,011,255	329,100	0	6,500	80,400	0	4,962,898
73	Other Support Services (Describe & Itemize)	2900			0	0					0
74	Total Support Services	2000	18,082,495	2,596,513	10,906,423	723,918	5,160	80,556	98,450	0	32,493,515
75	COMMUNITY SERVICES (ED)	3000	95,231	10,951	24,000	15,255			0		145,437
76	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (ED)										
77	Payments to Other Govt Units (In-State)										
78	Payments for Regular Programs	4110			0						0
79	Payments for Special Education Programs	4120			31,844						31,844
80	Payments for Adult/Continuing Education Programs	4130									0
81	Payments for CTE Programs	4140									0
82	Payments for Community College Programs	4170									0
83	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
84	Total Payments to Districts and Other Govt Units (In-State)	4100			31,844			0			31,844
85	Payments for Regular Programs - Tuition	4210						0			0
86	Payments for Special Education Programs - Tuition	4220						15,281,658			15,281,658
87	Payments for Adult/Continuing Education Programs - Tuition	4230									0
88	Payments for CTE Programs - Tuition	4240									0
89	Payments for Community College Programs - Tuition	4270									0
90	Payments for Other Programs - Tuition	4280									0
91	Other Payments to In-State Govt Units (Describe & Itemize)	4290						0			0
92	Total Payments to Other Dist & Govt Units - Tuition (In State)	4200						15,281,658			15,281,658
93	Payments for Regular Programs - Transfers	4310									0
94	Payments for Special Education Programs - Transfers	4320									0
95	Payments for Adult/Continuing Ed Programs - Transfers	4330									0
96	Payments for CTE Programs - Transfers	4340									0
97	Payments for Community College Program - Transfers	4370									0
98	Payments for Other Programs - Transfers	4380									0
99	Other Payments to In-State Govt Units - Transfers (Describe & Itemize)	4390									0
100	Total Payments to Other District & Govt Units - Transfers (In State)	4300			0			0			0
101	Payments to Other District & Govt Units (Out of State)	4400									0
102	Total Payments to Other District & Govt Units	4000			31,844			15,281,658			15,313,502
103	DEBT SERVICE (ED)										
104	Debt Service - Interest on Short-Term Debt										
105	Tax Anticipation Warrants	5110						16,000			16,000
106	Tax Anticipation Notes	5120									0
107	Corporate Personal Property Repl Tax Anticipated Notes	5130									0
108	State Aid Anticipation Certificates	5140									0
109	Other Interest on Short-Term Debt (Describe & Itemize)	5150						14,000			14,000
110	Total Debt Service - Interest on Short-Term Debt	5100						30,000			30,000

	A	B	C	D	E	F	G	H	I	J	K
			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
111	Debt Service - Interest on Long-Term Debt	5200									0
112	Total Debt Service	5000						30,000			30,000
113	PROVISION FOR CONTINGENCIES (ED)	6000						13,371			13,371
114	Total Direct Disbursements/Expenditures		89,017,680	13,670,373	11,732,738	4,183,964	10,160	18,128,733	351,505	0	137,095,153
115	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										2,121,617
116											
117	20 - OPERATIONS AND MAINTENANCE FUND (O&M)										
118	SUPPORT SERVICES (O&M)										
119	Support Services - Pupil										
120	Other Support Services - Pupils (Describe & Itemize)	2190									0
121	Support Services - Business										
122	Direction of Business Support Services	2510									0
123	Facilities Acquisition & Construction Services	2530									0
124	Operation & Maintenance of Plant Services	2540	7,248,571	1,568,600	2,514,438	4,704,932	395,295	2,000	27,900		16,461,736
125	Pupil Transportation Services	2550									0
126	Food Services	2560									0
127	Total Support Services - Business	2500	7,248,571	1,568,600	2,514,438	4,704,932	395,295	2,000	27,900	0	16,461,736
128	Other Support Services (Describe & Itemize)	2900	80,300	24,610	903,185	0	0	0			1,008,095
129	Total Support Services	2000	7,328,871	1,593,210	3,417,623	4,704,932	395,295	2,000	27,900	0	17,469,831
130	COMMUNITY SERVICES (O&M)	3000									0
131	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (O&M)										
132	Payments to Other Govt Units (In-State)										
133	Payments for Special Education Programs	4120									0
134	Payments for CTE Program	4140									0
135	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
136	Total Payments to Other Govt Units (In-State)	4100			0			0			0
137	Payments to Other Govt Units (Out of State) ¹⁴	4400									0
138	Total Payments to Other District and Govt Unit	4000			0			0			0
139	DEBT SERVICE (O&M)										
140	Debt Service - Interest on Short-Term Debt										
141	Tax Anticipation Warrants	5110									0
142	Tax Anticipation Notes	5120									0
143	Corporate Personal Prop Repl Tax Anticipated Notes	5130									0
144	State Aid Anticipation Certificates	5140									0
145	Other Interest on Short-Term Debt (Describe & Itemize)	5150									0
146	Total Debt Service - Interest on Short-Term Debt	5100						0			0
147	Debt Service - Interest on Long-Term Debt	5200									0
148	Total Debt Service	5000						0			0
149	PROVISION FOR CONTINGENCIES (O&M)	6000						122,624			122,624
150	Total Direct Disbursements/Expenditures		7,328,871	1,593,210	3,417,623	4,704,932	395,295	124,624	27,900	0	17,592,455
151	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(307,585)
152											
153	30 - DEBT SERVICE FUND (DS)										
154	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (DS)	4000									0
155	DEBT SERVICE (DS)										
156	Debt Service - Interest on Short-Term Debt										
157	Tax Anticipation Warrants	5110									0
158	Tax Anticipation Notes	5120									0
159	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
160	State Aid Anticipation Certificates	5140									0
161	Other Interest on Short-Term Debt (Describe & Itemize)	5150									0
162	Total Debt Service - Interest On Short-Term Debt	5100						0			0

	A	B	C	D	E	F	G	H	I	J	K
			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
163	Debt Service - Interest on Long-Term Debt	5200						14,629,372			14,629,372
164	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired)	5300						18,932,457			18,932,457
165	Debt Service Other (Describe & Itemize)	5400						10,000			10,000
166	Total Debt Service	5000			0			33,571,829			33,571,829
167	PROVISION FOR CONTINGENCIES (DS)	6000						0			0
168	Total Direct Disbursements/Expenditures				0			33,571,829			33,571,829
169	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										54,226
171	40 - TRANSPORTATION FUND (TR)										
172	SUPPORT SERVICES (TR)										
173	Support Services - Pupils										
174	Other Support Services - Pupils (Describe & Itemize)	2190									0
175	Support Services - Business										
176	Pupil Transportation Services	2550	4,844,174	1,248,334	3,016,000	980,000	0	9,000	12,000		10,109,508
177	Other Support Services (Describe & Itemize)	2900									0
178	Total Support Services	2000	4,844,174	1,248,334	3,016,000	980,000	0	9,000	12,000	0	10,109,508
179	COMMUNITY SERVICES (TR)	3000									0
180	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (TR)										
181	Payments to Other Govt Units (In-State)										
182	Payments for Regular Program	4110									0
183	Payments for Special Education Programs	4120									0
184	Payments for Adult/Continuing Education Programs	4130									0
185	Payments for CTE Programs	4140									0
186	Payments for Community College Programs	4170									0
187	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
188	Total Payments to Other Govt Units (In-State)	4100			0			0			0
189	Payments to Other Govt Units (Out-of-State) (Describe & Itemize)	4400									0
190	Total Payments to Other Districts & Govt Units	4000			0			0			0
191	DEBT SERVICE (TR)										
192	Debt Service - Interest on Short-Term Debt										
193	Tax Anticipation Warrants	5110									0
194	Tax Anticipation Notes	5120									0
195	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
196	State Aid Anticipation Certificates	5140									0
197	Other Interest on Short-Term Debt (Describe and Itemize)	5150						98,514			98,514
198	Total Debt Service - Interest On Short-Term Debt	5100						98,514			98,514
199	Debt Service - Interest on Long-Term Debt	5200									0
200	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired)	5300						1,628,096			1,628,096
201	Debt Service - Other (Describe and Itemize)	5400									0
202	Total Debt Service	5000						1,726,610			1,726,610
203	PROVISION FOR CONTINGENCIES (TR)	6000									0
204	Total Direct Disbursements/Expenditures		4,844,174	1,248,334	3,016,000	980,000	0	1,735,610	12,000	0	11,836,118
205	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										2,411,371
206											
207	50 - MUNICIPAL RETIREMENT/SOC SEC FUND (MR/SS)										
208	INSTRUCTION (MR/SS)										
209	Regular Program	1100		1,054,136							1,054,136
210	Pre-K Programs	1125		8,978							8,978
211	Special Education Programs (Functions 1200-1220)	1200		66,036							66,036
212	Special Education Programs Pre-K	1225									0
213	Remedial and Supplemental Programs K-12	1250		46,900							46,900
214	Remedial and Supplemental Programs Pre-K	1275		28,388							28,388
215	Adult/Continuing Education Programs	1300									0
216	CTE Programs	1400		17,804							17,804
217	Interscholastic Programs	1500		98,162							98,162

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
218	Summer School Programs	1600		4,932							4,932
219	Gifted Programs	1650		13,219							13,219
220	Driver's Education Programs	1700		8,665							8,665
221	Bilingual Programs	1800		49,417							49,417
222	Truant Alternative & Optional Programs	1900		7,515							7,515
223	Total Instruction	1000		1,404,152							1,404,152
224	SUPPORT SERVICES (MR/SS)										
225	Support Services - Pupil										
226	Attendance & Social Work Services	2110		102,759							102,759
227	Guidance Services	2120		25,724							25,724
228	Health Services	2130		95,628							95,628
229	Psychological Services	2140									0
230	Speech Pathology & Audiology Services	2150		19,444							19,444
231	Other Support Services - Pupils (Describe & Itemize)	2190		0							0
232	Total Support Services - Pupil	2100		243,555							243,555
233	Support Services - Instructional Staff										
234	Improvement of Instruction Services	2210		55,320							55,320
235	Educational Media Services	2220		38,715							38,715
236	Assessment & Testing	2230		57							57
237	Total Support Services - Instructional Staff	2200		94,092							94,092
238	Support Services - General Administration										
239	Board of Education Services	2310		3,745							3,745
240	Executive Administration Services	2320		12,676							12,676
241	Special Area Administrative Services	2330		8,323							8,323
242	Claims Paid from Self Insurance Fund	2361									0
243	Workers' Compensation or Workers' Occupation Disease Acts Payments	2362									0
244	Unemployment Insurance Payments	2363									0
245	Insurance Payments (regular or self-insurance)	2364									0
246	Risk Management and Claims Services Payments	2365									0
247	Judgment and Settlements	2366									0
248	Educational, Inspectional, Supervisory Services Related to Loss Prevention or Reduction	2367									0
249	Reciprocal Insurance Payments	2368									0
250	Legal Service	2369									0
251	Total Support Services - General Administration	2300		24,744							24,744
252	Support Services - School Administration										
253	Office of the Principal Services	2410		372,692							372,692
254	Other Support Services - School Administration (Describe & Itemize)	2490									0
255	Total Support Services - School Administration	2400		372,692							372,692
256	Support Services - Business										
257	Direction of Business Support Services	2510		2,074							2,074
258	Fiscal Services	2520		65,654							65,654
259	Facilities Acquisition & Construction Services	2530		45,287							45,287
260	Operation & Maintenance of Plant Service	2540		1,187,424							1,187,424
261	Pupil Transportation Services	2550		756,155							756,155
262	Food Services	2560									0
263	Internal Services	2570									0
264	Total Support Services - Business	2500		2,056,594							2,056,594

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
265	Support Services - Central										
266	Direction of Central Support Services	2610									0
267	Planning, Research, Development & Evaluation Services	2620		25							25
268	Information Services	2630		60,390							60,390
269	Staff Services	2640		127,081							127,081
270	Data Processing Services	2660		122,566							122,566
271	Total Support Services - Central	2600		310,062							310,062
272	Other Support Services (Describe & Itemize)	2900		15,339							15,339
273	Total Support Services	2000		3,117,078							3,117,078
274	COMMUNITY SERVICES (MR/SS)	3000		6,333							6,333
275	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (MR/SS)										
276	Payments for Special Education Programs	4120									0
277	Payments for CTE Programs	4140									0
278	Total Payments to Other Districts & Govt Units	4000		0							0
279	DEBT SERVICE (MR/SS)										
280	Debt Service - Interest on Short-Term Debt										
281	Tax Anticipation Warrants	5110									0
282	Tax Anticipation Notes	5120									0
283	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
284	State Aid Anticipation Certificates	5140									0
285	Other (Describe & Itemize)	5150									0
286	Total Debt Service	5000						0			0
287	PROVISION FOR CONTINGENCIES (MR/SS)	6000						0			0
288	Total Direct Disbursements/Expenditures			4,527,563				0			4,527,563
289	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(830,038)
290											
291	60 - CAPITAL PROJECTS (CP)										
292	SUPPORT SERVICES (CP)										
293	Support Services - Business										
294	Facilities Acquisition & Construction Services	2530	131,000	10,000	150,000	515,000	1,794,000	0	400,000		3,000,000
295	Other Support Services (Describe & Itemize)	2900									0
296	Total Support Services	2000	131,000	10,000	150,000	515,000	1,794,000	0	400,000		3,000,000
297	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (CP)										
298	Payments to Other Govt Units (In-State)										
299	Payments to Other Govt Units (In-State)	4100									0
300	Payment for Special Education Programs	4120									0
301	Payment for CTE Programs	4140									0
302	Other Payments to In-State Governmental Units (Describe & Itemize)	4190									0
303	Total Payments to Other Districts & Govt Units	4000			0			0			0
304	PROVISION FOR CONTINGENCIES (CP)	6000									0
305	Total Direct Disbursements/Expenditures		131,000	10,000	150,000	515,000	1,794,000	0	400,000		3,000,000
306	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(2,145,539)
307											
308	70 WORKING CASH FUND (WC)										
309											
310	80 - TORT FUND (TF)										
311	SUPPORT SERVICES - GENERAL ADMINISTRATION										
312	Claims Paid from Self Insurance Fund	2361									0
313	Workers' Compensation or Workers' Occupational Disease Act Payments	2362									0
314	Unemployment Insurance Payments	2363									0
315	Insurance Payments (regular or self-insurance)	2364									0
316	Risk Management and Claims Services Payments	2365									0
317	Judgment and Settlements	2366									0
318	Educational, Inspectional, Supervisory Services Related to Loss Prevention or Reduction	2367									0
319	Reciprocal Insurance Payments	2368									0
320	Legal Service	2369									0

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
321	Property Insurance (Building & Grounds)	2371									0
322	Vehicle Insurance (Transportation)	2372									0
323	Total Support Services - General Administration	2000	0	0	0	0	0	0	0		0
324	DEBT SERVICE (TF)										
325	Debt Service - Interest on Short-Term Debt										
326	Tax Anticipation Warrants	5110									0
327	Corporate Personal Property Replacement Tax Anticipation Notes	5130									0
328	Other Interest on Short-Term Debt (Describe & Itemize)	5150									0
329	Total Debt Service	5000						0			0
330	PROVISION FOR CONTINGENCIES (TF)	6000									0
331	Total Direct Disbursements/Expenditures		0	0	0	0	0	0	0		0
332	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										0
333											
334	90 - FIRE PREVENTION & SAFETY FUND (FP&S)										
335	SUPPORT SERVICES (FP&S)										
336	Support Services - Business										
337	Facilities Acquisition & Construction Services	2530									0
338	Operation & Maintenance of Plant Service	2540									0
339	Total Support Services - Business	2500	0	0	0	0	0	0	0		0
340	Other Support Services (Describe & Itemize)	2900									0
341	Total Support Services	2000	0	0	0	0	0	0	0		0
342	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (FP&S)										
343	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
344	Total Payments to Other Districts & Govt Units (FPS)	4000						0			0
345	DEBT SERVICE (FP&S)										
346	Debt Service - Interest on Short-Term Debt										
347	Tax Anticipation Warrants	5110									0
348	Other Interest on Short-Term Debt (Describe & Itemize)	5150									0
349	Total Debt Service - Interest on Short-Term Debt	5100						0			0
350	Debt Service - Interest on Long-Term Debt	5200									0
	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired)	5300									0
351	Total Debt Service	5000						0			0
352	PROVISIONS FOR CONTINGENCIES (FP&S)	6000									0
353	Total Direct Disbursements/Expenditures		0	0	0	0	0	0	0		0
354	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										0
355											

This page is provided for detailed itemizations as requested within the body of the Report.

1. Debt Service Exp - Line 165 - Administrative Fees
2. Revenue Line 17 - Land Cash & Impact fees
3. Revenue Line 81 - Delta Aquatics
4. Revenue Line 107 - Ed = Misc; O&M = Erate & Misc; Transp - Hmls trnsp reimb
5. Revenue Line 171 - Safe Schools & other State grants
6. Revenue Line 227 - Perkins grant
7. Expense Line 109 - TAW interest
8. Expense Line 128 - Sal/Ben = Dst truck driver; Purch Sever = Copier rental
9. Expense Line 197 - Lease interest
10. Expense Line 272 - Benefits Dst truck driver
- 11.

	A	B	C	D	E	F
1						
2	Community Unit School District #308 24-047-3080-26					
3	DEFICIT BUDGET SUMMARY INFORMATION - Operating Funds Only					
4		EDUCATIONAL	OPERATIONS & MAINTENANCE	TRANSPORTATION	WORKING CASH	TOTAL
5	Direct Revenues	139,216,770	17,284,870	14,247,489	340,810	171,089,939
6	Direct Expenditures	137,095,153	17,592,455	11,836,118		166,523,726
7	Difference	2,121,617	(307,585)	2,411,371	340,810	4,566,213
8	Estimated Fund Balance - June 30, 2016	12,796,137	1,924,744	8,538,399	13,110,880	36,370,160
9	Balanced budget, no deficit reduction plan is required.					
10						
11						
12	A deficit reduction plan is required if the local board of education adopts (or amends) the 2015-16 school district budget in which the "operating funds" listed above result in direct revenues (line 9) being less than direct expenditures (line 19) by an amount equal to or greater than one-third (1/3) of the ending fund balance (line 81).					
13	Note: The balance is determined using only the four funds listed above. That is, if the estimated ending fund balance is less than three times the deficit spending, the district must adopt and file with ISBE a deficit reduction plan to balance the shortfall within three years.					
14	The School Code, Section 17-1 (105 ILCS 5/17-1) - If the 2014-2015 Annual Financial Report (AFR) reflects a deficit as defined above (page 36), then the school district shall adopt and submit a deficit reduction plan (found here on page 20-24) to ISBE within 30 days after acceptance of the AFR.					
15	The deficit reduction plan, if required, is developed using ISBE guidelines and format.					

**ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION**

	A	B	C	D	E	F	G
1	Community Unit School District #308 24-047-3080-26 <i>District Number</i>		DEFICIT REDUCTION PLAN				
2			ESTIMATED BUDGET				
3			FY2015-16				
4							
5							
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		10,674,520	2,637,454	6,127,028	12,770,070	32,209,072
8	RECEIPTS/REVENUES	Acct No.					
9	LOCAL SOURCES	1000	80,619,279	11,891,200	7,281,950	340,810	100,133,239
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0		0
11	STATE SOURCES	3000	53,305,650	5,393,670	6,965,539	0	65,664,859
12	FEDERAL SOURCES	4000	5,291,841	0	0	0	5,291,841
13	Total Receipts/Revenues		139,216,770	17,284,870	14,247,489	340,810	171,089,939
14	DISBURSEMENTS/EXPENDITURES	Funct No.					
15	INSTRUCTION	1000	89,099,328				89,099,328
16	SUPPORT SERVICES	2000	32,493,515	17,469,831	10,109,508		60,072,854
17	COMMUNITY SERVICES	3000	145,437	0	0		145,437
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	15,313,502	0	0		15,313,502
19	DEBT SERVICES	5000	30,000	0	1,726,610		1,756,610
20	PROVISION FOR CONTINGENCIES	6000	13,371	122,624	0		135,995
21	Total Disbursements/Expenditures		137,095,153	17,592,455	11,836,118		166,523,726
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		2,121,617	(307,585)	2,411,371	340,810	4,566,213
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)		0	0	0	0	0
25	OTHER USES OF FUNDS (8000)		0	405,125	0	0	405,125
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	(405,125)	0	0	(405,125)
27	ESTIMATED ENDING FUND BALANCE		12,796,137	1,924,744	8,538,399	13,110,880	36,370,160

**ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION**

	A	B	H	I	J	K	L
1	Community Unit School District #308 24-047-3080-26 <i>District Number</i>		ESTIMATED BUDGET FY2016-17				
2							
3							
4							
5							
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		12,796,137	1,924,744	8,538,399	13,110,880	36,370,160
8	RECEIPTS/REVENUES	Acct No.					
9	LOCAL SOURCES	1000	0	0	0	0	0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0	0	0
11	STATE SOURCES	3000	0	0	0	0	0
12	FEDERAL SOURCES	4000	0	0	0	0	0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct No.					
15	INSTRUCTION	1000	0	0	0	0	0
16	SUPPORT SERVICES	2000	0	0	0	0	0
17	COMMUNITY SERVICES	3000	0	0	0	0	0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	0	0	0	0	0
19	DEBT SERVICES	5000	0	0	0	0	0
20	PROVISION FOR CONTINGENCIES	6000	0	0	0	0	0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		12,796,137	1,924,744	8,538,399	13,110,880	36,370,160

**ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION**

	A	B	M	N	O	P	Q
1	Community Unit School District #308 24-047-3080-26 <i>District Number</i>		ESTIMATED BUDGET				
2			FY2017-18				
3							
4							
5							
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		12,796,137	1,924,744	8,538,399	13,110,880	36,370,160
8	RECEIPTS/REVENUES	Acct No.					
9	LOCAL SOURCES	1000	0	0	0	0	0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0	0	0
11	STATE SOURCES	3000	0	0	0	0	0
12	FEDERAL SOURCES	4000	0	0	0	0	0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct No.					
15	INSTRUCTION	1000	0	0	0	0	0
16	SUPPORT SERVICES	2000	0	0	0	0	0
17	COMMUNITY SERVICES	3000	0	0	0	0	0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	0	0	0	0	0
19	DEBT SERVICES	5000	0	0	0	0	0
20	PROVISION FOR CONTINGENCIES	6000	0	0	0	0	0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		12,796,137	1,924,744	8,538,399	13,110,880	36,370,160

**ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION**

	A	B	R	S	T	U	V
1	Community Unit School District #308 24-047-3080-26 <i>District Number</i>		ESTIMATED BUDGET FY2018-19				
2							
3							
4							
5							
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		12,796,137	1,924,744	8,538,399	13,110,880	36,370,160
8	RECEIPTS/REVENUES	Acct No.					
9	LOCAL SOURCES	1000	0	0	0	0	0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0	0	0
11	STATE SOURCES	3000	0	0	0	0	0
12	FEDERAL SOURCES	4000	0	0	0	0	0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct No.					
15	INSTRUCTION	1000	0	0	0	0	0
16	SUPPORT SERVICES	2000	0	0	0	0	0
17	COMMUNITY SERVICES	3000	0	0	0	0	0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	0	0	0	0	0
19	DEBT SERVICES	5000	0	0	0	0	0
20	PROVISION FOR CONTINGENCIES	6000	0	0	0	0	0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		12,796,137	1,924,744	8,538,399	13,110,880	36,370,160

**ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION**

	A	B	W	X	Y	Z
1	Community Unit School District #308 24-047-3080-26 <i>District Number</i>		SUMMARY BUDGET ADDENDUM - DEFICIT REDUCTION PLAN ESTIMATED BUDGET <i>Date of Adoption:</i> _____ <i>(Enter as MM/DD/YY)</i>			
2			FY2015-16	FY2016-17	FY2017-18	FY2018-19
3						
4						
5						
6						
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		32,209,072	36,370,160	36,370,160	36,370,160
8	RECEIPTS/REVENUES	Acct No.				
9	LOCAL SOURCES	1000	100,133,239	0	0	0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0	0
11	STATE SOURCES	3000	65,664,859	0	0	0
12	FEDERAL SOURCES	4000	5,291,841	0	0	0
13	Total Receipts/Revenues		171,089,939	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct No.				
15	INSTRUCTION	1000	89,099,328	0	0	0
16	SUPPORT SERVICES	2000	60,072,854	0	0	0
17	COMMUNITY SERVICES	3000	145,437	0	0	0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	15,313,502	0	0	0
19	DEBT SERVICES	5000	1,756,610	0	0	0
20	PROVISION FOR CONTINGENCIES	6000	135,995	0	0	0
21	Total Disbursements/Expenditures		166,523,726	0	0	0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		4,566,213	0	0	0
23	OTHER SOURCES/USES OF FUNDS					
24	OTHER SOURCES OF FUNDS (7000)		0	0	0	0
25	OTHER USES OF FUNDS (8000)		405,125	0	0	0
26	TOTAL OTHER SOURCES/USES OF FUNDS		(405,125)	0	0	0
27	ESTIMATED ENDING FUND BALANCE		36,370,160	36,370,160	36,370,160	36,370,160

Deficit Reduction Plan-Background/Assumptions
Fiscal Year 2016 through Fiscal Year 2019

Community Unit School District #308**24-047-3080-26**

Please complete the following schedule and include a brief description to identify any areas of the budget that will be impacted from one year to the next. If the deficit reduction plan relies upon new local revenues, identify contingencies for further budget reductions which will be enacted in the event those new revenues are not available. For additional information, please see:

<http://www.isbe.net/sfms/budget/default.htm>

1. Background and Narrative of Budget Reductions:

2. Assumptions Used in the Deficit Reduction Plan:

- Foundation Levels for General State Aid:

- Equal Assessed Valuation and Tax Rates:

- Employee Salaries and Benefits:

- Short and Long Term Borrowing:

- Educational Impact:

- Other Assumptions:

- Has the district considered shared services or outsourcing (Ex: Transportation, Insurance) If yes please explain:

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS

(For Local Use Only)

This is an estimated Limitation of Administrative Costs Worksheet only and will not be accepted for Official Submission of the Limitation of Administrative Costs Worksheet.

The worksheet is intended for use during the budgeting process to estimate the district's percent increase of FY2016 budgeted expenditures over FY2015 actual expenditures. Budget information is copied to this page. Insert the prior year estimated actual expenditures to compute the estimated percentage increase (decrease).

The official Limitation of Administrative Costs Worksheet is attached to the end of the Annual Financial Report (ISBE Form 50-35) and may be submitted in conjunction with that report.

An official Limitation of Administrative Costs Worksheet can also be found on the ISBE website at:

[Limitation of Administrative Costs](#)

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS WORKSHEET (Section 17-1.5 of the School Code)					School District Name: Community Unit School District #308		
					RCDT Number: 24-047-3080-26		
Description	Funct. No.	Estimated Actual Expenditures, Fiscal Year 2015			Budgeted Expenditures, Fiscal Year 2016		
		(10) Educational	(20) Operations & Maintenance	Total	(10) Educational	(20) Operations & Maintenance	Total
1. Executive Administration Services	2320	431,422		431,422	445,735		445,735
2. Special Area Administration Services	2330	202,637		202,637	171,941		171,941
3. Other Support Services - School Administration	2490			0	0		0
4. Direction of Business Support Services	2510	174,228		174,228	178,065	0	178,065
5. Internal Services	2570			0	0		0
6. Direction of Central Support Services	2610			0	0		0
7. Deduct - Early Retirement or other pension obligations required by state law and include above				0			0
8. Totals		808,287	0	808,287	795,741	0	795,741
9. Estimated Percent Increase (Decrease) for FY2016 (Budgeted) over FY2015 (Actual)							-2%

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT SUPERINTENDENT FOR BUSINESS SERVICES / TREASURER /
CHIEF SCHOOL BUSINESS OFFICIAL
CONTRACT**

Assistant Superintendent's Name: Ali Mehanti

Length of Contract: July 1, 2015 through June 30, 2016

2015/2016 Base Salary: \$150,000.00

2015/2016 TRS Salary: \$165,562.95

AGREEMENT made this 8th day of June, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Ali Mehanti** ("Assistant Superintendent for Business Services/Treasurer/Chief School Business Official"), ratified by a resolution adopted at the regular meeting of the Board held on June 8, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Assistant Superintendent for Business Services/Treasurer/Chief School Business Official is hereby hired and retained from July 1, 2015, to June 30, 2016, as Assistant Superintendent for Business Services/Treasurer/Chief School Business Official for School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official of this District shall be all those duties required of the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official, and to perform such other duties as from time to time may be assigned to the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official by the Superintendent of Schools or designee.

3. **Salary.** In consideration for the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official salary of \$165,562.95 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Superintendent for Business Services/Treasurer/Chief School Business Official as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Superintendent for Business Services/Treasurer/Chief School Business Official does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Superintendent for Business Services/Treasurer/Chief School

Business Official, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee, shall review with the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official, the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty-five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty-five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official and the members of the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official's immediate family during the term

of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official \$250.00 each month for mileage expenses.

11. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying him to act as an Assistant Superintendent for Business Services/Treasurer/Chief School Business Official of the School District.

12. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



Assistant Superintendent for Business Services/
Treasurer/Chief School Business Official

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Laura Bingham** ("Junior High Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Junior High Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Junior High Assistant Principal of this District shall be all those duties required of the Junior High Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Junior High Assistant Principal, and to perform such other duties as from time to time may be assigned to the Junior High Assistant Principal by the Junior High Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Junior High Assistant Principal's salary of \$77,174.41 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior High Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Junior High Principal shall review with the Junior High Assistant Principal, the Junior High Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Junior High Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



Laura Bingham

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kelley Budd** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$69,278.16 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, the Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

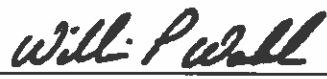
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

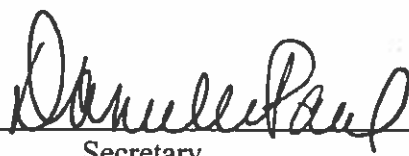
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Kelley Budd

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Rene Garren** ("Junior High Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Junior High Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Junior High Assistant Principal of this District shall be all those duties required of the Junior High Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Junior High Assistant Principal, and to perform such other duties as from time to time may be assigned to the Junior High Assistant Principal by the Junior High Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Junior High Assistant Principal's salary of \$89,312.38 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior High Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Junior High Principal shall review with the Junior High Assistant Principal, the Junior High Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Junior High Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



Rene Garren

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will P. Wall

President

ATTEST: Daniel Paul

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Barbara Garrison** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$77,940.41 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, the Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Barbara Garrison

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Keith Griffin** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$74,959.18 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

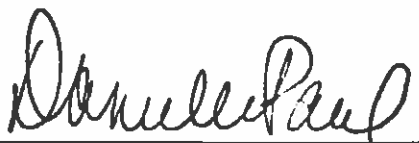


Keith Griffin

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Patrick Haddock** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$69,830.04 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

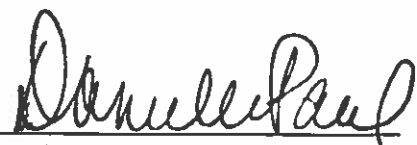


Patrick Haddock

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary



COMMUNITY UNIT
SCHOOL DISTRICT

Providing Quality Education for All Students

DATE: May 15, 2015
TO: Jennifer Kern
FROM: Dr. John W. Sparlin *JWS*
RE: 2015/2016 Salary Adjustment

This memo will explain a contract adjustment I am initiating to your 2015/2016 contract.

Currently, your TRS contracted amount is \$67,330.04 which equals a base salary of \$61,001.00

Your base salary for the 2014/2015 and 2015/2016 contract years was below your peers with the same experience. In order to bring your salary in-line with other Elementary Assistant Principals with the same experience, I am adjusting your 2015/2016 base salary to \$65,531.00 to correct this error.

If you have any questions, please feel free to contact me.

JWS:bd

C: R. Sanders
File

Dr. John W. Sparlin

Assistant Superintendent
for Administrative Services

DISTRICT ADMINISTRATIVE CENTER • 4115 ROUTE 11 • OSAGE, IL 60543

PHONE: 635-3000 • FAX: 635-6000 • Email: jsparlin@sd308.org • WWW.SD308.ORG

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jennifer Kern** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$67,330.04 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

*revised -
see memo
5/15/15*

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



Jennifer Kern

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Brett Kueker** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$67,880.81 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

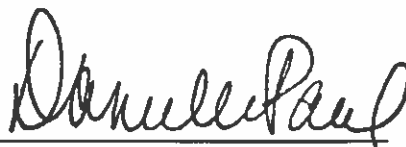
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

 4/24/15
Brett Kueker

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Samuel LeDeaux** ("Junior High Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Junior High Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Junior High Assistant Principal of this District shall be all those duties required of the Junior High Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Junior High Assistant Principal, and to perform such other duties as from time to time may be assigned to the Junior High Assistant Principal by the Junior High Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Junior High Assistant Principal's salary of \$82,781.48 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior High Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Junior High Principal shall review with the Junior High Assistant Principal, the Junior High Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

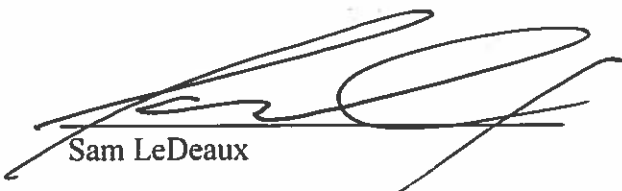
6. Termination by Agreement. During the term of this Agreement, the Board and the Junior High Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

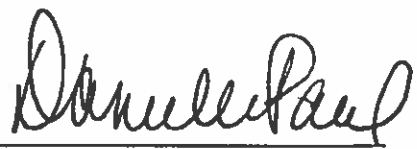
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Sam LeDeaux

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Pugh
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jennifer McDermott** ("Junior High Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Junior High Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Junior High Assistant Principal of this District shall be all those duties required of the Junior High Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Junior High Assistant Principal, and to perform such other duties as from time to time may be assigned to the Junior High Assistant Principal by the Junior High Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Junior High Assistant Principal's salary of \$68,690.96 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior High Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Junior High Principal shall review with the Junior High Assistant Principal, the Junior High Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Junior High Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

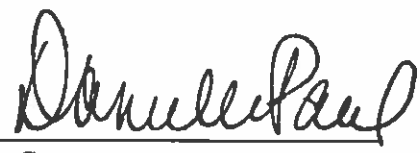
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Jennifer McDermott

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **William Nunamaker** ("High School Assistant Principal for Operations"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The High School Assistant Principal is hereby hired and retained from July 1, 2015 to June 30, 2016 to work 216 days annually. Your 2015-2016 start date is July 16, 2015 and your last day of work will be June 14, 2016 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties required of the High School Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the High School Assistant Principal, and to perform such other duties as from time to time may be assigned to the High School Assistant Principal by the Senior High School Principal, the Assistant Superintendent of Teaching and Learning and the Assistant Superintendent for Administrative Services.

3. **Salary.** In consideration for the High School Assistant Principal's salary of \$89,381.92 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the High School Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of High School Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The High School Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the High School Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the High School Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the High School Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. **Evaluation.** Annually, not later than March 1, the Senior High Principal, shall review with the High School Assistant Principal, the High School Assistant Principal's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the High School Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Assistant Principal

shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the High School Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

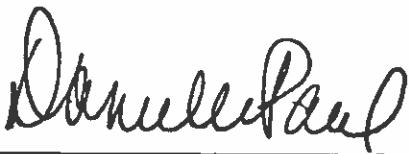
11. Professional Educator License (PEL). During the term of this contract, the High School Assistant Principal shall hold a valid and properly registered Professional Educator License issued by the Illinois State Board of Education qualifying him to act as an High School Assistant Principal of the School District.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


William Nunamaker

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Casey O'Connell** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$72,076.17 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, the Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

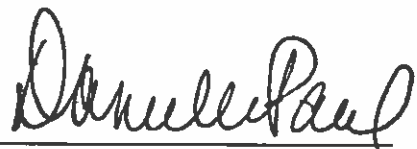


Casey O'Connell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL ASSISTANT PRINCIPAL CONTRACT**

Assistant Principal Name: Laura M. Pastirik-Bankowski
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 TRS Salary: \$100,993.40
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Laura M. Pastirik-Bankowski** ("High School Assistant Principal for Curriculum and Instruction"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The High School Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016, as a High School Assistant Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties incident to the High School Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the High School Assistant Principal, and such other duties as from time-to-time may be assigned to the High School Assistant Principal by the Superintendent of Schools or designee.

3. Salary. In consideration for the High School Assistant Principal salary of \$100,993.40 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the High School Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of High School Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The High School Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the High School Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the High School Assistant Principal future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the High School Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the High School Assistant Principal, the High School Assistant Principal progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the High School Assistant Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Assistant Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the High School Assistant Principal which is detrimental to the best interests of the School District. The High School Assistant Principal permanent disability or incapacity or the High School Assistant Principal failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the High School Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the High School Assistant Principal

and the members of the High School Assistant Principal immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000. of Term Life insurance and Long-Term Disability benefits for the High School Assistant Principal during the term of this Agreement.

