



November 29, 2017

Patrick Stiles
7 Fieldcrest Drive

VIA EMAIL – tstiles724@sbcglobal.net

Re: FOIA Request Dated November 2, 2017 and received November 2, 2017

Subject: This is a request under the Illinois Freedom of Information Act. Please provide the following in an electronic format: Names, salaries, and job titles for all Administration employees for the years 2014, 2015, 2016, 2017.

Dear Mr. Stiles:

This letter will serve as Community Unit School District 308's response to your November 2, 2017 request under the Freedom of Information Act (5 ILCS 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 #17-26.*

Please be advised that to comply with your FOIA request, the district incurred an expense that comprised of the cost of labor and resources used to search for records responsive to your request.

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

Theresa Komitas
Freedom of Information Officer

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

Principal's Name: Lindsay F. Allen
Contract Year: 2017-2018
2017-2018 Base Salary \$86,849.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$86,849.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Lindsay F. Allen

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Robert R. Allison III
Contract Years: 2017-2018
2017-2018 Base Salary: \$75,000.00
2017-2018 IMRF Salary: \$78,534.00
Board Meeting Approval: February 13, 2017

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"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director of Operations for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$75,000.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Illinois Municipal Retirement Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the

IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$150.00 each month for in-district travel expenses.

C. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Robert R. Allison III

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Jodi L. Ancel
Contract Year: 2017-2018
2017-2018 Base Salary \$94,906.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Jodi L. 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$94,906.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Jodi L. Ancel

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Dr. Brent J. Anderson
Contract Year: 2017-2018
2017-2018 Base Salary \$101,387.99
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Dr. 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$101,387.99 for the 2017-2018 contract year, 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.

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.

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.

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice of reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

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- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Dr. Brent J. Anderson

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Brandon E. Baisden
Contract Year: 2017-2018
2017-2018 Base Salary \$62,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Brandon E. Baisden ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$62,000.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment Contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Brandon E. Baisden

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Dr. Gregory P. Baker

Contract Year: 2017-2018

2017-2018 Base Salary \$83,000.00

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Dr. Gregory P. Baker ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as a High School Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 216 work days per contract year starting on July 17, 2017 and ending on June 14, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$83,000.00 for the 2017-2018 contract year, the 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 Assistant Principal as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Principal, or as an extension of the termination date of this contract.

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

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

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal provided the Assistant Principal has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return

receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.

2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Dr. Gregory P. Baker

By: _____
President

ATTEST:

Secretary

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

Director's Name: Michael J. Barr
Contract Year: 2017-2018
2017-2018 Base Salary \$104,981.00
2017-2018 IMRF Salary: \$109,927.70
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of Operations for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$104,981.00 for the 2017-2018 contract year, 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.

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.

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.)

3. Illinois Municipal Retirement Fund. In addition to the base salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$200.00 each month for in-district travel expenses.

C. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.

3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Michael J. Barr

By: _____
President

ATTEST:

Secretary

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

Director's Name: Derrick S. Berlin
Contract Year: 2017-2018
2017-2018 Base Salary \$104,920.00
2017-2018 IMRF Salary: \$109,863.83
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of Transportation for Community Unit School District No. 308, Oswego, Illinois.
- 2.
3. Salary. In consideration for the base salary of \$104,920.00 for the 2017-2018 contract year, 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.

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.

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. Illinois Municipal Retirement Fund. In addition to the base salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$200.00 each month for in-district travel expenses.

C. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.

3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Derrick S. Berlin

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Laura C. Bingham
Contract Year: 2017-2018
2017-2018 Base Salary \$69,920.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Laura C. Bingham ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$69,920.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Laura C. Bingham

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Andrea K. Bobosky
Contract Year: 2017-2018
2017-2018 Base Salary \$61,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Andrea K. Bobosky ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$61,000.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment Contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Andrea K. Bobosky

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Kristen E. Bonie
Contract Year: 2017-2018
2017-2018 Base Salary \$71,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Kristen E. Bonie ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director of Elementary Special Education for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$71,000.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$100.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Director of the School District.

D. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Kristen E. Bonie

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Kelley L. Budd
Contract Year: 2017-2018
2017-2018 Base Salary \$62,766.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Kelley L. Budd ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$62,766.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Kelley L. Budd

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Deven Butusov
Contract Year: 2017-2018
2017-2018 Base Salary \$78,962.23
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Deven Butusov ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as a High School Special Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 216 work days per contract year starting on July 17, 2017 and ending on June 14, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$78,962.23.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Deven Butusov

By: _____
President

ATTEST:

Secretary

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

Dean's Name: Melissa A. Calvert
Contract Year: 2017-2018
2017-2018 Base Salary \$63,500.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Melissa A. Calvert ("Dean"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Dean is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Dean of Students for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 196 work days per contract year starting on July 31, 2017 and ending on May 31, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$63,500.00 for the 2017-2018 contract year, the Dean 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 Dean as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Dean, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Dean 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 Dean continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean does 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 Dean's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Dean shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Dean's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Dean will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Dean at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Dean during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Dean 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 Dean of Students.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Dean of this District shall be all those duties incident to the Dean position as set forth in the Dean job description and Board policies, those obligations imposed by Illinois law upon the Dean, and such other duties as from time-to-time may be assigned to the Dean by the Superintendent or designee. The Dean shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Principal or designee shall review with the Dean and assess the Dean's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Dean provided the Dean has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Dean's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Dean by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this contract, the Board and the Dean may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Dean to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Agreement, the Dean shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Dean which is detrimental to the best interests of the School District. The Dean's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Dean and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Dean at the address furnished by the Dean and on file in the Dean's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Dean to inform the Superintendent or his/her designee, if the Dean is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

4. 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.
5. 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.
6. 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.

DEAN

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Melissa A. Calvert

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Akiva S. Carson

Contract Year: 2017-2018

2017-2018 Base Salary \$80,000.00

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Akiva S. Carson ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as a High School Special Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 216 work days per contract year starting on July 17, 2017 and ending on June 14, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$80,000.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Akiva S. Carson

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Cara C. Chase
Contract Year: 2017-2018
2017-2018 Base Salary \$60,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Cara C. Chase ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$60,000.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Cara C. Chase

By: _____
President

ATTEST:

Secretary

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

Director's Name: Allen K. Clasen
Contract Year: 2017-2018
2017-2018 Base Salary \$110,005.00
2017-2018 IMRF Salary: \$115,188.44
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of Technology for Community Unit School District No. 308, Oswego, Illinois.
- 2.
3. Salary. In consideration for the base salary of \$110,005.00 for the 2017-2018 contract year, 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.

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.

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. Illinois Municipal Retirement Fund. In addition to the base salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$250.00 each month for in-district travel expenses.

C. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.

3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Allen K. Clasen

By: _____
President

ATTEST:

Secretary

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

Dean's Name: Daniel O. Clausen
Contract Year: 2017-2018
2017-2018 Base Salary \$72,500.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Daniel O. Clausen ("Dean"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Dean is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Dean of Students for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 196 work days per contract year starting on July 31, 2017 and ending on May 31, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$72,500.00 for the 2017-2018 contract year, the Dean 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 Dean as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Dean, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Dean 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 Dean continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean does 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 Dean's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Dean shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Dean's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Dean will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Dean at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Dean during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Dean 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 Dean of Students.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Dean of this District shall be all those duties incident to the Dean position as set forth in the Dean job description and Board policies, those obligations imposed by Illinois law upon the Dean, and such other duties as from time-to-time may be assigned to the Dean by the Superintendent or designee. The Dean shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Principal or designee shall review with the Dean and assess the Dean's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Dean provided the Dean has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Dean's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Dean by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this contract, the Board and the Dean may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Dean to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Agreement, the Dean shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Dean which is detrimental to the best interests of the School District. The Dean's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Dean and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Dean at the address furnished by the Dean and on file in the Dean's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Dean to inform the Superintendent or his/her designee, if the Dean is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

4. 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.
5. 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.
6. 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.

DEAN

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Daniel O. Clausen

By: _____
President

ATTEST:

Secretary

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

Dean's Name: Brian P. Cooney
Contract Year: 2017-2018
2017-2018 Base Salary \$74,829.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Brian P. Cooney ("Dean"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Dean is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Dean of Students for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 196 work days per contract year starting on July 31, 2017 and ending on May 31, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$74,829.00 for the 2017-2018 contract year, the Dean 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 Dean as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Dean, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Dean 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 Dean continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean does 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 Dean's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Dean shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Dean's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Dean will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Dean at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Dean during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Dean 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 Dean of Students.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Dean of this District shall be all those duties incident to the Dean position as set forth in the Dean job description and Board policies, those obligations imposed by Illinois law upon the Dean, and such other duties as from time-to-time may be assigned to the Dean by the Superintendent or designee. The Dean shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Principal or designee shall review with the Dean and assess the Dean's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Dean provided the Dean has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Dean's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Dean by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Dean may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Dean to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Dean shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Dean which is detrimental to the best interests of the School District. The Dean's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Dean and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Dean at the address furnished by the Dean and on file in the Dean's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Dean to inform the Superintendent or his/her designee, if the Dean is named a finalist for any other position outside of School District. 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

4. 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.
5. 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.
6. 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.