10. Professional Administrative License. During the term of this contract, the High School Assistant Principal shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as a High School Assistant Principal of the School District.

11. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the High School Assistant Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the High School Assistant Principal in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

High School Assistant Principal



Laura M. Pastirik-Bankowski

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By:



President

ATTEST:



Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Michele Peat** ("Junior High Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Junior High Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Junior High Assistant Principal of this District shall be all those duties required of the Junior High Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Junior High Assistant Principal, and to perform such other duties as from time to time may be assigned to the Junior High Assistant Principal by the Junior High Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Junior High Assistant Principal's salary of \$68,690.96 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior High Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Junior High Principal shall review with the Junior High Assistant Principal, the Junior High Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Junior High Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Michele Peat

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Samantha Puhala** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$67,880.81 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, the Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

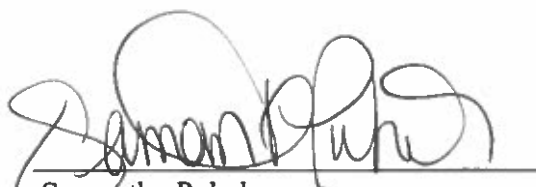
6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Samantha Puhala

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Amy Ryan** ("Junior High Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Junior High Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Junior High Assistant Principal of this District shall be all those duties required of the Junior High Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Junior High Assistant Principal, and to perform such other duties as from time to time may be assigned to the Junior High Assistant Principal by the Junior High Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Junior High Assistant Principal's salary of \$73,768.23 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior High Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Junior High Principal shall review with the Junior High Assistant Principal, the Junior High Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

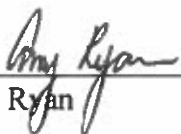
6. Termination by Agreement. During the term of this Agreement, the Board and the Junior High Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

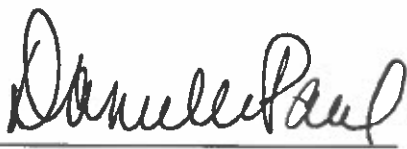


Amy Ryan

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL ASSISTANT PRINCIPAL CONTRACT**

Assistant Principal Name: Tania Shepherd
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 TRS Salary: \$93,070.66
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Tania Shepherd** ("High School Assistant Principal for Curriculum and Instruction"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The High School Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016, as a High School Assistant Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties incident to the High School Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the High School Assistant Principal, and such other duties as from time-to-time may be assigned to the High School Assistant Principal by the Superintendent of Schools or designee.

3. Salary. In consideration for the High School Assistant Principal salary of **\$93,070.66** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the High School Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of High School Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The High School Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the High School Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the High School Assistant Principal future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the High School Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the High School Assistant Principal, the High School Assistant Principal progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the High School Assistant Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Assistant Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the High School Assistant Principal which is detrimental to the best interests of the School District. The High School Assistant Principal permanent disability or incapacity or the High School Assistant Principal failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the High School Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the High School Assistant Principal and the members of the High School Assistant Principal immediate family during the term of this

Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000. of Term Life insurance and Long-Term Disability benefits for the High School Assistant Principal during the term of this Agreement.

10. Professional Administrative License. During the term of this contract, the High School Assistant Principal shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as a High School Assistant Principal of the School District.

11. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the High School Assistant Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the High School Assistant Principal in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

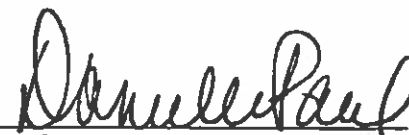
High School Assistant Principal


Tania Shepherd

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Sean Smith** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$70,440.41 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, the Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

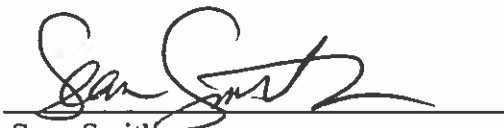
6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

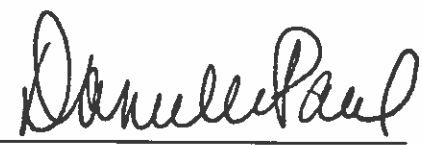
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Sean Smith

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Paul Southwell** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$69,830.04 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, the Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



Paul Southwell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and Mary K. Weber ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$73,096.04 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, the Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

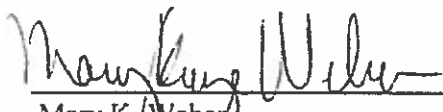
6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



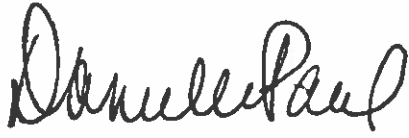
Mary K. Weber

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF OPERATIONS CONTRACT**

Name: Danny Kenyon
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 IMRF Salary: \$76,416.72
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Danny Kenyon** ("Assistant Director of Operations"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Assistant Director of Operations is hereby hired and retained from July 1, 2015 through June 30, 2016, as a Assistant Director of Operations for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Assistant Director of Operations of this District shall be all those duties incident to the Assistant Director of Operations position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Operations, and such other duties as from time-to-time may be assigned to the Assistant Director of Operations by the Director of Operations.

3. **Salary.** In consideration of an IMRF salary of \$76,416.72 per annum, the Assistant Director of Operations hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Assistant Director of Operations for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff

4. **Evaluation.** Annually, not later than June 30th, the Director of Operations shall review with the Assistant Director of Operations, the Assistant Director of Operations progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Assistant Director of Operations shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Operations shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. **Termination by Mutual Agreement.** During the term of this Agreement, the Board and the Assistant Director of Operations may mutually agree, in writing, to terminate this Agreement.

7. **Vacation.**
Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days

accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 240 days while you are a IMRF employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

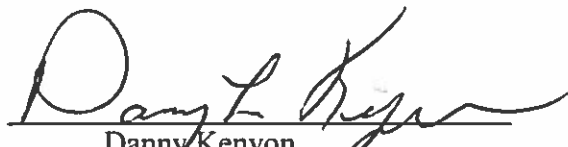
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Director of Operations and the members of the Assistant Director of Operations's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Operations during the term of this Agreement.

10. In-District Travel. The Board shall provide the Assistant Director of Operations \$100.00 each month for in-district travel expenses.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ASSISTANT DIRECTOR OF OPERATIONS


Danny Kenyon

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF SECONDARY EDUCATION**

Assistant Director's Name:	Julie Lam
Length of Contract:	July 1, 2015 through June 30, 2016
2015/2016 TRS Salary:	\$81,677.72
Board Meeting Approval:	April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Julie Lam ("Assistant Director of Secondary Education"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Secondary Education is hereby hired and retained from July 1, 2015 through June 30, 2016, as an Assistant Director of Secondary Education for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Secondary Education of this District shall be all those duties incident to the Assistant Director of Secondary Education position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Secondary Education, and such other duties as from time-to-time may be assigned to the Assistant Director of Secondary Education by the Superintendent of Schools or designee.

3. Salary. In consideration for the Assistant Director of Secondary Education salary of \$81,677.72 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Director of Secondary Education hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director of Secondary Education as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director of Secondary Education does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director of Secondary Education did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director of Secondary Education future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director of Secondary Education, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Director of Secondary Education, the Assistant Director of Secondary Education progress toward established goals and

working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director of Secondary Education shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Secondary Education shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director of Secondary Education which is detrimental to the best interests of the School District. The Assistant Director of Secondary Education permanent disability or incapacity or the Assistant Director of Secondary Education failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director of Secondary Education may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director of Secondary Education and the members of the Assistant Director of Secondary Education immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000. of

Term Life insurance and Long-Term Disability benefits for the Assistant Director of Secondary Education during the term of this Agreement.

10. In-District Travel. The Board shall provide the Assistant Director of Secondary Education \$100.00 each month for mileage expenses.

11. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of Secondary Education of the School District.

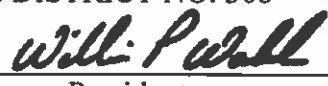
12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director of Secondary Education and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director of Secondary Education in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director of Secondary Education


Julie Lam

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF TRANSPORTATION CONTRACT**

Name: Gladys Martinez
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 IMRF Salary: \$64,329.82
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Gladys Martinez** ("Assistant Director of Transportation"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Transportation is hereby hired and retained from July 1, 2015 through June 30, 2016, as a Assistant Director of Transportation for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Transportation of this District shall be all those duties incident to the Assistant Director of Transportation position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Transportation, and such other duties as from time-to-time may be assigned to the Assistant Director of Transportation by the Director of Transportation.

3. Salary. In consideration of an IMRF salary of \$64,329.82 per annum, the Assistant Director of Transportation hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Assistant Director of Transportation for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff

4. Evaluation. Annually, not later than June 30th, the Director of Transportation shall review with the Assistant Director of Transportation, the Assistant Director of Transportation progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director of Transportation shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Transportation shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director of Transportation may mutually agree, in writing, to terminate this Agreement.

7. Vacation.
Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days

accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 240 days while you are a IMRF employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Director of Transportation and the members of the Assistant Director of Transportation's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Transportation during the term of this Agreement.

10. In-District Travel. The Board shall provide the Assistant Director of Transportation \$150.00 each month for in-district travel expenses.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ASSISTANT DIRECTOR OF TRANSPORTATION


Gladys Martinez

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF ELEMENTARY EDUCATION**

Assistant Director's Name: Melissa McDowell
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 TRS Salary: \$84,933.79
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Melissa McDowell ("Assistant Director of Elementary Education"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Elementary Education is hereby hired and retained from July 1, 2015 through June 30, 2016, as an Assistant Director of Elementary Education for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Elementary Education of this District shall be all those duties incident to the Assistant Director of Elementary Education position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Elementary Education, and such other duties as from time-to-time may be assigned to the Assistant Director of Elementary Education by the Superintendent of Schools or designee.

3. Salary. In consideration for the Assistant Director of Elementary Education salary of \$84,933.79 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Director of Elementary Education hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director of Elementary Education as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director of Elementary Education does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director of Elementary Education did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director of Elementary Education future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director of Elementary Education, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Director of Elementary Education, the Assistant Director of Elementary Education progress toward established goals and

working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director of Elementary Education shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Elementary Education shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director of Elementary Education which is detrimental to the best interests of the School District. The Assistant Director of Elementary Education permanent disability or incapacity or the Assistant Director of Elementary Education failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director of Elementary Education may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director of Elementary Education and the members of the Assistant Director of Elementary Education immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000. of

Term Life insurance and Long-Term Disability benefits for the Assistant Director of Elementary Education during the term of this Agreement.

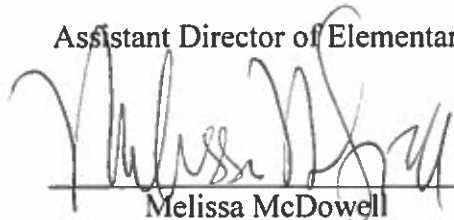
10. In-District Travel. The Board shall provide the Assistant Director of Elementary Education \$100.00 each month for mileage expenses.

11. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of Elementary Education of the School District.

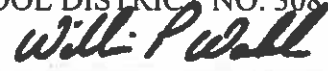
12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director of Elementary Education and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director of Elementary Education in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director of Elementary Education


Melissa McDowell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF FINANCE CONTRACT**

Name: Sherry Reynolds-Whitaker
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 IMRF Salary: \$81,235.57
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Sherry Reynolds-Whitaker** ("Assistant Director of Finance"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Assistant Director of Finance is hereby hired and retained from July 1, 2015 through June 30, 2016, as a Assistant Director of Finance for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Assistant Director of Finance of this District shall be all those duties incident to the Assistant Director of Finance position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Finance, and such other duties as from time-to-time may be assigned to the Assistant Director of Finance by the Director of Finance.

3. **Salary.** In consideration of an IMRF salary of \$81,235.57 per annum, the Assistant Director of Finance hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Assistant Director of Finance for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. It is also agreed that upon receiving your Certified Administrator of School Finance and Operations (SFO) certification, you will receive an additional \$2,000.00 added to your base salary the next fiscal year.

4. **Evaluation.** Annually, not later than June 30th, the Director of Finance shall review with the Assistant Director of Finance, the Assistant Director of Finance progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Assistant Director of Finance shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Finance shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. **Termination by Mutual Agreement.** During the term of this Agreement, the Board and the Assistant Director of Finance may mutually agree, in writing, to terminate this Agreement.

7. **Vacation.**
Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new

contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 240 days while you are a IMRF employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

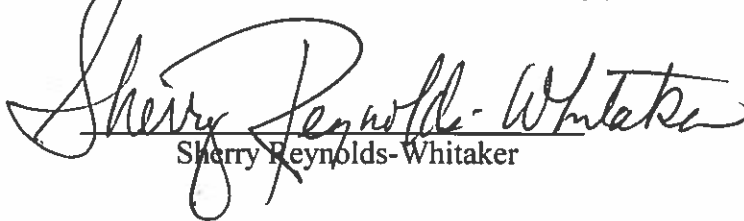
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Director of Finance and the members of the Assistant Director of Finance's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Finance during the term of this Agreement.

10. In-District Travel. The Board shall provide the Assistant Director of Finance \$100.00 each month for in-district travel expenses.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

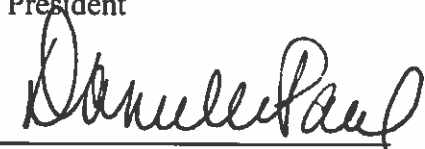
ASSISTANT DIRECTOR OF FINANCE


Sherry Reynolds-Whitaker

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF PROFESSIONAL DEVELOPMENT AND TRAINING

Assistant Director's Name: Eric Watt
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 TRS Salary: \$76,037.54
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Eric Watt ("Assistant Director of Professional Development and Training"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Professional Development and Training is hereby hired and retained from July 1, 2015 through June 30, 2016, as an Assistant Director of Professional Development and Training for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Professional Development and Training of this District shall be all those duties incident to the Assistant Director of Professional Development and Training position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Professional Development and Training, and such other duties as from time-to-time may be assigned to the Assistant Director of Professional Development and Training by the Superintendent of Schools or designee.

3. Salary. In consideration for the Assistant Director of Professional Development and Training salary of \$76,037.54 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Director of Professional Development and Training hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director of Professional Development and Training as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director of Professional Development and Training does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director of Professional Development and Training did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director of Professional Development and Training future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director of Professional Development and Training, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent for

Teaching and Learning or her designee shall review with the Assistant Director of Professional Development and Training, the Assistant Director of Professional Development and Training progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director of Professional Development and Training shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Professional Development and Training shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director of Professional Development and Training which is detrimental to the best interests of the School District. The Assistant Director of Professional Development and Training permanent disability or incapacity or the Assistant Director of Professional Development and Training failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director of Professional Development and Training may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director of Professional Development and Training and the members of the Assistant Director of Professional Development and Training immediate family during the term of this Agreement in accordance with

the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Professional Development and Training during the term of this Agreement.

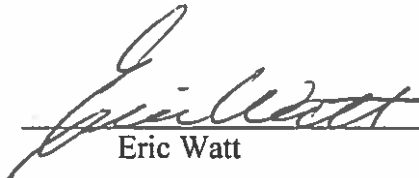
10. In-District Travel. The Board shall provide the Assistant Director of Professional Development and Training \$100.00 each month for mileage expenses.

11. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of Professional Development and Training of the School District.

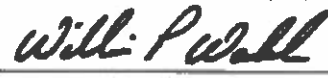
12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director of Professional Development and Training and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director of Professional Development and Training in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director of Professional
Development and Training


Eric Watt

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL ATHLETIC DIRECTOR CONTRACT**

Athletic Director Name: Darren Howard
Length of Contract: July 1, 2015 through June 30, 2016
2015/2015 Base Salary: \$91,186.00
2015/2016 TRS Salary: \$100,646.82
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("High School Athletic Director"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The High School Athletic Director is hereby hired and retained from July 1, 2015 through June 30, 2016, as a High School Athletic Director for Oswego Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the High School Athletic Director of this District shall be all those duties incident to the High School Athletic Director position as set forth in the position job description, those obligations imposed by Illinois law upon the High School Athletic Director, and such other duties as from time-to-time may be assigned to the High School Athletic Director by the Superintendent of Schools or designee.

3. Salary. In consideration for the High School Athletic Director salary of **\$100,646.82** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the High School Athletic Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of High School Athletic Director as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The High School Athletic Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the High School Athletic Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the High School Athletic Director future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the High School Athletic Director, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the High School Athletic Director, the High School Athletic Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the High School Athletic Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Athletic Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the High School Athletic Director which is detrimental to the best interests of the School District. The High School Athletic Director permanent disability or incapacity or the High School Athletic Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the High School Athletic Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the High School Athletic Director

and the members of the High School Athletic Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000. of Term Life insurance and Long-Term Disability benefits for the High School Athletic Director during the term of this Agreement.

10. In-District Travel. The Board shall provide the High School Athletic Director \$150.00 each month for mileage expenses.

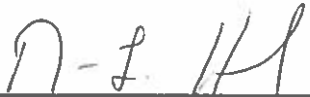
11. Professional Educator License (PEL). During the term of this contract, the Athletic Director shall hold a valid and properly registered Professional Educator License issued by the Illinois State Board of Education qualifying him to act as an Athletic Director of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the High School Athletic Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the High School Athletic Director in writing.

13. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

High School Athletic Director

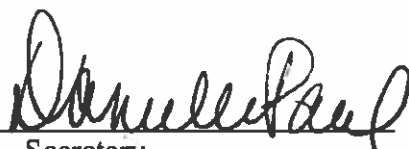


Darren L. Howard

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT**

AGREEMENT made on the 27th day of April, 2015 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Melissa Calvert** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Dean of Students is hereby hired and retained from July 1, 2015 to June 30, 2016 to work 196 days. Your 2015/2016 start date is July 30, 2015 and your last day of work will be May 31, 2016 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools.

3. **Salary.** In consideration of a total TRS salary of \$70,088.32 per annum, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Dean of Students for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. In addition to the salary provided herein, the Board shall pay the contribution to the Teachers' Health Insurance Security Fund.

4. **Evaluation.** Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. **Termination by Agreement.** During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

7. **Sick and Personal Leave.** The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and

eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT**

AGREEMENT made on the 27th day of April, 2015 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Brian Cooney** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Dean of Students is hereby hired and retained from July 1, 2015 to June 30, 2016 to work 196 days. Your 2015/2016 start date is July 30, 2015 and your last day of work will be May 31, 2016 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools.

3. **Salary.** In consideration of a total TRS salary of \$82,592.73 per annum, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Dean of Students for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. In addition to the salary provided herein, the Board shall pay the contribution to the Teachers' Health Insurance Security Fund.

4. **Evaluation.** Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. **Termination by Agreement.** During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

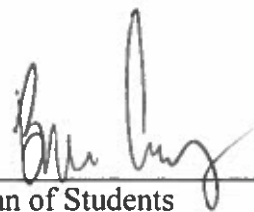
7. **Sick and Personal Leave.** The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and

eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical. Dental. Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



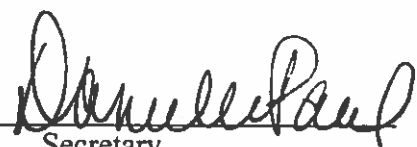
Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT

AGREEMENT made on the 27th day of April, 2015 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Dave Jones** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Dean of Students is hereby hired and retained from July 1, 2015 to June 30, 2016 to work 196 days. Your 2015/2016 start date is July 30, 2015 and your last day of work will be May 31, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools.

3. Salary. In consideration of a total TRS salary of \$82,781.48 per annum, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Dean of Students for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. In addition to the salary provided herein, the Board shall pay the contribution to the Teachers' Health Insurance Security Fund.

4. Evaluation. Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

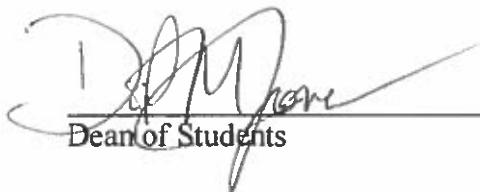
7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and

eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

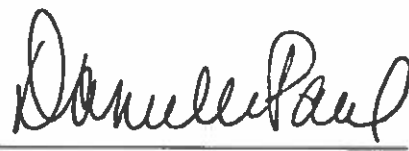


Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 8th day of June, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Cara C. Chase** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 8, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$66,225.18 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

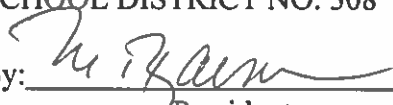
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

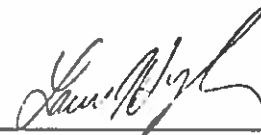
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Cara C. Chase

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL ATHLETIC DIRECTOR CONTRACT**

Athletic Director Name: Robert Kaminski
Length of Contract: July 1, 2015 through June 30, 2016
2015/2015 Base Salary: \$85,000.00
2015/2016 TRS Salary: \$93,819.00
Board Meeting Approval: June 8, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("High School Athletic Director"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The High School Athletic Director is hereby hired and retained from July 1, 2015 through June 30, 2016, as a High School Athletic Director for Oswego Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the High School Athletic Director of this District shall be all those duties incident to the High School Athletic Director position as set forth in the position job description, those obligations imposed by Illinois law upon the High School Athletic Director, and such other duties as from time-to-time may be assigned to the High School Athletic Director by the Superintendent of Schools or designee.

3. Salary. In consideration for the High School Athletic Director salary of **\$93,819.00** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the High School Athletic Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of High School Athletic Director as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The High School Athletic Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the High School Athletic Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the High School Athletic Director future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the High School Athletic Director, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the High School Athletic Director, the High School Athletic Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the High School Athletic Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Athletic Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the High School Athletic Director which is detrimental to the best interests of the School District. The High School Athletic Director permanent disability or incapacity or the High School Athletic Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the High School Athletic Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the High School Athletic Director

and the members of the High School Athletic Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000. of Term Life insurance and Long-Term Disability benefits for the High School Athletic Director during the term of this Agreement.

10. In-District Travel. The Board shall provide the High School Athletic Director \$150.00 each month for mileage expenses.

11. Professional Educator License (PEL). During the term of this contract, the Athletic Director shall hold a valid and properly registered Professional Educator License issued by the Illinois State Board of Education qualifying him to act as an Athletic Director of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the High School Athletic Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the High School Athletic Director in writing.

13. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

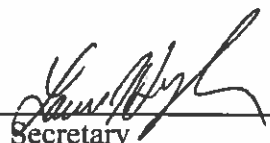
High School Athletic Director


Robert Kaminski

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF GIFTED EDUCATION**

Assistant Director's Name:	Susan McDougall
Length of Contract:	July 1, 2015 through June 30, 2016
2015/2016 Base Salary:	\$73,000.00
2015/2016 TRS Salary:	\$80,573.97
Board Meeting Approval:	June 8, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Susan McDougall ("Assistant Director of Gifted Education"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Gifted Education is hereby hired and retained from July 1, 2015 through June 30, 2016, as an Assistant Director of Gifted Education for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Gifted Education of this District shall be all those duties incident to the Assistant Director of Gifted Education position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Gifted Education, and such other duties as from time-to-time may be assigned to the Assistant Director of Gifted Education by the Superintendent of Schools or designee.

3. Salary. In consideration for the Assistant Director of Gifted Education salary of \$80,573.97 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Director of Gifted Education hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director of Gifted Education as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director of Gifted Education does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director of Gifted Education did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director of Gifted Education future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director of Gifted Education, nor as an extension of the termination date of this contract. Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base

salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Director of Gifted Education, the Assistant Director of Gifted Education progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director of Gifted Education shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Gifted Education shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director of Gifted Education which is detrimental to the best interests of the School District. The Assistant Director of Gifted Education permanent disability or incapacity or the Assistant Director of Gifted Education failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director of Gifted Education may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director of Gifted Education and the members of the Assistant Director of Gifted Education immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Gifted Education during the term of this Agreement.

10. In-District Travel. The Board shall provide the Assistant Director of Gifted Education \$100.00 each month for mileage expenses.

11. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of Gifted Education of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director of Gifted Education and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director of Gifted Education in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director of Gifted Education

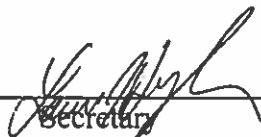

Susan McDougall

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT**

AGREEMENT made on the 10th day of August, 2015 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Daniel Clausen** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on August 10, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Dean of Students is hereby hired and retained from July 1, 2015 to June 30, 2016 to work 196 days. Your 2015/2016 start date is July 30, 2015 and your last day of work will be May 31, 2016 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools.

3. **Salary.** In consideration of a total TRS salary of \$80,022.09 per annum, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Dean of Students for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. In addition to the salary provided herein, the Board shall pay the contribution to the Teachers' Health Insurance Security Fund.

4. **Evaluation.** Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. **Termination by Agreement.** During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

7. **Sick and Personal Leave.** The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and

eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



Daniel Clausen, Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 13th day of July, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Denise M. Rodgers** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on July 13, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained for the 2015-2016 school year to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$70,440.41 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, the Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

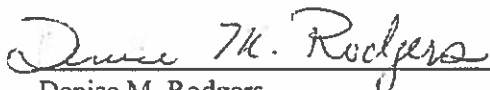
6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

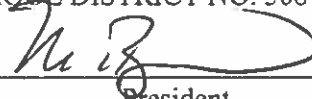
8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Denise M. Rodgers

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT**

Director's Name: Derrick S. Berlin
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Transportation
2015-2016 Base Salary \$104,920.00
2015-2016 IMRF Salary: \$109,863.83
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Derrick S. Berlin** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. **Salary.** In consideration of an IMRF salary of **\$109,863.83** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **\$109,863.83** the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
- C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
- D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate

as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$200.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the following performance and improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. Develop a recruitment and retention program of highly qualified employees reflective of the needs and diversity of students, parents and district.
2. Evaluation of the employee education and enrichment programs to be reflective of high industry standards and best practices to ensure quality student transportation services.
3. Research, develop and implement an individualized parent and facility bus route information system.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

- 18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

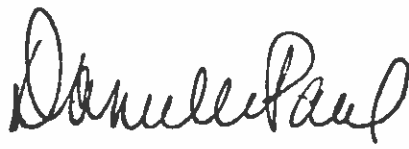
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR


Derrick S. Berlin

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT**

Director's Name: Allen K. Clasen
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Technology
2015-2016 Base Salary \$110,005.00
2015-2016 IMRF Salary: \$115,188.44
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Allen K. Clasen ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration of an IMRF salary of **\$115,188.44** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **\$115,188.44** the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
- C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
- D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$250.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the following performance and improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. As Director of Technology, I am responsible to plan, coordinate and implement the Pathways to 2020 Technology Plan goal 5 infrastructure upon approval of the Board of Education.
2. As Director of Technology, and co-leader of the online learning committee, I am responsible to assist in the technology requirements for planning, coordinating and implementing the Pathways to 2020 Technology Plan goal 1 Online Learning as approved by the Board of Education. This will assure the district meets ISBE expectations for recent waivers for online instruction funding. It will also assure online curriculum requirements.
3. As Director of Technology, 2016 Winter/Spring PARCC testing technology preparedness requires a significant effort to assure over 7100 students will be able to complete electronic testing as required.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR


Allen K. Clasen

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR CONTRACT**

Director Name: Dr. Brenda M. Dixon
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Assessments and Data Accountability
2015-2016 Base Salary \$107,754.00
2015-2016 TRS Salary: \$118,933.80
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 (“the Board”), and **Dr. Brenda M. Dixon** (“Director”), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$118,933.80** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers’ Retirement System (TRS), the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the TRS included salary of **\$118,933.80** for the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers’ Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director progress towards the following performance and academic improvement goals. The Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

With the ultimate mission being to move the district closer to a balanced assessment system with appropriate uses of all available data being used for improvement planning, the following items are my goals for the 2015-16 school year.

1. SD 308 will have fully implemented a new benchmark assessment and standardized progress monitoring tool that is aligned to common core by the end of the 2015-16 school year (STAR Renaissance Learning).
2. All SD 308 Principals and Assistant principals will fully understand how to interpret the PARCC student scores and building data before December of 2015. Appropriate reports

that incorporate the PARCC data will be developed in the data warehouse before the end of the 2015-16 school year.

3. The data warehouse will incorporate our newly adopted benchmark and progress monitoring assessment data, gifted identification assessments, and Mastery Connect assessment data with appropriate reports before the end of the 2015-16 school year.
4. The At-Risk and Student Success modules purchased for eSchool will be fully implemented and operational by the end of the 2015-16 school year. This goal requires working in conjunction with our SIS Manager.

The Superintendent or designee will review and assess the Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR



Dr. Brenda M. Dixon

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT**

Director's Name: Brian T. Graves
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Communications
2015-2016 Base Salary \$89,500.00
2015-2016 IMRF Salary: \$93,717.24
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Brian T. Graves** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration of an IMRF salary of **\$93,717.24** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **\$93,717.24** the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
- C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
- D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate

as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$400.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the following performance and improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. Develop Community Communications.
2. Develop Crisis Communications.
3. Develop Employee/Staff Recognition Program.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to

pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

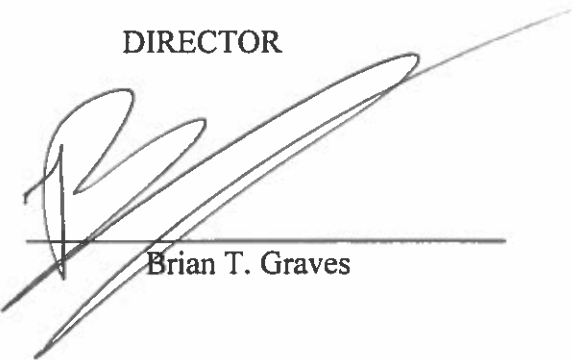
17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

- 18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreement, arrangement, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR



Brian T. Graves

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR CONTRACT**

Director Name: Mary P. Redding (Geraghty)
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Special Education
2015-2016 Base Salary \$107,754.00
2015-2016 TRS Salary: \$118,933.80
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 (“the Board”), and **Mary P. Redding** (“Director”), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$118,933.80** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers’ Retirement System (TRS), the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the TRS included salary of **\$118,933.80** for the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers’ Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Director shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Director continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director progress towards the following performance and academic improvement goals. The Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. Create, refine and implement the special education comprehensive plan including service delivery model enhancement with continued professional development for all educators. This includes a common approach to practices across all settings.

2. Implement a system of high quality and consistent academic programming; student services and activities to all students academic programming; student services and activities to all students - alignment and implementation of MTSS including a common universal assessment, progress monitoring and consistent interventions throughout all levels.
3. Increase family connections, communication and trust within the special education department and families through incorporating parent-educator forums focusing on continual improvement and increased collaboration. This also will include implementing IEP Facilitation Training for staff members.

The Superintendent or designee will review and assess the Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR



Mary P. Redding

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR CONTRACT**

Director Name: Dr. Kellie M. Sanders
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Professional Development and Training
2015-2016 Base Salary \$107,754.00
2015-2016 TRS Salary: \$118,933.80
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 (“the Board”), and **Dr. Kellie M. Sanders** (“Director”), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$118,933.80** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers’ Retirement System (TRS), the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the TRS included salary of **\$118,933.80** for the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers’ Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director progress towards the following performance and academic improvement goals. The Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. **Professional Learning Community Overview:** The PD department will improve Professional Learning Communities in every building by providing several agenda formats that guide teams towards a focus on student learning by May of 2016. We will assess our success by analyzing student data on common assessments and surveys given to teachers at the middle and end of the 2015-2016 school year.
2. **Professional Development Enhancements:** The PD department will improve the types and platforms for professional development and the number of teachers and non-certified staff attending by creating PD that aligns with the goals of the strategic plan by May 2016. We

will assess our success by analyzing the exit surveys from PD, the number of participants and analyzing student data on common assessments.

3. **Mentoring Support:** The PD department will support all non-tenured teachers by offering specific PD for all teachers that will strengthen their skills to enhance student achievement. The PD department will also provide differentiated support to our first and second year teachers in District 308, by meeting with the teachers individually and as groups. We will also provide online supports and courses to meet the needs of our teachers. We will assess our success by surveys at mid-point and end of the year and analyze teacher evaluation and retention data.

The Superintendent or designee will review and assess the Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties. *if I agree a higher position or move out of state this term will be waived*

19. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior

agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR



Dr. Kellie M. Sanders

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT**

Director's Name: Roxana Sanders
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Human Resources
2015-2016 Base Salary \$112,000.00
2015-2016 IMRF Salary: \$117,277.44
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Roxana Sanders** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration of an IMRF salary of **\$117,277.44** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **\$117,277.44** the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
- C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
- D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate

as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the following performance and improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. Enhance procedures for recruitment, selection, and hiring high quality employees reflecting the needs and diversity of our student population.
2. Deliver HR services, programs, and communications that add value for our prospective and current employees.
3. Review and evaluate levels and types of benefits offered and recommend any changes to current offerings to ensure that all insurance plans are managed and structured in the most efficient and effective manner and comply with all relevant state and federal laws and regulations.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the

Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

- 18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

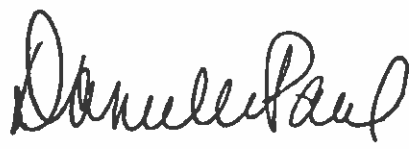


Roxana Sanders

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 13th day of July, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Gerald Wicks** ("Junior High Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on July 13, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Junior High Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Junior High Assistant Principal of this District shall be all those duties required of the Junior High Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Junior High Assistant Principal, and to perform such other duties as from time to time may be assigned to the Junior High Assistant Principal by the Junior High Principal, or the Assistant Superintendent for Teaching and Learning.

3. **Salary.** In consideration for the Junior High Assistant Principal's salary of \$84,101.38 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior High Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. **Evaluation.** Annually, not later than March 1st, the Junior High Principal shall review with the Junior High Assistant Principal, the Junior High Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Junior High Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

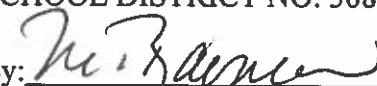
8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

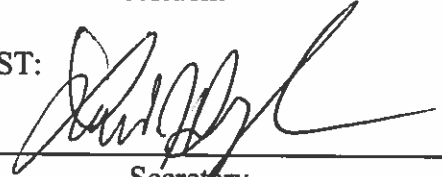
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Gerald Wicks

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 8th day of June, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **John Francis** ("Junior High Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 8, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Junior High Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Junior High Assistant Principal of this District shall be all those duties required of the Junior High Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Junior High Assistant Principal, and to perform such other duties as from time to time may be assigned to the Junior High Assistant Principal by the Junior High Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Junior High Assistant Principal's salary of \$77,262.71 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior High Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Junior High Principal shall review with the Junior High Assistant Principal, the Junior High Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Junior High Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

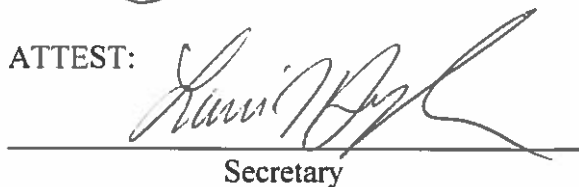


John Francis

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF SECONDARY SPECIAL EDUCATION**

Assistant Director's Name:	Joseph M. Hoffman
Length of Contract:	July 1, 2015 through June 30, 2016
2015/2016 Base Salary:	\$84,000.00 (Grant Funded)
2015/2016 TRS Salary:	\$92,715.25
Board Meeting Approval:	June 22, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Joseph M. Hoffman ("Assistant Director of Special Programs" hereinafter referred to as Assistant Director), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director is hereby hired and retained from July 1, 2015 through June 30, 2016, as an Assistant Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of this District shall be all those duties incident to the Assistant Director position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director, and such other duties as from time-to-time may be assigned to the Assistant Director by the Superintendent of Schools or designee.

3. Salary. In consideration for the Assistant Director salary of \$92,715.25 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director, nor as an extension of the termination date of this contract. Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base salary increase of \$2,500.00 beginning the

following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Director, the Assistant Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director which is detrimental to the best interests of the School District. The Assistant Director permanent disability or incapacity or the Assistant Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical. Dental. Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director and the

members of the Assistant Director of Special Programs immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Director during the term of this Agreement.

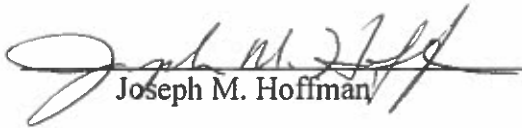
10. In-District Travel. The Board shall provide the Assistant Director \$100.00 each month for mileage expenses.

11. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

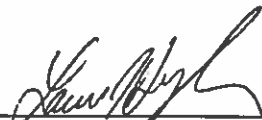
Assistant Director


Joseph M. Hoffman

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
EXECUTIVE DIRECTOR CONTRACT**

Executive Director Name:	Jamie R. Max
Length of Contract:	Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment:	Executive Director of Secondary Education
2015-2016 Base Salary	\$109,000.00
2015-2016 TRS Salary:	\$120,309.08
Board Meeting Approval:	May 11, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 (“the Board”), and **Jamie R. Max** (“Executive Director”), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Executive Director is hereby hired and retained to work the two (2) years defined above as Executive Director for Community Unit School District No. 308, Oswego, Illinois.
2. Duties. The duties and responsibilities of the Executive Director of this District shall be all those duties incident to the Executive Director position as set forth in the Executive Director job description and Board policies, those obligations imposed by Illinois law upon the Executive Director, and such other duties as from time-to-time may be assigned to the Executive Director by the Superintendent or designee.
3. Salary. In consideration for the salary of **\$120,309.08** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers’ Retirement System (TRS), the Executive Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Executive Director as set forth in this Agreement or in policies or rules established by the Board.
 - A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Executive Director will receive no less than the TRS included salary of **\$120,309.08** for the second year of this two (2) year agreement.
 - B. The Executive Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
 - C. In addition to the salary provided herein, the Board shall pay the Teachers’ Health Insurance Security Fund (THIS) contribution.
 - D. Both parties acknowledge that the Executive Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions

are made as a condition of employment to secure the Executive Director future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Executive Director, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Executive Director shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than June 30th the Superintendent or designee shall review with the Executive Director, the Executive Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Executive Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Executive Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Executive Director which is detrimental to the best interests of the School District. The Executive Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Executive Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Executive Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Executive Director stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Executive Director duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Executive Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Executive Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Executive Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Executive Director vacation bank exceeds twenty-five (25) days as of July 1, the Executive Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's

or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Executive Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Executive Director unilaterally terminates this contract prior to its end date, the Executive Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Executive Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Executive Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Executive Director and the members of the Executive Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Executive Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Executive Director \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Executive Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Executive Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Executive Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Executive Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Executive Director. As part of the annual evaluation, the Executive Director and Superintendent or designee shall meet to review the

Executive Director progress towards the following performance and academic improvement goals. The Executive Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. Offer and monitor implementation of four (4) online courses at the high school level with a least one full section of students per high school.
2. Increase the number of students earning Dual Credit through Waubensee Community College by 500% in the 2015-2016 school year when compared to the 2014-2015 school year.
3. Implementation of the new ELA curriculum at the secondary level and preparation to implement PE and science as documented in the Board approved 5-Year Curriculum Review Cycle for the 2016-2017 school year.

The Superintendent or designee will review and assess the Executive Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Executive Director provided the Executive Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Executive Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Executive Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Executive Director at the address furnished by the Executive Director and on file in the Executive Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Executive Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Executive Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Executive Director to inform the Superintendent or his/her designee, if the Executive Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

EXECUTIVE DIRECTOR OF
SECONDARY EDUCATION

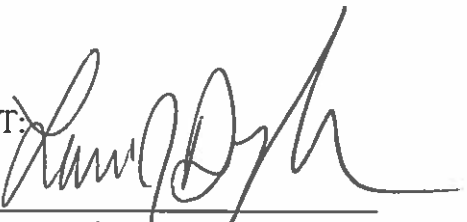


Jamie Max

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
EARLY LEARNING CENTER ASSISTANT PRINCIPAL'S CONTRACT

AGREEMENT made on the 22nd day of June, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jacqueline E. Mecklenburg** ("Early Learning Center Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 22, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Early Learning Center Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Early Learning Center Assistant Principal of this District shall be all those duties required of the Early Learning Center Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Early Learning Center Assistant Principal, and to perform such other duties as from time to time may be assigned to the Early Learning Center Assistant Principal by the Early Learning Center Principal, or the Assistant Superintendent for Teaching and Learning.

3. **Salary.** In consideration for the Early Learning Center Assistant Principal's salary of \$70,440.00 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Early Learning Center Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Early Learning Center Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Early Learning Center Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Early Learning Center Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Early Learning Center Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Early Learning Center Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. **Evaluation.** Annually, not later than March 1st, the Early Learning Center Principal shall review with the Early Learning Center Assistant Principal, Early Learning Center Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Early Learning Center Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Early Learning Center Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

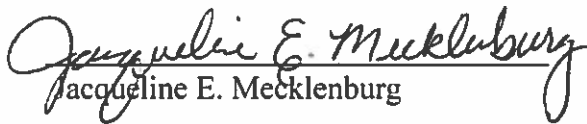
6. Termination by Agreement. During the term of this Agreement, the Board and the Early Learning Center Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

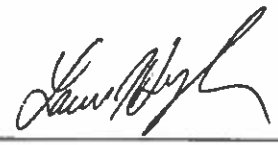
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Jacqueline E. Mecklenburg

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

ASSISTANT SUPERINTENDENT FOR TEACHING AND LEARNING CONTRACT FOR EMPLOYMENT

AGREEMENT made this 27th day of April, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and Dr. Judith A. Minor ("Assistant Superintendent for Teaching and Learning"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. Finding that Dr. Minor has performed all of the performance based goals contained in the May 27, 2014 Employment Contract, the Board hereby extends The Assistant Superintendent for Teaching and Learning Contract for Employment to June 30, 2018 for Community Unit School District No. 308, Oswego, Illinois. This Employment Contract supersedes and nullifies all prior employment agreements.

2. Duties. The duties and responsibilities of the Assistant Superintendent for Teaching and Learning of this District shall be all those duties required of the Assistant Superintendent for Teaching and Learning as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Superintendent for Teaching and Learning, and to perform such other duties as from time to time may be assigned to the Assistant Superintendent for Teaching and Learning by the Superintendent of Schools or designee.

3. Salary. In consideration of the following salary amounts, Dr. Minor hereby agrees to devote such time, skill, labor, and attention to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties as set forth in this Agreement by Board policies or in rules or regulations established by the Board:

- A. From July 1, 2015 through June 30, 2016, the Board shall pay Dr. Minor an annual base salary of One Hundred Sixty Thousand Dollars \$160,000.00 ("Base Salary").
- B. Each subsequent contract year of this Agreement, Dr. Minor shall be paid a base salary to be determined by the Board. In no case shall the Board reduce Dr. Minor's base salary below One Hundred Sixty Thousand Dollars (\$160,000.00).
- C. The base salary for each year of this Agreement shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated members of the professional staff. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement. It is provided, however, that by so doing it shall not be considered that the Board has entered into a new agreement with Dr. Minor nor that the termination dates of this Agreement has been in any way extended.

D. The Board shall pay on behalf of Dr. Minor all contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 and Section 16-133.1 of the Illinois Pension Code, as amended from time to time. The Board further agrees to pay and shelter that portion of the salary that is required as a contribution to TRS. Dr. Minor shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on her behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Illinois Pension Code and TRS rules and regulations.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee, shall evaluate the Assistant Superintendent for Teaching and Learning's progress toward established goals and working relationships among staff and community, and any other objectives established by the Board.

5. Performance Based Goals. This Agreement is a performance-based contract pursuant to Section 10-23.8a of The School Code. The Board and the Assistant Superintendent for Teaching and Learning agree that the goals contained in Exhibit A are linked to student performance and academic improvement. In the event that issues arise that require the content or duration of the goals to change, both parties must mutually agree to modify the goals in Exhibit A. In addition, for each contract year, the Board and the Assistant Superintendent for Teaching and Learning may mutually agree that additional student performance and academic improvement goals will be developed, based on the recommendation of the Superintendent, and attached as Exhibit A no later than June 1st of the preceding contract year. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Superintendent for Teaching and Learning provided the Assistant Superintendent for Teaching and Learning has met all of the above-listed performance and improvement goals.

6. Discharge for Cause. Throughout the term of this Agreement, the Assistant Superintendent for Teaching and Learning shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Superintendent for Teaching and Learning shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

7. Certification. Dr. Minor shall furnish to the Board during the term of this Agreement, a valid and appropriate certificate to act as Assistant Superintendent for Teaching and Learning in accordance with the laws of the State of Illinois and as directed by the Board.

8. Termination by Agreement. During the term of this Agreement, the Board and the Assistant Superintendent for Teaching and Learning may mutually agree, in writing, to terminate this Agreement.

9. Vacation and Sick Leave. Dr. Minor shall receive Twenty Five (25) days of vacation in each school year of this Agreement, exclusive of weekends and school holidays as defined in the School Code. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the Assistant Superintendent for Teaching and Learning at her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.

Dr. Minor shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in the employee's local sick bank (e.g., 10 unused sick days on June 30, 2016 will be converted to a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Superintendent for Teaching and Learning and the members of the Assistant Superintendent for Teaching and Learning's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

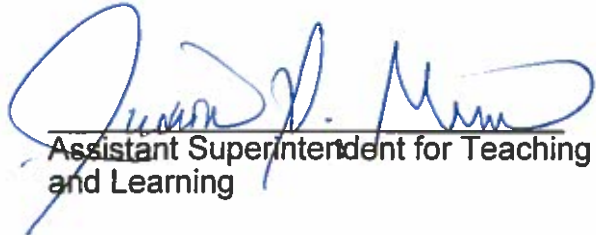
11. Term Life and Long-Term Disability. The Board shall provide for \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Superintendent for Teaching and Learning during the term of this Agreement.

12. Mileage Reimbursement. The Board shall provide the Assistant Superintendent for Teaching and Learning \$250.00 each month for mileage expenses.

13. Waiver of Tenure. By accepting the terms of a multi-year contract, Dr. Minor acknowledges that she waives all rights granted her under Sections 24-11 through 24-16 of The School Code for the duration of her employment under a multi-year employment contract.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DR. JUDITH A. MINOR


Assistant Superintendent for Teaching
and Learning

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST

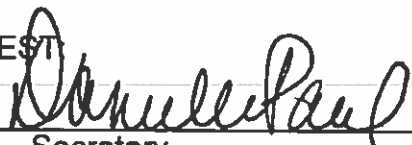

Secretary

Exhibit A

Goals

1. The Assistant Superintendent for Teaching and Learning shall devise and integrate a plan to enhance staff assessment and intervention literacy as part of the new district-wide PLC implementation to raise student academic achievement towards a composite ACT of 24.
 2. The Assistant Superintendent for Teaching and Learning shall advise and support the Superintendent's vision; work to collaborate and partner with leadership team; and advise the Superintendent and work to ensure board-approved goals are completed.
-



COMMUNITY UNIT
SCHOOL DISTRICT

World-Class Schools Serving Caring Communities

DATE: May 28, 2015
TO: Jeff Ryder
FROM: Dr. John W. Sparlin *JS*
RE: 2015/2016 Salary Adjustment

I am in receipt of your Master's transcript in School Business Management. Based on the language contained in Number 3 of your 2015/2016 SD308 contract, the following change has been approved.

2015/2016 New Base Salary: \$94,995.00

2015/2016 New IMRF Salary: \$99,471.16

This adjustment will be reflected on your July 15, 2015 through June 30, 2016 vouchers.

Congrats Jeff.

C. R. Sanders
File

Dr. John W. Sparlin
*Assistant Superintendent
for Administrative Services*

DISTRICT ADMINISTRATIVE CENTER • 4175 ROUTE 71 • OSWEGO, IL 60543
P: (630) 636-3088 • F: (630) 636-3669 • E: JSparlin@SD308.org • WWW.SD308.ORG

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT**

Director's Name: Jeffrey C. Ryder
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Finance
2015-2016 Base Salary \$92,495.00
2015-2016 IMRF Salary: \$96,853.36
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jeffrey C. Ryder** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. **Salary.** In consideration of an IMRF salary of **\$96,853.36** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **\$96,853.36** the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
- C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
- D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate

as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the following performance and improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. Assign all program cost expenditures to unique department codes to better track program costs.
2. Turn on the position control function in efinance to circumvent going over budget in head count.
3. Institute an "exchange" program to give budget managers a mechanism to swap dollars to conform to fixed budgets.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

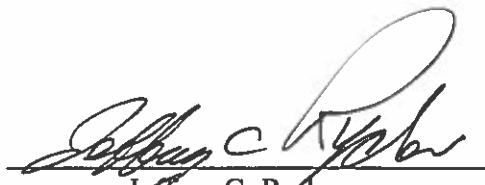
18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR


Jeffrey C. Ryder

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF ELEMENTARY SPECIAL EDUCATION**

Assistant Director's Name:	Kristen Bonie
Length of Contract:	July 1, 2015 through June 30, 2016
2015/2016 Base Salary:	\$71,000.00
2015/2016 TRS Salary:	\$78,366.46
Board Meeting Approval:	May 11, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Kristen Bonie ("Assistant Director of Elementary Special Education"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Assistant Director of Elementary Special Education is hereby hired and retained from July 1, 2015 through June 30, 2016, as an Assistant Director of Elementary Special Education for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Assistant Director of Elementary Special Education of this District shall be all those duties incident to the Assistant Director of Elementary Special Education position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Elementary Special Education, and such other duties as from time-to-time may be assigned to the Assistant Director of Elementary Special Education by the Superintendent of Schools or designee.

3. **Salary.** In consideration for the Assistant Director of Elementary Special Education salary of \$78,366.46 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Director of Elementary Special Education hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director of Elementary Special Education as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director of Elementary Special Education does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director of Elementary Special Education did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director of Elementary Special Education future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director of Elementary Special Education, nor as an extension of the termination date of this contract.

4. **Evaluation.** Annually, not later than June 30th, the Assistant Superintendent for

Teaching and Learning or her designee shall review with the Assistant Director of Elementary Special Education, the Assistant Director of Elementary Special Education progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director of Elementary Special Education shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Elementary Special Education shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director of Elementary Special Education which is detrimental to the best interests of the School District. The Assistant Director of Elementary Special Education permanent disability or incapacity or the Assistant Director of Elementary Special Education failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director of Elementary Special Education may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director of Elementary Special Education and the members of the Assistant Director of Elementary Special Education immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Elementary Special Education during the term of this Agreement.

10. In-District Travel. The Board shall provide the Assistant Director of Elementary Special Education \$100.00 each month for mileage expenses.

11. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of Elementary Special Education of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director of Elementary Special Education and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director of Elementary Special Education in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director of Elementary Special Education


Kristen Bonie

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF STUDENT SERVICES**

Assistant Director's Name:	Jennifer Wikoff
Length of Contract:	July 1, 2015 through June 30, 2016
2015/2016 Base Salary:	\$83,000.00
2015/2016 TRS Salary:	\$91,611.00
Board Meeting Approval:	May 11, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Julie Lam ("Assistant Director of Student Services"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Student Services is hereby hired and retained from July 1, 2015 through June 30, 2016, as an Assistant Director of Student Services for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Student Services of this District shall be all those duties incident to the Assistant Director of Student Services position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Student Services, and such other duties as from time-to-time may be assigned to the Assistant Director of Student Services by the Superintendent of Schools or designee.

3. Salary. In consideration for the Assistant Director of Student Services salary of \$91,611.00 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Director of Student Services hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director of Student Services as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director of Student Services does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director of Student Services did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director of Student Services future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director of Student Services, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Executive Director of Student Services, or her designee, shall review with the Assistant Director of Student Services, the Assistant Director of Student Services progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director of Student Services shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Student Services shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director of Student Services which is detrimental to the best interests of the School District. The Assistant Director of Student Services permanent disability or incapacity or the Assistant Director of Student Services failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director of Student Services may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director of Student Services and the members of the Assistant Director of Student Services immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Student

Services during the term of this Agreement.

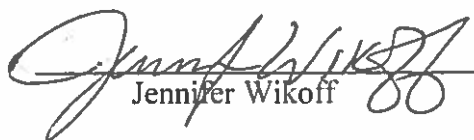
10. In-District Travel. The Board shall provide the Assistant Director of Student Services \$100.00 each month for mileage expenses.

11. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of Student Services of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director of Student Services and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director of Student Services in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

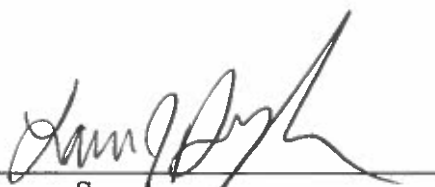
Assistant Director of Student Services


Jennifer Wikoff

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR'S CONTRACT**

Assistant Director's Name: Kenneth L. Miller
Length of Contract: Multi-Year – August 10, 2015 through June 30, 2017
2015-2016 Assignment: Assistant Director of Human Resources
2015-2016 Base Salary \$75,000.00 (prorated for an August 10, 2015 start date)
2015-2016 IMRF Salary: \$78,534.00 (prorated for an August 10, 2015 start date)
Board Meeting Approval: July 13, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Kenneth L. Miller** ("Assistant Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Assistant Director is hereby hired and retained to work the two (2) years defined above as Assistant Director for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Assistant Director of this District shall be all those duties incident to the Assistant Director position as set forth in the Assistant Director job description and Board policies, those obligations imposed by Illinois law upon the Assistant Director, and such other duties as from time-to-time may be assigned to the Assistant Director by the Superintendent or designee.

3. **Salary.** In consideration of an IMRF salary of **\$78,534.00 (prorated for an August 10, 2015 start date)** for the 2015-2016 contract year, the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director will receive no less than the IMRF included salary of **\$78,534.00** the second year of this two (2) year agreement.
- B. The Assistant Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
- C. Both parties acknowledge that the Assistant Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Assistant Director's future services, knowledge, and experience.
- D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

such adjustment or modification shall not be construed as a new contract with the Assistant Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Human Resources shall review with the Assistant Director, the Assistant Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director which is detrimental to the best interests of the School District. The Assistant Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Assistant Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Assistant Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Assistant Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Assistant Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Assistant Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Assistant Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Assistant Director's vacation bank exceeds twenty-five (25) days as of July 1, the Assistant Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Assistant Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Assistant Director unilaterally terminates this contract prior to its end date, the Assistant Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 240 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Assistant Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director and the members of the Assistant Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Assistant Director \$100.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Assistant Director. As part of the annual evaluation, the Assistant Director and Superintendent or designee shall meet to review the Assistant Director's progress towards the following performance and improvement goals. The Assistant Director shall strive to improve performance and promote improvement in the District by the following methods:

1. Assist with enhancing procedures for recruitment, selection, and hiring high quality employees reflecting the needs and diversity of District 308's student population.
2. Provide support to prospective and current District 308's by delivering HR services, programs, and communications that add value.
3. Assist with reviewing and evaluating levels and types of benefits offered and develop recommendations for any changes to current offerings to ensure that all insurance plans are managed and structured in the most efficient and effective manner and comply with all relevant state and federal laws and regulations.

The Superintendent or designee will review and assess the Assistant Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Director provided the Assistant Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Assistant Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Director at the address furnished by the Assistant Director and on file in the Assistant Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Assistant Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Assistant Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

17. It is the responsibility of the Assistant Director to inform the Superintendent or his/her designee, if the Assistant Director is named a finalist for any other position outside of School District 308.