DEAN

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Brian P. Cooney

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Margaret M. Darnell
Contract Year: 2017-2018
2017-2018 Base Salary \$79,500.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Margaret M. Darnell ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as a High School Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 216 work days per contract year starting on July 17, 2017 and ending on June 14, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$79,500.00 for the 2017-2018 contract year, the 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 Assistant Principal as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Principal, or as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal

job description and Board policies, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal provided the Assistant Principal has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Margaret M. Darnell

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Janet L. DeMont
Contract Year: 2017-2018
2017-2018 Base Salary \$89,696.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Janet DeMont ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$89,696.00 for the 2017-2018 contract year, the 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 Assistant Principal as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Principal, or as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Assistant Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Assistant Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Assistant 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 fifteen (15) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Assistant Principal during the term of this Agreement.
5. In-District Travel. The Board shall provide the Assistant Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

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

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal provided the Assistant Principal has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the 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 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 Assistant Principal which is detrimental to the best interests of

the School District. The Assistant Principal's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Janet L. DeMont

By: _____
President

ATTEST:

Secretary

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

Director's Name: Dr. Brenda M. Dixon
Contract Year: 2017-2018
2017-2018 Base Salary \$107,754.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of Assessment, Data and Accountability for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$107,754.00 for the 2017-2018 contract year, 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.

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.

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.

2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.

3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Dr. Brenda M. Dixon

By: _____
President

ATTEST:

Secretary

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

Director's Name: Melanie A. Eilers
Contract Year: 2017-2018
2017-2018 Base Salary \$87,499.99
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of Health Services for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$87,499.99 for the 2017-2018 contract year, 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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice of reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Melanie A. Eilers

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Matthew J. Epperley

Contract Year: 2017-2018

2017-2018 Base Salary \$77,000.00

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Matthew J. Epperley ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director for Student Services for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$77,000.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$200.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Director of the School District.

D. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Matthew J. Epperley

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Christopher S. Ferko

Contract Year: 2017-2018

2017-2018 Base Salary \$70,000.00

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Christopher S. Ferko ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$70,000.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Christopher S. Ferko

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Amy K. Feulner
Contract Year: 2017-2018
2017-2018 Base Salary \$61,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Amy K. Feulner ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$61,000.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Amy K. Feulner

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Tarah C. Fowler
Contract Year: 2017-2018
2017-2018 Base Salary \$89,523.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Tarah C. 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$89,523.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Tarah C. Fowler

By: _____
President

ATTEST:

Secretary

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

Principal's Name: John D. Francis
Contract Year: 2017-2018
2017-2018 Base Salary \$88,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and John D. Francis ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$88,000.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

John D. Francis

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Barbara A. Garrison
Contract Year: 2017-2018
2017-2018 Base Salary \$70,614.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Barbara A. Garrison ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$70,614.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Barbara A. Garrison

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Jeffrey L. Gerard
Contract Year: 2017-2018
2017-2018 Base Salary \$85,198.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Jeffrey L. 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$85,198.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Jeffrey L. Gerard

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ALTERNATIVE EDUCATION COORDINATOR'S CONTRACT**

Coordinator's Name: Meredith L. Gerardot
Contract Year: 2017-2018
2017-2018 Base Salary \$71,088.93
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Meredith L. Gerardot ("Alternative Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Alternative Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 196 work days per contract year starting on July 31, 2017 and ending on May 31, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$71,088.93 for the 2017-2018 contract year, the Alternative Education Coordinator 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 Alternative Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Alternative Education Coordinator, or as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Alternative Education Coordinator 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 Dean continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution.

Both parties acknowledge that the Alternative Education Coordinator does 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 Alternative Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Alternative Education Coordinator and the members of the Alternative Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Alternative Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Alternative Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Alternative Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Alternative Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Dean during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Alternative Education Coordinator 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 an Alternative Education Coordinator.

D. DUTIES AND EVALUATION

1. **Duties.** The duties and responsibilities of the Alternative Education Coordinator of this District shall be all those duties incident to the Alternative Education Coordinator position as set forth in the Alternative Education Coordinator job description and Board policies, those obligations imposed by Illinois law upon the Alternative Education Coordinator and such other duties as from time-to-time may be assigned to the Alternative Education Coordinator by the Superintendent or designee. The Alternative Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.
2. **Evaluation.** Annually, not later than March 1st, the Principal or designee shall review with the Alternative Education Coordinator and assess the Alternative Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. **Renewal.** This contract may be extended at the end of any contract year by mutual agreement of the Board and the Alternative Education Coordinator provided the Alternative Education Coordinator has met all of the performance and improvement goals.
2. **Non-Renewal.** In the event the Board determines not to renew the Alternative Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Alternative Education Coordinator by the Board in accordance with any applicable requirements of the School Code.
3. **Grounds for Termination.**
This employment contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this contract, the Board and the Alternative Education Coordinator may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Alternative Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Agreement, the Alternative Education Coordinator shall be subject to discharge for 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. Discharge for cause shall be for any conduct, act, or failure to act by the Alternative Education Coordinator which is detrimental to the best interests of the School District. The Alternative Education Coordinator's failure to comply with the terms and conditions

of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Alternative Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Alternative Education Coordinator at the address furnished by the Alternative Education Coordinator and on file in the Alternative Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Alternative Education Coordinator to inform the Superintendent or his/her designee, if the Alternative Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

ALTERNATIVE EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Meredith L. Gerardot

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Elisabeth D. Gillham
Contract Year: 2017-2018
2017-2018 Base Salary \$66,430.01

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Elisabeth D. Gillham ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$66,403.01 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals set forth above and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment Contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and

conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Elisabeth D. Gillham

By: _____
President

ATTEST:

Secretary

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

Director's Name: Brian T. Graves
Contract Year: 2017-2018
2017-2018 Base Salary \$89,500.00
2017-2018 IMRF Salary: \$93,717.24
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of Communications and Public Relations for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$89,500.00 for the 2017-2018 contract year, 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.

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.

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.)

3. Illinois Municipal Retirement Fund. In addition to the base salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$400.00 each month for in-district travel expenses.

C. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.

3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Brian T. Graves

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Christopher L. Grays

Contract Year: 2017-2018

2017-2018 Base Salary \$79,000.00

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Christopher L. Grays ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as a High School Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 216 work days per contract year starting on July 17, 2017 and ending on June 14, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$79,000.00 for the 2017-2018 contract year, the 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 Assistant Principal as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Principal, or as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal

job description and Board policies, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal provided the Assistant Principal has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Christopher L. Grays

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Dr. Jennifer A. Groves
Contract Year: 2017-2018
2017-2018 Base Salary \$85,164.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Dr. Jennifer A. Groves ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$85,164.00 for the 2017-2018 contract year, 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.

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.

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.

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.

2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.

2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Dr. Jennifer A. Groves

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Patrick R. Haddock
Contract Year: 2017-2018
2017-2018 Base Salary \$82,717.78
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Patrick R. Haddock ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$82,717.78 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Patrick R. Haddock

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Tammie M. Harmon
Contract Year: 2017-2018
2017-2018 Base Salary \$86,247.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$86,247.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Tammie M. Harmon

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Sandra L. Hock
Contract Year: 2017-2018
2017-2018 Base Salary \$65,317.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Sandra L. Hock ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$65,317.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District. 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Sandra L. Hock

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Joseph M. Hoffman
Contract Year: 2017-2018
2017-2018 Base Salary \$84,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Joseph M. Hoffman ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director of Secondary Special Education for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$84,000.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$100.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Director of the School District.

D. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Joseph M. Hoffman

By: _____
President

ATTEST:

Secretary

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

Director's Name: Darren L. Howard
Contract Year: 2017-2018
2017-2018 Base Salary \$91,186.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Darren L. Howard ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as the District and High School Athletic Director for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$91,186.00 for the 2017-2018 contract year, 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.

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.

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.)

District Athletic Director (Stipend position)

The duties and responsibilities of the District and High School Athletic Director shall be all those duties incident to the District Athletic Director as set forth in the position job description. You will be paid a yearly stipend for as long as you hold this position. For the 2017/2018 school year, the base annual stipend will equal the equivalent of Category 10, Step 11 of the 2017/2018 Athletic Activities Stipend grid.

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Darren L. Howard

By: _____
President

ATTEST:

Secretary

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

Dean's Name: Roxanne Jackson
Contract Year: 2017-2018
2017-2018 Base Salary \$67,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Roxanne Jackson ("Dean"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Dean is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Dean of Students for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 196 work days per contract year starting on July 31, 2017 and ending on May 31, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$67,000.00 for the 2017-2018 contract year, the Dean 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 Dean as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Dean, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Dean 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 Dean continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean does 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 Dean's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Dean shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Dean's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Dean will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Dean at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Dean during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Dean 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 Dean of Students.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Dean of this District shall be all those duties incident to the Dean position as set forth in the Dean job description and Board policies, those obligations imposed by Illinois law upon the Dean, and such other duties as from time-to-time may be assigned to the Dean by the Superintendent or designee. The Dean shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Principal or designee shall review with the Dean and assess the Dean's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Dean provided the Dean has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Dean's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Dean by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Dean may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Dean to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Dean shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Dean which is detrimental to the best interests of the School District. The Dean's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Dean and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Dean at the address furnished by the Dean and on file in the Dean's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Dean to inform the Superintendent or his/her designee, if the Dean is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

4. 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.
5. 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.
6. 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.