18. Miscellaneous.

18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

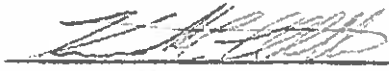
18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ASSISTANT DIRECTOR OF
HUMAN RESOURCES


Kenneth L. Miller

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT**

AGREEMENT made on the 13th day of July, 2015 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kyle C. Molik** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on July 13, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

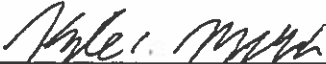
1. Employment. The Dean of Students is hereby hired and retained from July 1, 2015 to June 30, 2016 to work 196 days. Your 2015/2016 start date is July 30, 2015 and your last day of work will be May 31, 2016 provided no district emergency days were used.
2. Duties. The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools.
3. Salary. In consideration of a total TRS salary of \$68,432.69 per annum, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Dean of Students for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. In addition to the salary provided herein, the Board shall pay the contribution to the Teachers' Health Insurance Security Fund.
4. Evaluation. Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.
5. Discharge for Cause. Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.
6. Termination by Agreement. During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.
7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and

eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

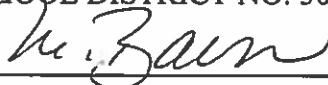
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

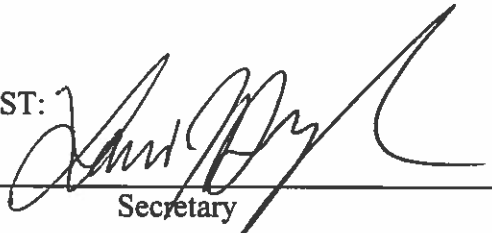


Kyle C. Molik, Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
EXECUTIVE DIRECTOR CONTRACT**

Executive Director Name:	Dr. Lisa L. Smith
Length of Contract:	Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment:	Executive Director of Elementary Education
2015-2016 Base Salary	\$117,002.00
2015-2016 TRS Salary:	\$129,141.31
Board Meeting Approval:	May 11, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Dr. Lisa L. Smith** ("Executive Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Executive Director is hereby hired and retained to work the two (2) years defined above as Executive Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Executive Director of this District shall be all those duties incident to the Executive Director position as set forth in the Executive Director job description and Board policies, those obligations imposed by Illinois law upon the Executive Director, and such other duties as from time-to-time may be assigned to the Executive Director by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$129,141.31** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Executive Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Executive Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Executive Director will receive no less than the TRS included salary of **\$129,141.31** for the second year of this two (2) year agreement.
- B. The Executive Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Executive Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions

are made as a condition of employment to secure the Executive Director future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Executive Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Executive Director, the Executive Directors' progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Executive Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Executive Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Executive Director which is detrimental to the best interests of the School District. The Executive Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Executive Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Executive Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Executive Director stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Executive Director duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Executive Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Executive Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Executive Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Executive Director vacation bank exceeds twenty-five (25) days as of July 1, the Executive Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Executive Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Executive Director unilaterally terminates this contract prior to its

end date, the Executive Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Executive Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Executive Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Executive Director and the members of the Executive Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Executive Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Executive Director \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Executive Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Executive Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Executive Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Executive Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Executive Director. As part of the annual evaluation, the Executive Director and Superintendent or designee shall meet to review the Executive Director progress towards the following performance and academic improvement goals. The Executive Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. We will be implementing a new, much more rigorous ELA curriculum/resource in 2015-16. As a means to support consistent implementation of ELA, we will be offering an enhanced model of literacy support. Each elementary building will have at least one full-time literacy

specialist. The role of the literacy specialist will be to support ELA implementation by providing on-site professional development, coaching and support to all teachers including general classroom teachers, gifted teachers, special education and English learner teachers.

My role will be to work directly with the literacy coaches to provide leadership, a clear sense of vision for the position, ELA resource training, guidance in working with adult learners and data disaggregation. Communication with building principals will also be critical.

2. Advancement Via Individual Determination (AVID), a college and career readiness program designed to increase the number of students who enroll in four year colleges and universities, is in its first year of implementation at the high school level in SD308. I will be taking on the role as SD308 AVID Elementary Executive Director effective with the 2015-16 school year as we add our six Title I elementary schools to our AVID team. AVID Elementary is designed to be embedded into daily instruction in all classrooms across all grade levels to impact school wide structures. Effective with the 2015-16 school year, we will be bringing all Title I fifth grade teachers and students into the AVID Elementary fold. AVID teams have been identified and scheduled to attend training in June 2015.

My role as the AVID Elementary Executive Director will be to work with principals and staff and facilitate the implementation of the AVID program across fifth grade in our six Title I elementary schools.

3. As Executive Director of Title I this past year, I have spent a great deal of time assessing the impact and compliance of our current practices. An area that needs significant improvement is our parent outreach efforts to K-12 Title I families. To be in compliance with federal grant expectations, we need to more clearly define a means to more actively engage Title I parents in their child's education.

The Superintendent or designee will review and assess the Executive Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Executive Director provided the Executive Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Executive Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Executive Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Executive Director at the address furnished by the Executive Director and on file in the Executive Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Executive Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the

Executive Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

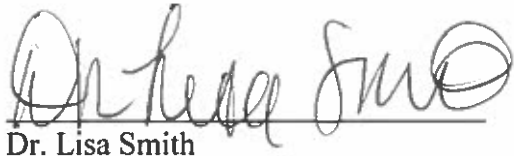
19. It is the responsibility of the Executive Director to inform the Superintendent or his/her designee, if the Executive Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

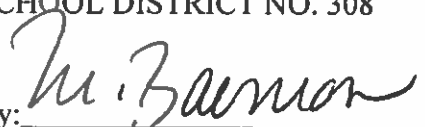
- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

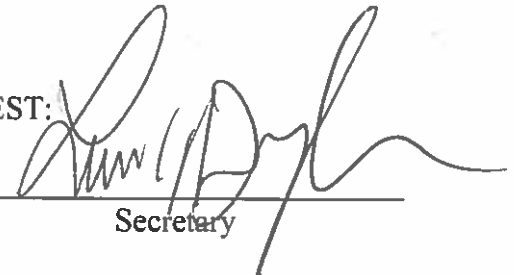
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

EXECUTIVE DIRECTOR OF
ELEMENTARY EDUCATION


Dr. Lisa Smith

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

ASSOCIATE SUPERINTENDENT FOR ADMINISTRATIVE SERVICES CONTRACT FOR EMPLOYMENT

AGREEMENT made this 8th day of June, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and Dr. John W. Sparlin (Associate Superintendent for Administrative Services" OR "Dr. Sparlin"), ratified by motion adopted at the regular meeting of the Board held on June 8, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment: Finding that Dr. Sparlin has performed all of the performance based goals contained in the May 27, 2014 Employment Contract, the Board hereby extends The Associate Superintendent for Administrative Services Contract for Employment to June 30, 2018 for Community Unit School District No. 308, Oswego, Illinois. This Employment Contract supersedes and nullifies all prior employment agreements.

2. Duties: The duties and responsibilities of the Associate Superintendent for Administrative Services shall be all those duties required of the Associate Superintendent for Administrative Services as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Associate Superintendent for Administrative Services, and to perform such other duties as from time to time may be assigned to the Associate Superintendent for Administrative Services by the Superintendent of Schools or designee.

3. Salary: In consideration of the following salary amounts, Dr. Sparlin hereby agrees to devote such time, skill, labor, and attention to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties as set forth in this Agreement by Board policies or in rules or regulations established by the Board:

A. From July 1, 2015 through June 30, 2016, the Board shall pay Dr. Sparlin an annual base salary of One Hundred Seventy Thousand Dollars (\$170,000.00).

B. Each subsequent contract year of this Agreement, Dr. Sparlin shall be paid a base salary to be determined by the Board. In no case shall the Board reduce Dr. Sparlin's base salary below One Hundred Seventy Thousand Dollars (\$170,000.00).

C. The base salary for each year of this Agreement shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated members of the professional staff. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement. It is provided, however, that by so doing it shall not be considered that the Board has entered into a new agreement with Dr. Sparlin nor that the termination dates of this Agreement has been in any way extended.

D. The Board shall pay on behalf of Dr. Sparlin all contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 and Section 16-133.1 of the Illinois Pension Code, as amended from time to time. The Board further agrees to pay and shelter that portion of the salary that is required as a contribution to TRS. Dr. Sparlin shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on his behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Illinois Pension Code and TRS rules and regulations.

4. Evaluation: Annually, not later than March 1st, the Superintendent or designee, shall evaluate the Associate Superintendent for Administrative Services' progress toward established goals and working relationships among staff and community, and any other objectives established by the Board.

5. Performance Based Goals: This Agreement is a performance-based contract pursuant to Section 10-23.8a of The School Code. The Board and the Associate Superintendent for Administrative Services agree that the goals contained in Exhibit A are linked to student performance and academic improvement. In the event that issues arise that require the content or duration of the goals to change, both parties must mutually agree to modify the goals in Exhibit A. In addition, for each contract year, the Board and the Associate Superintendent for Administrative Services may mutually agree that additional student performance and academic improvement goals will be developed, based on the recommendation of the Superintendent, and attached as Exhibit A no later than June 1st of the preceding contract year. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Associate Superintendent for Administrative Services provided the Associate Superintendent for Administrative Services has met all of the above-listed performance and improvement goals.

6. Discharge for Cause: Throughout the term of this Agreement, the Associate Superintendent for Administrative Services shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Associate Superintendent for Administrative Services shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

7. Professional Educator License (PEL): Dr. Sparlin shall furnish to the Board during the term of this Agreement, a valid and appropriate license to act as Associate Superintendent for Administrative Services in accordance with the laws of the State of Illinois and as directed by the Board.

8. Termination by Agreement: During the term of this Agreement, the Board and the Associate Superintendent for Administrative Services may mutually agree, in writing, to terminate this Agreement.

9. Vacation and Sick Leave: Dr. Sparlin shall receive Twenty Five (25) days of vacation in each school year of this Agreement, exclusive of weekends and school holidays as defined in the School Code. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the Associate Superintendent for Administrative Services at his per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.

Dr. Sparlin shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in the employee's local sick bank (e.g., 10 unused sick days on June 30, 2016 will be converted to a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization: The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Associate Superintendent for Administrative Services and the members of the Associate Superintendent for Administrative Services immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

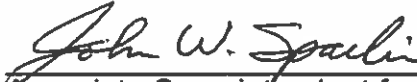
11. Term Life and Long-Term Disability: The Board shall provide for \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Associate Superintendent for Administrative Services during the term of this Agreement.

12. Mileage Reimbursement: The Board shall provide the Associate Superintendent for Administrative Services \$250.00 each month for mileage expenses.

13. Waiver of Tenure: By accepting the terms of a multi-year contract, Dr. Sparlin acknowledges that he waives all rights granted him under Sections 24-11 through 24-16 of The School Code for the duration of his employment under a multi-year employment contract.

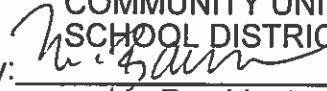
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DR. JOHN W. SPARLIN



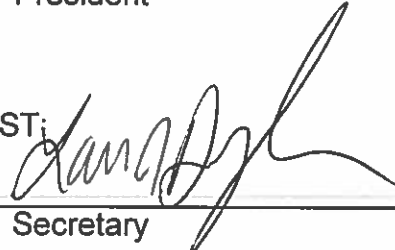
Associate Superintendent for
Administrative Services

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

Exhibit A

Goals

1. The Associate Superintendent for Administrative Services shall take an active role in the oversight of the District's strategic plan in working with the building principals.
 2. The Associate Superintendent for Administrative Services shall advise and support the Superintendent's vision; work to collaborate and partner with leadership team; and advise the Superintendent and work to ensure board-approved goals are completed.
-

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 10th day of August, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Leslie Springer** ("Junior High Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on August 10, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Junior High Assistant Principal is hereby hired and retained to work the 2015/2016 school year. Your normal 2015-2016 start date would have been July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used. **Your actual start date as Junior High Assistant Principal is July 28, 2015.**

2. **Duties.** The duties and responsibilities of the Junior High Assistant Principal of this District shall be all those duties required of the Junior High Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Junior High Assistant Principal, and to perform such other duties as from time to time may be assigned to the Junior High Assistant Principal by the Junior High Principal, or the Assistant Superintendent for Teaching and Learning.

3. **Salary.** In consideration for the Junior High Assistant Principal's annual salary of **\$67,328.93 prorated for an actual start date of July 28, 2015** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior High Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. **Evaluation.** Annually, not later than March 1st, the Junior High Principal shall review with the Junior High Assistant Principal, the Junior High Assistant Principal's progress toward

established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

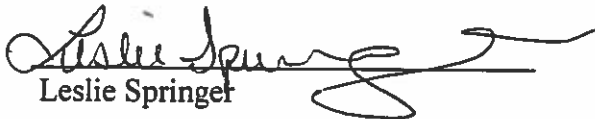
6. Termination by Agreement. During the term of this Agreement, the Board and the Junior High Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave **prorated for an actual start date of July 28, 2015**. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Leslie Springer

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 13th day of July, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Margaret Darnell** ("High School Assistant Principal for Operations"), ratified by a resolution adopted at the regular meeting of the Board held on April 27, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The High School Assistant Principal is hereby hired and retained from July 1, 2015 to June 30, 2016 to work 216 days annually. Your 2015-2016 start date is July 16, 2015 and your last day of work will be June 14, 2016 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties required of the High School Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the High School Assistant Principal, and to perform such other duties as from time to time may be assigned to the High School Assistant Principal by the Senior High School Principal, the Assistant Superintendent of Teaching and Learning and the Assistant Superintendent for Administrative Services.

3. **Salary.** In consideration for the High School Assistant Principal's salary of \$87,748.36 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the High School Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of High School Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The High School Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the High School Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the High School Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the High School Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. **Evaluation.** Annually, not later than March 1, the Senior High Principal, shall review with the High School Assistant Principal, the High School Assistant Principal's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the High School Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Assistant Principal

shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the High School Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

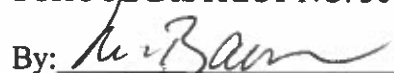
10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

11. Professional Educator License (PEL). During the term of this contract, the High School Assistant Principal shall hold a valid and properly registered Professional Educator License issued by the Illinois State Board of Education qualifying him to act as an High School Assistant Principal of the School District.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Margaret Darnell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT**

Director's Name: Michael J. Barr
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Operations
2015-2016 Base Salary \$104,981.00
2015-2016 IMRF Salary: \$109,927.70
Board Meeting Approval: May 11, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Michael J. Barr** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration of an IMRF salary of **\$109,927.70** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **\$109,927.70** the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
- C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
- D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate

as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$200.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. Conduct an energy audit for the school district;
2. Review, rewrite and implement purchasing procedures;
3. Execute the 2020 Deferred Maintenance Plan.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to

pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

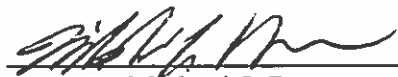
17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

- 18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreement, arrangement, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

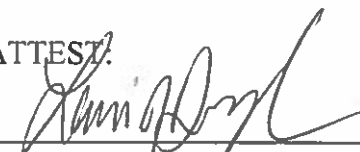


Michael J. Barr

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR CONTRACT**

Director Name: Melanie Eilers
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of Health Services
2015-2016 Base Salary \$87,500.00
2015-2016 TRS Salary: \$96,578.38
Board Meeting Approval: May 11, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 (“the Board”), and **Melanie Eilers** (“Director”), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. **Salary.** In consideration for the salary of **\$96,578.38** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers’ Retirement System (TRS), the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the TRS included salary of **\$96,578.38** for the second year of this two (2) year agreement.
- B. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers’ Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director future services, knowledge, and experience.
- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Director shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than June 30th the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day

that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director progress towards the following performance and academic improvement goals. The Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. Bring Young Hearts for Life to District 308.
2. Stabilize Nurse staffing.
3. Grow Medicaid revenue.

The Superintendent or designee will review and assess the Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages.

19. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

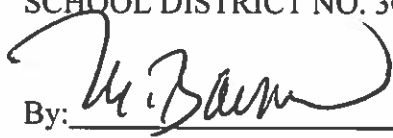
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

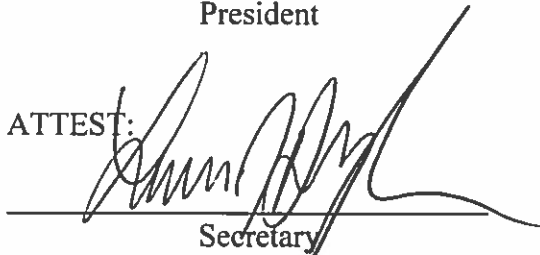


Melanie Eilers

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR CONTRACT**

Director Name: Theresa Ulrich
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Director of English Learners
2015-2016 Base Salary \$98,000.00
2015-2016 TRS Salary: \$108,167.79
Board Meeting Approval: May 11, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 (“the Board”), and **Theresa Ulrich** (“Director”), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.
2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.
3. Salary. In consideration for the salary of **\$108,167.79** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers’ Retirement System (TRS), the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.
 - A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the TRS included salary of **\$108,167.79** for the second year of this two (2) year agreement.
 - B. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
 - C. In addition to the salary provided herein, the Board shall pay the Teachers’ Health Insurance Security Fund (THIS) contribution.
 - D. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director future services, knowledge, and experience.
 - E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.
 - F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Director shall receive a base salary increase of \$2,500.00 beginning the

following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Director continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than June 30th the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be

converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director progress towards the following performance and academic improvement goals. The Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. To increase parent outreach efforts in order to establish a state-compliant EL Parent Organization and build its leadership capacity, such that monthly meetings will occur that focus on issues specifically related to interest and need to advance EL student achievement
2. To implement a high-quality Developmental Bilingual Education (DBE) model of instruction for EL students that provides consistent academic programming through balanced literacy in English and in Spanish and includes district curriculum that aligns with CCSS, WIDA English Language Development standards, and Spanish Language Arts standards
3. Develop and implement a high-quality World Language model, pending BOE direction, that would provide consistent academic programming so that all SD308 students would have opportunities to study more than one language and begin a pathway to the Seal of Biliteracy

The Superintendent or designee will review and assess the Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages.

19. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

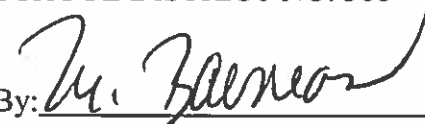
20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

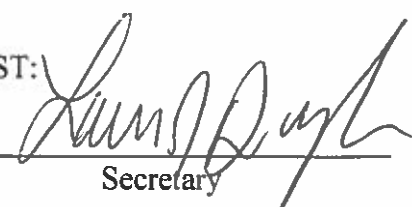
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR


Theresa Ulrich

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ALTERNATIVE EDUCATION COORDINATOR CONTRACT**

AGREEMENT made on the 13th day of July, 2015 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Meredith Gerardot** ("Alternative Education Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on July 13, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Alternative Education Coordinator is hereby hired and retained from July 1, 2015 to June 30, 2016 to work 196 days. Your 2015/2016 start date is July 30, 2015 and your last day of work will be May 31, 2016 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Alternative Education Coordinator of this District shall be all those duties required of the Alternative Education Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Alternative Education Coordinator, and to perform such other duties as from time to time may be assigned to the Alternative Education Coordinator by the Executive Director of District Student Services and Superintendent of Schools.