DEAN

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Roxanne Jackson

By: _____
President

ATTEST:

Secretary

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

Dean's Name: David M. Jones
Contract Year: 2017-2018
2017-2018 Base Salary \$75,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and David M. Jones ("Dean"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Dean is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Dean of Students for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 196 work days per contract year starting on July 31, 2017 and ending on May 31, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$75,000.00 for the 2017-2018 contract year, the Dean 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 Dean as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Dean, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Dean 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 Dean continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean does 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 Dean's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Dean shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Dean's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Dean will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Dean at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Dean during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Dean 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 Dean of Students.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Dean of this District shall be all those duties incident to the Dean position as set forth in the Dean job description and Board policies, those obligations imposed by Illinois law upon the Dean, and such other duties as from time-to-time may be assigned to the Dean by the Superintendent or designee. The Dean shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Principal or designee shall review with the Dean and assess the Dean's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Dean provided the Dean has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Dean's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Dean by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Dean may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Dean to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Dean shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Dean which is detrimental to the best interests of the School District. The Dean's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Dean and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Dean at the address furnished by the Dean and on file in the Dean's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Dean to inform the Superintendent or his/her designee, if the Dean is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

4. 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.
5. 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.
6. 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.

DEAN

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

David M. Jones

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Toia S. Jones
Contract Year: 2017-2018
2017-2018 Base Salary \$82,728.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Toia S. 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$82,728.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Toia S. Jones

By: _____
President

ATTEST:

Secretary

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

Director's Name: Robert J. Kaminski Jr.
Contract Year: 2017-2018
2017-2018 Base Salary \$85,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Robert J. Kaminski Jr. ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as High School Athletic Director for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$85,000.00 for the 2017-2018 contract year, 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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Robert J. Kaminski Jr.

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Danny L. Kenyon
Contract Years: 2017-2018
2017-2018 Base Salary: \$72,978.00
2017-2018 IMRF Salary: \$76,416.72
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Danny L. Kenyon ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director of Operations for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$72,978.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Illinois Municipal Retirement Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the

IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$150.00 each month for in-district travel expenses.

C. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Danny L. Kenyon

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Kristy M. Kormaniak
Contract Year: 2017-2018
2017-2018 Base Salary \$64,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Kristy M. Kormaniak ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$64,000.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. **Insurance.** The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. **Sick and Personal Leave.** The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. **Vacation.** The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. **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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. **Professional Educator License (PEL).** During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Kristy M. Kormaniak

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Julie H. Lam
Contract Year: 2017-2018
2017-2018 Base Salary \$74,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Julie H. Lam ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director of Secondary Education for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$74,000.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$100.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Director of the School District.

D. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Julie H. Lam

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Samuel Ledeaux
Contract Year: 2017-2018
2017-2018 Base Salary \$75,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Samuel Ledeaux ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$75,000.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Samuel Ledeaux

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Susan M. Leef

Contract Year: 2017-2018

2017-2018 Base Salary \$75,986.37

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Susan M. Leef ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$75,986.37 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. **Evaluation.** Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. **Renewal.** This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. **Non-Renewal.** In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. **Grounds for Termination.**

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Susan M. Leef

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Julie A. Lenz
Contract Year: 2017-2018
2017-2018 Base Salary \$81,500.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Julie A. Lenz ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$81,500.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Julie A. Lenz

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Theresa L. Lucas-Anderson
Contract Year: 2017-2018
2017-2018 Base Salary \$93,928.72
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Theresa L. Lucas-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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$93,928.72 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Theresa L. Lucas-Anderson

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Shannon M. Lueders
Contract Year: 2017-2018
2017-2018 Base Salary \$96,388.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$96,388.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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. .
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Shannon M. Lueders

By: _____
President

ATTEST:

Secretary

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

Principal's Name: James L. Martin
Contract Year: 2017-2018
2017-2018 Base Salary \$96,388.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and James L. 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$96,388.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

James L. Martin

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Gladys D. Martinez
Contract Years: 2017-2018
2017-2018 Base Salary: \$61,435.00
2017-2018 IMRF Salary: \$64,329.82
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Gladys D. Martinez ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director of Transportation for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$61,435.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Illinois Municipal Retirement Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the

IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$150.00 each month for in-district travel expenses.

C. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Gladys D. Martinez

By: _____
President

ATTEST:

Secretary

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

Executive Director's Name: Jamie R. Max
Contract Year: 2017-2018
2017-2018 Base Salary \$109,000.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Executive Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Executive Director of Secondary Education for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$109,000.00 for the 2017-2018 contract year, 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.

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.

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 Executive Director continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Executive Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Executive Director and the members of the Executive Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Executive Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Executive Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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's 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Executive Director \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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 an Executive Director of the School District.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Executive Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Executive Director and assess the Executive Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Executive Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Executive Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Executive Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Executive Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Jamie R. Max

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Andrew J. McCree
Contract Year: 2017-2018
2017-2018 Base Salary \$80,460.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$80,460.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice of reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Andrew J. McCree

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Jennifer A. McDermott

Contract Year: 2017-2018

2017-2018 Base Salary \$62,234.00

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Jennifer A. McDermott ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$62,234.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Jennifer A. McDermott

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Susan M. McDougall

Contract Year: 2017-2018

2017-2018 Base Salary \$73,000.00

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Susan M. McDougall ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director of Gifted Education for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$73,000.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$100.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Director of the School District.

D. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Susan M. McDougall

By: _____
President

ATTEST:

Secretary

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

Director's Name: Melissa K. McDowell
Contract Year: 2017-2018
2017-2018 Base Salary \$93,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Melissa K. McDowell ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of Elementary Education for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$93,000.00 for the 2017-2018 contract year, 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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$100.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Melissa K. McDowell

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Jacqueline E. Mecklenburg

Contract Year: 2017-2018

2017-2018 Base Salary \$63,818.63

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Jacqueline E. Mecklenburg ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$63,818.63 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Jacqueline E. Mecklenburg

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Kenneth L. Miller
Contract Years: 2017-2018
2017-2018 Base Salary: \$75,000.00
2017-2018 IMRF Salary: \$78,534.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director of Human Resources for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$75,000.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Illinois Municipal Retirement Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the

IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$100.00 each month for in-district travel expenses.

C. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Kenneth L. Miller

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Michael S. Mitchinson
Contract Year: 2017-2018
2017-2018 Base Salary \$92,352.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Michael S. 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$92,352.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Michael S. Mitchinson

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Philip F. Murray
Contract Year: 2017-2018
2017-2018 Base Salary \$90,446.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$90,446.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Philip F. Murray

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: William A. Nunamaker
Contract Year: 2017-2018
2017-2018 Base Salary \$80,980.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and William A. Nunamaker ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as a High School Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 216 work days per contract year starting on July 17, 2017 and ending on June 14, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$80,980.00 for the 2017-2018 contract year, the 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 Assistant Principal as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Principal, or as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal

job description and Board policies, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal provided the Assistant Principal has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Agreement, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

William A. Nunamaker

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Casey D. O'Connell
Contract Year: 2017-2018
2017-2018 Base Salary \$65,301.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Casey D. O'Connell ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$65,301.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Casey D. O'Connell

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Bonnie B. Osborne
Contract Year: 2017-2018
2017-2018 Base Salary \$65,500.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Bonnie B. Osborne ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$65,500.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Bonnie B. Osborne

By: _____
President

ATTEST:

Secretary

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

Dean's Name: Jacob S. Paskvan III
Contract Year: 2017-2018
2017-2018 Base Salary: \$63,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Jacon S. Paskvan III ("Dean"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Dean is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Dean of Students for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 196 work days per contract year starting on July 31, 2017 and ending on May 31, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$63,000.00 for the 2017-2018 contract year, the Dean 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 Dean as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Dean, nor as an extension of the termination date of this contract.

- Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Dean 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 Dean continues to be employed by the Board (not to exceed \$5,000.00 total.)
3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean does 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 Dean's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Dean shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Dean's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Dean will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Dean at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Dean during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Dean 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 Dean of Students.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Dean of this District shall be all those duties incident to the Dean position as set forth in the Dean job description and Board policies, those obligations imposed by Illinois law upon the Dean, and such other duties as from time-to-time may be assigned to the Dean by the Superintendent or designee. The Dean shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Principal or designee shall review with the Dean and assess the Dean's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Dean provided the Dean has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Dean's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Dean by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Dean may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Dean to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Dean shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Dean shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Dean which is detrimental to the best interests of the School District. The Dean's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Dean and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Dean at the address furnished by the Dean and on file in the Dean's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Dean to inform the Superintendent or his/her designee, if the Dean is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

4. 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.
5. 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.
6. 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.

DEAN

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Jacob S. Paskvan III

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL OF CURRICULUM AND INSTRUCTION CONTRACT**

Assistant Principal's Name: Laura M. Pastirik Bankowski
Contract Year: 2017-2018
2017-2018 Base Salary \$91,500.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Laura M. Pastirik Bankowski ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Principal of Curriculum and Instruction for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$91,500.00 for the 2017-2018 contract year, the 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 Assistant Principal as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Principal, or as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Assistant Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Assistant Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Assistant 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 fifteen (15) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

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

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal provided the Assistant Principal has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Laura M. Pastirik Bankowski

By: _____
President

ATTEST:

Secretary

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

Executive Director's Name: Valerie M. Patterson

Contract Year: 2017-2018

2017-2018 Base Salary \$114,096.00

Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Executive Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Executive Director of District Student Services for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$114,096.00 for the 2017-2018 contract year, 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.

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.

It is agreed that the district will provide you up to \$2,000.00 for tuition reimbursement toward Doctoral classes.

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 Executive Director continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Executive Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Executive Director and the members of the Executive Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Executive Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Executive Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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's 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Executive Director \$200.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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 an Executive Director of the School District.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Executive Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Executive Director and assess the Executive Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Executive Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice of reclassification shall be given to the Executive Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Executive Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Executive Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Valerie M. Patterson

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Kimberly S. Payton
Contract Year: 2017-2018
2017-2018 Base Salary \$83,787.38
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Kimberly S. Payton ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$83,787.38 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Kimberly S. Payton

By: _____
President

ATTEST:

Secretary

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

Director's Name: Dr. Heidi L. Podjasek
Contract Year: 2017-2018
2017-2018 Base Salary \$102,604.48
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Dr. Heidi L. Podjasek ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of Professional Development and Training for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$102,604.48.00 for the 2017-2018 contract year, 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.

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.

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.

2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.

3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Dr. Heidi L. Podjasek

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Jeffrey R. Rainaldi
Contract Year: 2017-2018
2017-2018 Base Salary \$60,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Jeffrey R. Rainaldi ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$60,000.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment Contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Jeffrey R. Rainaldi

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Melinda J. Renier
Contract Year: 2017-2018
2017-2018 Base Salary \$94,926.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Melinda J. 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$94,926.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Melinda J. Renier

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Katherine R. Renz
Contract Year: 2017-2018
2017-2018 Base Salary \$60,500.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Katherine R. Renz ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$60,500.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. **Evaluation.** Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. **Renewal.** This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. **Non-Renewal.** In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. **Grounds for Termination.**

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Katherine R. Renz

By: _____
President

ATTEST:

Secretary

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

Assistant Director's Name: Dr. Sherry Reynolds-Whitaker
Contract Years: 2017-2018
2017-2018 Base Salary: \$82,580.00
2017-2018 IMRF Salary: \$86,471.17
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Dr. Sherry Reynolds-Whitaker ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Director of Finance for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$82,580.00 for the 2017-2018 contract year, 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 or in policies or rules established by the Board.

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.

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 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 (not to exceed \$5,000.00 total.)

3. Illinois Municipal Retirement Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the

IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Assistant Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Assistant Director \$100.00 each month for in-district travel expenses.

C. DUTIES AND EVALUATION

1. 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.

The Assistant Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Assistant Director and assess the Assistant Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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 performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Dr. Sherry Reynolds-Whitaker

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Dr. Denise M. Rodgers

Contract Year: 2017-2018

2017-2018 Base Salary \$ 66,319.00

Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Denise M. Rodgers ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$66,319.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

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

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals set forth above and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment Contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Dr. Denise M. Rodgers

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Amy M. Ryan
Contract Year: 2017-2018
2017-2018 Base Salary \$66,834.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Amy M. Ryan ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$66,834.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment Contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Amy M. Ryan

By: _____
President

ATTEST:

Secretary

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

Director's Name: Jeffrey C. Ryder
Contract Year: 2017-2018
2017-2018 Base Salary \$94,995.00
2017-2018 IMRF Salary: \$99,471.16
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of Finance for Community Unit School District No. 308, Oswego, Illinois.
- 2.
3. Salary. In consideration for the base salary of \$94,995.00 for the 2017-2018 contract year, 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.

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.

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. Illinois Municipal Retirement Fund. In addition to the base salary provided herein, the Board shall pay the retirement contribution to the Illinois Municipal Retirement Fund. Both parties acknowledge that the Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the IMRF, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

C. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

D. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

E. NOTICES / MISCELLANEOUS

1. 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.
2. 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.

3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Jeffrey C. Ryder

By: _____
President

ATTEST:

Secretary

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

Executive Director's Name: Roxana Sanders
Contract Year: 2017-2018
2017-2018 Base Salary \$122,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Roxana Sanders ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Executive Director is hereby hired and retained to work The Executive Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Executive Director of Human Resources, Payroll and Benefits for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$122,000.00 for the 2017-2018 contract year, 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.

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.