3. **Salary.** In consideration of a total TRS salary of \$78,464.62 per annum, the Alternative Education Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Alternative Education Coordinator for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. In addition to the salary provided herein, the Board shall pay the contribution to the Teachers' Health Insurance Security Fund.

4. **Evaluation.** Annually, not later than June 30th, the Executive Director of District Student Services shall review with the Alternative Education Coordinator, the Alternative Education Coordinator's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Alternative Education Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Alternative Education Coordinator shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. **Termination by Agreement.** During the term of this Agreement, the Board and the Alternative Education Coordinator may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The Alternative Education Coordinator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

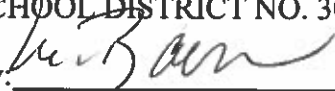
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

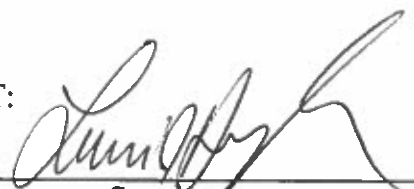


Alternative Education Coordinator

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 10th day of August, 2015, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Michelle M. Sands** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on August 10, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2015 through June 30, 2016 to work 206 days. Your 2015-2016 start date is July 23, 2015 and your last day of work will be June 7, 2016 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Elementary Assistant Principal's salary of \$67,328.93 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Elementary Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Elementary Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Elementary Assistant Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Elementary Assistant Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

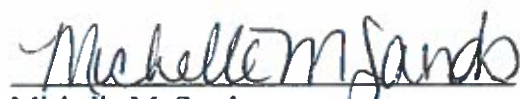
6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

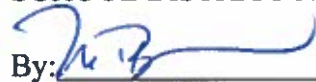
8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

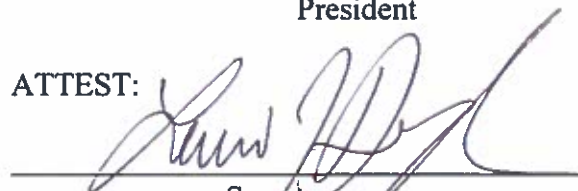

Michelle M. Sands

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name:	Sharon Alexander
Length of Contract:	Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment:	Bednarcik Junior High School
2015-2016 Base Salary	\$105,500.00
2015-2016 TRS Salary:	\$116,445.94
Board Meeting Approval:	April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Sharon Alexander** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. **Salary.** In consideration for the salary of **\$116,445.94** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary **\$116,445.94** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Sharon G. Alexander
Sharon Alexander

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will P. Paul
President

ATTEST: Daniel Paul
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name:	Lindsay F. Allen
Length of Contract:	Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment:	Southbury Elementary
2015-2016 Base Salary	\$86,849.00
2015-2016 TRS Salary:	\$95,859.84
Board Meeting Approval:	April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Lindsay F. Allen** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.
3. **Salary.** In consideration for the salary of **\$95,859.84** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.
 - A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$95,859.84** the second year of this two (2) year agreement.
 - B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
 - C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
 - D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

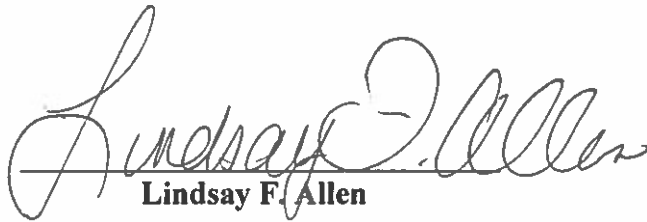
20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL


Lindsay F. Allen

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name:	Jodi Ancel
Length of Contract:	Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment:	Lakewood Creek Elementary
2015-2016 Base Salary	\$94,906.00
2015-2016 TRS Salary:	\$104,752.78
Board Meeting Approval:	April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jodi Ancel** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$104,752.78** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$104,752.78** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL


Jodi Ancel

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name:	Brent J. Anderson
Length of Contract:	Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment:	Murphy Junior High School
2015-2016 Base Salary	\$96,388.00
2015-2016 TRS Salary:	\$106,388.54
Board Meeting Approval:	April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Brent J. Anderson** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.
3. **Salary.** In consideration for the salary of **\$106,388.54** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.
 - A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$106,388.54** the second year of this two (2) year agreement.
 - B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
 - C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
 - D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

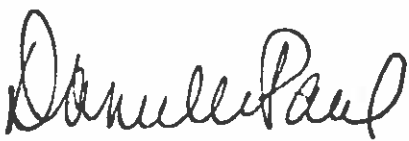


Brent J. Anderson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY PRINCIPAL'S CONTRACT**

Principal's Name: Ryan Anderson
Length of Contract: July 1, 2015 through June 30, 2016
2015-2016 Assignment: Hunt Club Elementary
2015/2016 Base Salary: \$75,339.00
2015/2016 TRS Salary: \$83,155.65
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary Principal"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Elementary Principal is hereby hired and retained from July 1, 2015 through June 30, 2016, as an Elementary Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Elementary Principal of this District shall be all those duties incident to the Elementary Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Elementary Principal, and such other duties as from time-to-time may be assigned to the Elementary Principal by the Superintendent of Schools or designee.

3. Salary. In consideration for the Elementary Principal's salary of **\$83,155.65** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary Principal as set forth in this Agreement. It is the intention of the Board of Education, that any increase to the 2015/2016 contract will be determined by June, 2015. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary Principal, the Elementary Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's permanent disability or incapacity or the Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Elementary Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave

Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Elementary Principal and the members of the Elementary Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000. of Term Life insurance and Long-Term Disability benefits for the Elementary Principal during the

term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Principal \$150.00 each month for mileage expenses.

11. Professional Educator License (PEL). During the term of this contract, the Principal shall hold a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Principal in writing.

14. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

15. If after signing this contract, the Administrator wishes to be released from this contract, or unilaterally resigns his/her employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308, \$5,000.00 in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

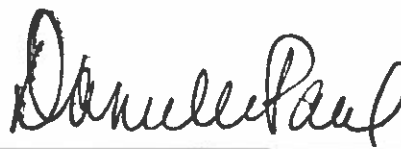
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ELEMENTARY PRINCIPAL


Ryan Anderson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name:	Janet L. DeMont
Length of Contract:	Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment:	East View Kindergarten Center
2015-2016 Base Salary	\$89,696.00
2015-2016 TRS Salary:	\$99,002.23
Board Meeting Approval:	April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Janet L. DeMont** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. **Salary.** In consideration for the salary of **\$99,002.23** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$99,002.23** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL


Janet L. DeMont

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name:	Tarah Fowler
Length of Contract:	Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment:	Traugher Junior High School
2015-2016 Base Salary	\$89,523.00
2015-2016 TRS Salary:	\$98,811.28
Board Meeting Approval:	April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Tarah Fowler** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. **Salary.** In consideration for the salary of **\$98,811.28** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$98,811.28** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Tarah Fowler
Tarah Fowler

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Paul
President

ATTEST: Danille Paul
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Jeffrey Gerard
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: The Wheatlands Elementary
2015-2016 Base Salary \$85,198.00
2015-2016 TRS Salary: \$94,037.55
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jeffrey Gerard** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. **Salary.** In consideration for the salary of **\$94,037.55** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$94,037.55** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

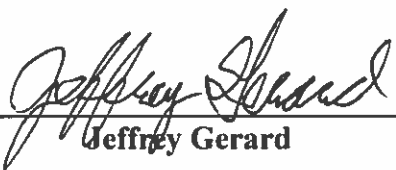
20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

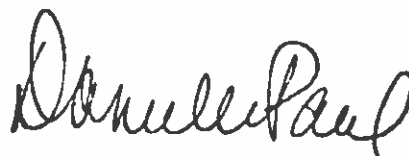


Jeffrey Gerard

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Tammie M. Harmon
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Churchill Elementary
2015-2016 Base Salary: \$86,247.00
2015-2016 TRS Salary: \$95,195.38
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Tammie M. Harmon ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.
3. Salary. In consideration for the salary of **\$95,195.38** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.
 - A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$95,195.38** the second year of this two (2) year agreement.
 - B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
 - C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
 - D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Tammie M. Harmon

Tammie M. Harmon

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will. Powell
President

ATTEST: Danille Paul
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Toia Jones
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Old Post Elementary
2015-2016 Base Salary \$82,728.00
2015-2016 TRS Salary: \$91,311.28
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Toia Jones** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. **Salary.** In consideration for the salary of **\$91,311.28** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$91,311.28** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

- 20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

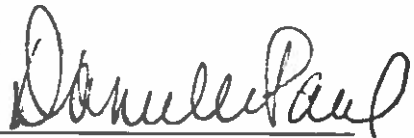


Toia Jones

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Shannon M. Lueders
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Thompson Junior High School
2015-2016 Base Salary \$96,388.00
2015-2016 TRS Salary: \$106,388.54
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Shannon M. Lueders** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.
3. **Salary.** In consideration for the salary of **\$106,388.54** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.
 - A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$106,388.54** the second year of this two (2) year agreement.
 - B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
 - C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
 - D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Shannon M. Lueders
Shannon M. Lueders

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will P. Wall
President

ATTEST: Danell Paul
Secretary



TO: Dr. Brent Anderson, Principal, Murphy Junior High School

FROM: Dr. John W. Sparlin, Associate Superintendent *JWS*

CC: Roxana Sanders, Director of Human Resources
Payroll

DATE: September 29, 2015

RE: 2015-2016 Salary Adjustment due to Completion of a Doctorate Degree

I'm in a receipt of your transcript showing the completion of your Doctorate degree. Congratulations on this achievement! In accordance with your administrative contract, upon completion of a Doctorate degree in education and final transcripts of such degree, the Principal shall receive a base salary increase of \$2,500. Your adjusted base salary for 2015-2016 school year will be 98,888.54 and your adjusted TRS salary will be \$109,147.92.

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: James Martin
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Plank Junior High School
2015-2016 Base Salary \$96,388.00
2015-2016 TRS Salary: \$106,388.54
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **James Martin** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$106,388.54** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$106,388.54** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

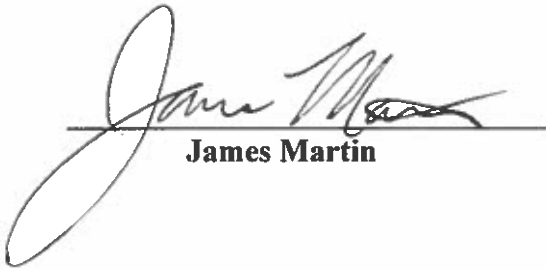
20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL


James Martin

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Andrew J. McCree
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Brokaw Early Learning Center
2015-2016 Base Salary \$80,460.00
2015-2016 TRS Salary: \$88,807.97
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Andrew J. McCree** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$88,807.97** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$88,807.97** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL



Andrew J. McCree

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Michael Mitchinson
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Boulder Hill Elementary
2015-2016 Base Salary: \$92,352.00
2015-2016 TRS Salary: \$101,933.80
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Michael Mitchinson** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$101,933.80** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$101,933.80** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

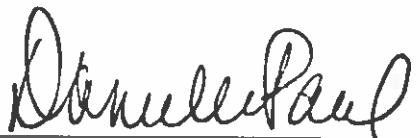
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL


Michael Mitchinson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Philip F. Murray
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Long Beach Elementary
2015-2016 Base Salary: \$90,446.00
2015-2016 TRS Salary: \$99,830.04
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Philip F. Murray** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$99,830.04** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$99,830.04** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL



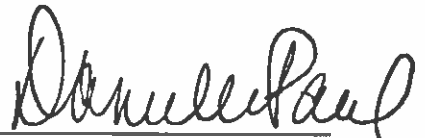
Philip F. Murray

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Dr. Heidi Podjasek
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Principal – Prairie Point Elementary
2015-2016 Base Salary: \$90,925.00
2015-2016 TRS Salary: \$100,358.74
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Dr. Heidi Podjasek** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$100,358.74** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$100,358.74** for the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.
- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

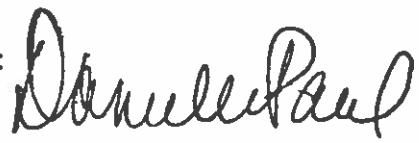


Dr. Heidi Podjasek

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Melinda Renier
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Homestead Elementary
2015-2016 Base Salary \$94,926.00
2015-2016 TRS Salary: \$104,774.86
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Melinda Renier** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$104,774.86** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$104,774.86** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

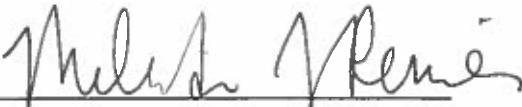
20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

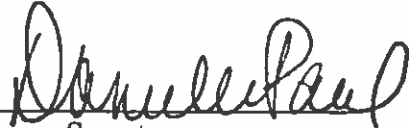


Melinda Renier

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Allison E. Sulkson
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Wolf's Crossing Elementary
2015-2016 Base Salary: \$94,184.00
2015-2016 TRS Salary: \$103,955.87
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Allison E. Sulkson** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. **Salary.** In consideration for the salary of **\$103,955.87** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$103,955.87** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

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parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

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- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

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20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

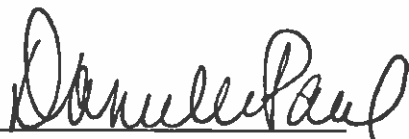
PRINCIPAL

 4/23/2015

Allison Sulkson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Susan M. Tiedt
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Fox Chase Elementary
2015-2016 Base Salary: \$93,343.00
2015-2016 TRS Salary: \$103,027.62
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Susan M. Tiedt** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. **Salary.** In consideration for the salary of **\$103,027.62** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$103,027.62** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Susan M. Tiedt
Susan M. Tiedt

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will. Perall
President

ATTEST:

Daniel Paul
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Michael S. Wayne
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Oswego High School
2015-2016 Base Salary: \$130,685.00
2015-2016 TRS Salary: \$144,243.96
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Michael S. Wayne** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. **Employment and Work Year.** The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. **Duties.** The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. **Salary.** In consideration for the salary of **\$144,243.96** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$144,243.96** the second year of this two (2) year agreement.
- B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL


Michael S. Wayne

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT**

Principal's Name: Beth Wulff
Length of Contract: Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment: Grande Park Elementary
2015-2016 Base Salary: \$92,816.00
2015-2016 TRS Salary: \$102,445.94
Board Meeting Approval: April 27, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Beth Wulff** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.
3. Salary. In consideration for the salary of **\$102,445.94** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.
 - A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **\$102,445.94** the second year of this two (2) year agreement.
 - B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
 - C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
 - D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

- A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

- B. Identify students not meeting state learning standards and develop an action plan to improve student performance.
- C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.
- D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

* 18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

- 20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

* It is my understanding that if I move out of state with my family, I will ~~not~~ be released from this contract with no financial penalty. BW 4-23-15

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

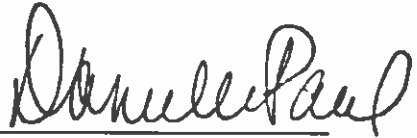
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL


Beth Wulff

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT

AGREEMENT made on the 13th day of July, 2015 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), **Roxanne Jackson** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on July 13, 2015, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Dean of Students is hereby hired and retained from July 1, 2015 to June 30, 2016 to work 196 days. Your 2015/2016 start date is July 30, 2015 and your last day of work will be May 31, 2016 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools.

3. **Salary.** In consideration of a total TRS salary of \$73,951.45 per annum, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Dean of Students for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. In addition to the salary provided herein, the Board shall pay the contribution to the Teachers' Health Insurance Security Fund.

4. **Evaluation.** Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. **Termination by Agreement.** During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

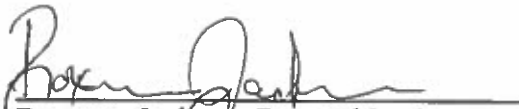
7. **Sick and Personal Leave.** The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and

eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

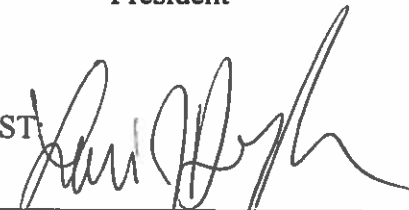
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.


Roxanne Jackson, Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF OPERATIONS CONTRACT**

Name: Robert R. Allison, III
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 Base Salary: \$75,000.00
2015/2016 IMRF Salary: \$78,534.00
Board Meeting Approval: June 22, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Robert R. Allison, III** ("Assistant Director of Operations"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Operations is hereby hired and retained from July 1, 2015 through June 30, 2016, as a Assistant Director of Operations for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Operations of this District shall be all those duties incident to the Assistant Director of Operations position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Operations, and such other duties as from time-to-time may be assigned to the Assistant Director of Operations by the Director of Operations.

3. Salary. In consideration of an IMRF salary of **\$78,534.00** per annum, the Assistant Director of Operations hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Assistant Director of Operations for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff.

4. Evaluation. Annually, not later than June 30th, the Director of Operations shall review with the Assistant Director of Operations, the Assistant Director of Operations progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director of Operations shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Operations shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director of Operations may mutually agree, in writing, to terminate this Agreement.

7. Vacation.
Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new

contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 240 days while you are a IMRF employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Director of Operations and the members of the Assistant Director of Operations's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

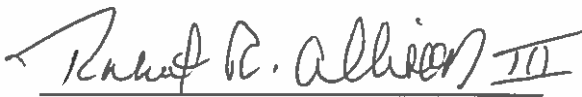
9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Operations during the term of this Agreement.

10. In-District Travel. The Board shall provide the Assistant Director \$150.00 each month for in-district travel expenses.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ASSISTANT DIRECTOR OF OPERATIONS

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308


Robert R. Allison, III

By: 
President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL PRINCIPAL'S CONTRACT**

Principal's Name: Scott L. Savage
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 Base Salary \$118,685.97
2015/2016 TRS Salary: \$131,000.00
Board Meeting Approval: March 23, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("High School Principal"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The High School Principal is hereby hired and retained from July 1, 2015 through June 30, 2016, as a High School Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the High School Principal of this District shall be all those duties incident to the High School Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the High School Principal, and such other duties as from time-to-time may be assigned to the High School Principal by the Superintendent of Schools or designee.

3. Salary. In consideration for the High School Principal's salary of \$131,000.00 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the High School Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of High School Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the High School Principal, the High School Principal's progress toward established goals

and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the High School Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's permanent disability or incapacity or the Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the High School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave

Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the High School Principal and the members of the High School Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000. of Term Life insurance and Long-Term Disability benefits for the High School Principal during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Principal \$150.00 each month for mileage expenses.

11. Professional Educator License (PEL). During the term of this contract, the Principal shall hold a valid and properly registered Professional Educator License (PEL) issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Principal in writing.

14. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

15. If after signing this contract, the Administrator wishes to be released from this contract, or unilaterally resigns his/her employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308, \$5,000.00 in liquidated damages.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

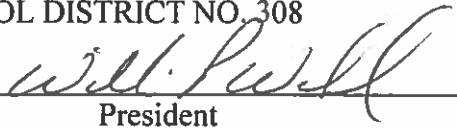
HIGH SCHOOL PRINCIPAL



Scott L. Savage

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____


President

ATTEST:



Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
EXECUTIVE DIRECTOR CONTRACT**

Executive Director Name:	Valerie M. Patterson
Length of Contract:	Multi-Year – July 1, 2015 through June 30, 2017
2015-2016 Assignment:	Executive Director of District Student Services
2015-2016 Base Salary	\$114,096.00
2015-2016 TRS Salary:	\$125,933.80
Board Meeting Approval:	May 11, 2015

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 (“the Board”), and **Valerie M. Patterson** (“Executive Director”), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Executive Director is hereby hired and retained to work the two (2) years defined above as Executive Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Executive Director of this District shall be all those duties incident to the Executive Director position as set forth in the Executive Director job description and Board policies, those obligations imposed by Illinois law upon the Executive Director, and such other duties as from time-to-time may be assigned to the Executive Director by the Superintendent or designee.

3. Salary. In consideration for the salary of **\$125,933.80** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers’ Retirement System (TRS), the Executive Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Executive Director as set forth in this Agreement or in policies or rules established by the Board.

- A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Executive Director will receive no less than the TRS included salary of **\$125,933.80** for the second year of this two (2) year agreement.
- B. The Executive Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
- C. In addition to the salary provided herein, the Board shall pay the Teachers’ Health Insurance Security Fund (THIS) contribution.
- D. Both parties acknowledge that the Executive Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions

are made as a condition of employment to secure the Executive Director future services, knowledge, and experience.

- E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Executive Director, nor as an extension of the termination date of this contract.
- F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Director shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Director continues to be employed by the Board (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Executive Director, the Executive Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Executive Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Executive Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Executive Director which is detrimental to the best interests of the School District. The Executive Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Executive Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Executive Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Executive Director stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Executive Director duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Executive Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Executive Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Executive Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Executive Director vacation bank exceeds twenty-five (25) days as of July 1, the Executive Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's

or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Executive Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Executive Director unilaterally terminates this contract prior to its end date, the Executive Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Executive Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Executive Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Executive Director and the members of the Executive Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Executive Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Executive Director \$200.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Executive Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Executive Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Executive Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Executive Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Executive Director. As part of the annual evaluation, the Executive Director and Superintendent or designee shall meet to review the

Executive Director progress towards the following performance and academic improvement goals. The Executive Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. Collaboratively facilitate the review of the Multi-Tiered System of Support framework by incorporating best practice district-aligned supports and resources PK-12.
2. Work with 308 administration to construct, data-informed interactive supports for Rights and Responsibilities (parent resources, webcast/podcast resources, administrative resources for in-school interventions).
3. Audit Student Services in grade 6-12; map out strategic plan for moving toward best practice delivery of student services per American School Counselor Association.

The Superintendent or designee will review and assess the Executive Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Executive Director provided the Executive Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Executive Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Executive Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Executive Director at the address furnished by the Executive Director and on file in the Executive Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Executive Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Executive Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS (\$5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Executive Director to inform the Superintendent or his/her designee, if the Executive Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

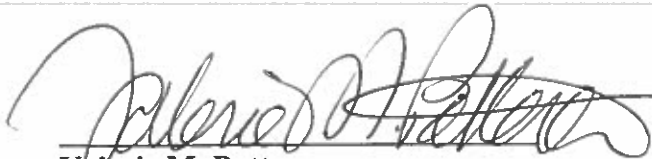
20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

- 20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

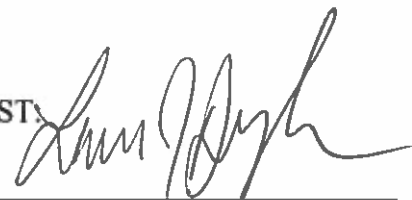
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

EXECUTIVE DIRECTOR OF
STUDENT SERVICES


Valerie M. Patterson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**MODIFICATIONS TO SUPERINTENDENT
CONTRACT OF EMPLOYMENT**

AGREEMENT made this 27th day of April, 2015, by and between the Board of Education, Community Unit School District No. 308 (hereinafter "the Board"), and MATTHEW WENDT (hereinafter "WENDT"), ratified by motion adopted at a regular meeting of the Board held on April 27, 2015, and found in the minutes of that meeting, to modify the 2014-2019 Superintendent Contract of Employment executed on March 31, 2014, in accordance with Paragraph 19 of that Agreement.

IT IS AGREED:

I. All terms and conditions of the Superintendent Contract of Employment executed on March 31, 2014 remain valid except where modified below.

II. The following language shall replace Paragraphs 3(A) and 3(B) of the 2014-2019 Superintendent Contract of Employment:

3. Salary: In consideration of the following salary amounts, WENDT hereby agrees to devote such time, skill, labor, and attention to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties as set forth in this Agreement by Board policies or in rules or regulations established by the Board:

A. From July 1, 2015 through June 30, 2016, the Board shall pay WENDT a base salary of Two Hundred Fifty Thousand Dollars (\$250,000.00) ("Base Salary").

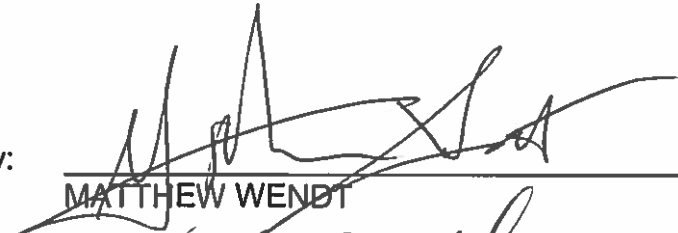
B. Each subsequent contract year of this Agreement, WENDT shall be paid a base salary to be determined by the Board. In no case shall the Board reduce WENDT's base salary below Two Hundred Fifty Thousand Dollars (\$250,000.00).

III. The following language shall replace Paragraph 10(C) of the 2014-2019 Superintendent Contract of Employment:

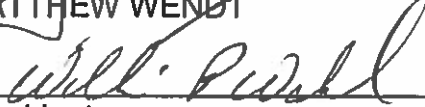
10. Performance Based Goals ("Goals"): This Agreement is a performance-based contract pursuant to Section 10-23.8 of The School Code.

C. In addition, each contract year, the Board and WENDT agree that additional Student Performance and Academic Improvement Goals may be mutually developed and attached as Exhibit A no later than June 1st of the preceding contract year.

By:


MATTHEW WENDT

By:


President
Board of Education
Oswego Community Unit School District
No. 308

ATTEST:



Secretary
Board of Education
Oswego Community Unit School District No. 308

**SUPERINTENDENT
CONTRACT OF EMPLOYMENT**

AGREEMENT made this 31 day of March, 2014, by and between the Board of Education, Oswego Community Unit School District No. 308 (hereinafter "the Board"), and MATTHEW WENDT (hereinafter "WENDT"), ratified by motion adopted at a regular meeting of the Board held on March 31, 2014, and found in the minutes of that meeting.

IT IS AGREED:

1. Employment: WENDT is hereby hired and retained from July 1, 2014 to June 30, 2019 as SUPERINTENDENT. WENDT hereby accepts and agrees to such hiring, engagement and employment subject to the general supervision and pursuant to the orders, advice and direction of the Board.
2. Duties: The duties and responsibilities of WENDT shall be all those duties incident to the office of SUPERINTENDENT as set forth in the job description as prescribed by Board policy; those obligations imposed by the law of the State of Illinois; and to perform such other duties incidental to the office of the Superintendent as from time to time may be assigned to WENDT by the Board. The Board reserves the right to assign WENDT to different duties for which he is certified from time to time during the contract, without a loss of contract term, pay or benefits.
3. Salary: In consideration of the following salary amounts, WENDT hereby agrees to devote such time, skill, labor, and attention to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties as set forth in this Agreement by Board policies or in rules or regulations established by the Board:
 - A. From July 1, 2014 through June 30, 2015, the Board shall pay WENDT a base salary of Two Hundred Twenty Five Thousand Dollars (\$225,000.00) ("Base Salary").
 - B. Each subsequent contract year of this Agreement, WENDT shall be paid a base salary to be determined by the Board. In no case shall the Board reduce WENDT's base salary below Two Hundred Twenty Five Thousand Dollars (\$225,000.00).
 - C. The base salary for each year of this Agreement shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated members of the professional staff. Any adjustment in salary made during the life of

this Agreement shall be in the form of an amendment and shall become a part of this Agreement. It is provided, however, that by so doing it shall not be considered that the Board has entered into a new agreement with WENDT nor that the termination date of this Agreement has been in any way extended.

- D. The Board shall pay on behalf of WENDT all contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 and Section 16-133.1 of the Illinois Pension Code, as amended from time to time. If the current employee contribution rate required by TRS to be remitted decreases, the Board shall pay the difference to the Superintendent as salary to the extent the Board's total cost for salary and pick up of the TRS contribution does not exceed the Board's total cost before the TRS contribution rate decrease. The Board further agrees to pay and shelter that portion of the salary that is required as a contribution to TRS. Except as expressly provided herein paragraph 3.D., WENDT shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on his behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Illinois Pension Code and TRS rules and regulations.

4. Vacation: WENDT shall receive Twenty Five (25) days of vacation in each school year of this Agreement, exclusive of weekends and school holidays as defined in the School Code. Requests for vacation leave in excess of two (2) consecutive work days shall be subject to the approval of the Board President. Vacation leave for two (2) or fewer consecutive work days may be taken by providing electronic written communication to the Board President at least twenty-four (24) hours in advance of the vacation leave. Each contract year, WENDT may exchange a maximum of ten (10) unused vacation days for payment at the then current per diem in lieu of using said vacation days. WENDT shall be permitted to carry over any remaining unpaid vacation days up to Ten (10) days of vacation during each year of this Agreement for a maximum of Thirty (30) days of carried over vacation. At the termination of this Agreement, WENDT shall be paid for any accrued but unused vacation days not to exceed Thirty (30) days at WENDT's then current per diem.

5. Sick Leave: WENDT shall receive Fifteen (15) days of sick leave annually, of which Three (3) days can be used as personal leave days. Earned sick leave may accumulate to a maximum of 340 days.

6. Travel Expense: WENDT shall receive a monthly stipend of Four Hundred Sixteen Dollars and Sixty Six Cents (\$416.66) for District-related travel and mileage expenses.

7. Medical, Dental and Vision Insurance: If elected by WENDT, the Board shall provide 100% of the cost of the premium for vision insurance and 80% of the cost of the premium for medical and dental insurance for WENDT and members of his immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

8. Term Life and Long-Term Disability: The Board shall provide for ONE HUNDRED THOUSAND DOLLARS (\$100,000.00) of Term Life Insurance and Long-Term Disability benefits for WENDT during the term of this Agreement.

9. Annuity: Upon WENDT's satisfactory service each year of this Agreement, the Board shall, in accordance with applicable state and federal law, annually make a contribution to a tax-sheltered annuity or other account type qualifying under Section 403(b) and/or Section 457(h) of the *Internal Revenue Code of 1986* as amended, selected by WENDT, in the following amounts:

- A. Upon completion of WENDT's satisfactory service during the period July 1, 2014 through June 30, 2015, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2015.
- B. Upon completion of WENDT's satisfactory service during the period from July 1, 2015 through June 30, 2016, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2016.
- C. Upon completion of WENDT's satisfactory service during the period from July 1, 2016 through June 30, 2017, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2017.
- D. Upon completion of WENDT's satisfactory service during the period from July 1, 2017 through June 30, 2018, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2018.
- E. Upon completion of WENDT's satisfactory service during the period from July 1, 2018 through June 30, 2019, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2019.

The annuity will be in WENDT's name and all interest or dividends, as well as the principal amount, shall accrue and become the property of WENDT after his

retirement.

10. Performance Based Goals ("Goals"): This Agreement is a performance-based contract pursuant to Section 10-23.8 of The School Code.

A. Annually, WENDT, with the assistance of his administrative team, shall (1) evaluate student performance, including, but not limited to, student performance on standardized tests, successful completion of the curriculum, and attendance and drop-out rates; (2) review the curriculum and instructional services; (3) review school finances; and (4) report to the school board on his findings as to (a) student performance and (b) his recommendations, if any, for curriculum or instructional changes as a result of his evaluation of student performance.

B. In addition, by 2019, the composite score of District students taking the ACT shall be 23.

C. In addition, each contract year, the Board and WENDT agree that additional Student Performance and Academic Improvement Goals for the purposes of a merit bonus will be developed and attached as Exhibit A no later than June 1st of the preceding contract year. The Board shall pay WENDT a merit bonus for the completion of certain Goals in each year of the Agreement as provided in Exhibit A and as follows:

i. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2014-2015 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Twenty Seven Thousand Five Hundred Dollars (\$27,500). This payment will be made in the first pay cycle of June 2015.

A. ii. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2015-2016 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Thirty Two Thousand Five Hundred Dollars (\$32,500). This payment will be made in the first pay cycle of June 2016.

B. iii. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2016-2017 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Thirty Seven Thousand Five Hundred Dollars (\$37,500). This payment will be made in the first pay cycle of June 2017.

C. iv. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2017-2018 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Forty Two Thousand Five Hundred Dollars (\$42,500). This payment will be made in the first pay cycle of June 2018.

D. v. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2018-2019 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Forty Seven Thousand Five Hundred Dollars (\$47,500). This payment will be made in the first pay cycle of June 2019.

11. Waiver of Tenure: By accepting the terms of a multi-year contract, WENDT acknowledges that he waives all rights granted him under Sections 24-11 through 24-16 of The School Code for the duration of his employment under a multi-year employment contract.

12. Evaluation: WENDT's performance shall be evaluated annually by the Board no later than February 1 of each calendar year. WENDT shall be responsible for notifying the BOARD of the responsibility to evaluate him no later than December 31 of each year. It is agreed by the Board and WENDT that as part of this annual evaluation the Superintendent and the Board will review progress toward the achievement of the Goals set forth in Paragraph 10 and make appropriate modifications to the Goals and/or the program to achieve the Goals as may be mutually agreed to by the Board and WENDT.

13. Reappointment: Notice of intent not to renew this contract must be given to WENDT, in writing stating the specific reasons thereof, by the Board by April 1st of the last year of the contract. Failure to do so shall extend this Agreement for one (1) additional year. WENDT shall be provided all hearing rights as set forth in 105 ILCS 5/10-21.4.

14. Discharge for Cause: Through the term of this Agreement, WENDT shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that WENDT shall have the right to service of written charges, notice of hearing and a hearing before the Board. Cause is defined as: incompetence, cruelty, negligence, immorality, or other conduct which is seriously prejudicial to the District. If WENDT chooses to be accompanied by counsel at such hearing, WENDT shall pay for his personal expenses. Failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

15. Criminal Background Investigation: The BOARD is prohibited from knowingly employing a person who is convicted of committing or attempting to commit certain criminal offenses. In the event it is learned that there has been a prohibited conviction, this contract shall immediately become null and void.

16. Other Work: The Board encourages WENDT to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations to further his professional growth, as long as such activities do not interfere with WENDT's performance of his duties under this Agreement.

17. Professional Activities: The Board shall encourage WENDT to attend appropriate professional meetings at all local, state and national levels and to hold such membership as he deems appropriate, to the extent allowable by the Board's budget. Upon prior approval by the Board, the Board shall reimburse WENDT for the costs of such attendance and memberships. WENDT shall not, without formal approval from the Board, serve on or advise any board or organization that has an ongoing financial relationship with the District including, but not limited to, the Oswegoland Park District, the Oswego Senior Center and the Oswego YMCA.

18. Disability: Should WENDT be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond WENDT's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations of the parties shall terminate. Prior to termination for disability, WENDT may request a hearing before the Board in closed session.

19. Termination or Modification of this Agreement: During the term of this Agreement, the Board and WENDT may mutually agree, in writing, to terminate or modify this Agreement.

20. Medical Examination: Once a year during the term of this Agreement, WENDT shall obtain a comprehensive medical examination at the Board's expense. WENDT shall provide to the Board a copy of the examination or a certificate of the physician certifying WENDT's physical competence on a form approved by the Board. However, at any time that the Board believes it is necessary, WENDT may be required to take a comprehensive medical (including a comprehensive drug screen and blood analysis) and/or psychological examination from a physician identified by the Board, at the sole expense of the Board and on a form approved by the Board.

21. Notice: Any notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of mailing thereof by registered or certified mail, addressed:

If to the Board, to:

Oswego Community Unit School District # 308
4175 Route 71
Oswego, IL 60543
Attn: School Board President

If to WENDT, to:

Dr. Matthew Wendt
Oswego, IL 60543-8095

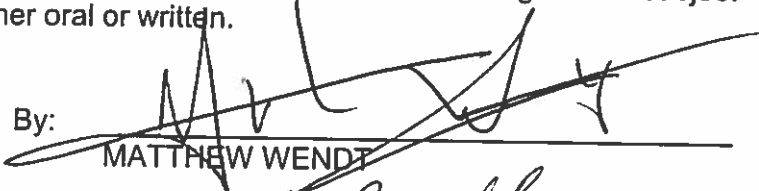
Dr. Wendt will provide the Board President with any changes in address during the term of this Agreement.

22. Miscellaneous

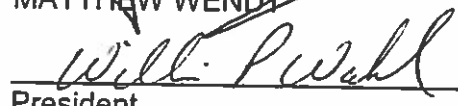
- 22.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 22.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between any headings or numbers and the text of this Agreement, the text shall control.
- 22.3 This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 22.4 If any provision of this Agreement is deemed invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of all other provisions of this Agreement shall not be impaired or affected without the mutual Agreement of WENDT and the Board.
- 22.5 This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this new Agreement and supersedes all prior agreements, arrangements, and

communications between the parties concerning such subject matter whether oral or written.

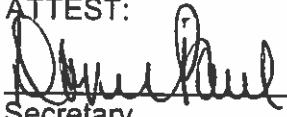
By:


MATTHEW WENDT

By:


President
Board of Education
Oswego Community Unit School District
No. 308

ATTEST:


Secretary

Board of Education

Oswego Community Unit School District No. 308