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 Executive Director continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Executive Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Executive Director and the members of the Executive Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Executive Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Executive Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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's 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Executive Director \$200.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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 an Executive Director of the School District.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Executive Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Executive Director and assess the Executive Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Executive Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Executive Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Executive Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Executive Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Roxana Sanders

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Erica L. Schramm
Contract Year: 2017-2018
2017-2018 Base Salary \$78,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Erica L. Schramm ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as a High School Special Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 216 work days per contract year starting on July 17, 2017 and ending on June 14, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$78,000.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals set forth above and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Erica L. Schramm

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL OF CURRICULUM AND INSTRUCTION CONTRACT**

Assistant Principal's Name: Tania V. Shepherd
Contract Year: 2017-2018
2017-2018 Base Salary \$84,322.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Tania V. Shepherd ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Assistant Principal of Curriculum and Instruction for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$84,322.00 for the 2017-2018 contract year, the 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 Assistant Principal as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Principal, or as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Assistant Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Assistant Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Assistant 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 fifteen (15) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

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

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal provided the Assistant Principal has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Tania V. Shepherd

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Samantha L. Sinovich
Contract Year: 2017-2018
2017-2018 Base Salary \$61,500.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Samantha L. Sinovich ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$61,500.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment Contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Samantha L. Sinovich

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Heather Smith
Contract Year: 2017-2018
2017-2018 Base Salary \$64,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Heather Smith ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$64,000.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Heather Smith

By: _____
President

ATTEST:

Secretary

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

Executive Director's Name: Dr. Lisa L. Smith
Contract Year: 2017-2018
2017-2018 Base Salary \$127,000.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Executive Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Executive Director of Teaching and Learning for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$127,000.00 for the 2017-2018 contract year, 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.

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.

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Executive Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Executive Director and the members of the

Executive Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

2. Sick and Personal Leave. The Executive Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Executive Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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's 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Executive Director \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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 an Executive Director of the School District.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Executive Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Executive Director and assess the Executive Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Executive Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Executive Director by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this contract, the Board and the Executive Director may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Executive Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) 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's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.

2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Dr. Lisa L. Smith

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Sean P. Smith
Contract Year: 2017-2018
2017-2018 Base Salary \$82,717.78
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Sean P. Smith ("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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$82,717.78 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Sean P. Smith

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Paul C. Southwell
Contract Year: 2017-2018
2017-2018 Base Salary \$63,266.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Paul C. Southwell ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$63,266.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment Contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Paul C. Southwell

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Leslie A. Springer
Contract Year: 2017-2018
2017-2018 Base Salary \$60,111.65
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Leslie A. Springer ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$60,111.65 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment Contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Leslie A. Springer

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Allison E. Sulkson
Contract Year: 2017-2018
2017-2018 Base Salary \$94,184.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$94,184.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Allison E. Sulkson

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Susan M. Tiedt
Contract Year: 2017-2018
2017-2018 Base Salary \$93,343.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$93,343.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Susan M. Tiedt

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Maureen M. Troke
Contract Year: 2017-2018
2017-2018 Base Salary \$73,436.49
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Maureen M. Troke ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$73,436.49 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Maureen M. Troke

By: _____
President

ATTEST:

Secretary

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

Director's Name: Theresa A. Ulrich
Contract Year: 2017-2018
2017-2018 Base Salary \$98,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Theresa A. 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of English Learners for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$98,000.00 for the 2017-2018 contract year, 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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Director does 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's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Director \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. 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.

The Director shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Director by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Theresa A. Ulrich

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Richard A. Watts
Contract Year: 2017-2018
2017-2018 Base Salary \$76,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Richard A. Watts ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as a High School Special Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 216 work days per contract year starting on July 17, 2017 and ending on June 14, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$76,000.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals set forth above and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Richard A. Watts

By: _____
President

ATTEST:

Secretary

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

Principal's Name: Michael S. Wayne
Contract Year: 2017-2018
2017-2018 Base Salary \$130,685.00
Board Meeting Approval: February 13, 2017

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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$130,685.00 for the 2017-2018 contract year, 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.

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.

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.

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.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does 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.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums 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.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) 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, 2018 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.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. 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 fifteen (15) 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.
4. 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.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

1. 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.

D. DUTIES AND EVALUATION

1. 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.

The Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal and assess the Principal's overall performance based upon the student performance and academic improvement goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. 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.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Principal's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal or written notice or reclassification shall be given to the Principal by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) 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 contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. 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.
2. 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.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Michael S. Wayne

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Mary K. Weber
Contract Year: 2017-2018
2017-2018 Base Salary \$66,225.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Mary K. Weber ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$66,225.00 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Mary K. Weber

By: _____
President

ATTEST:

Secretary

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

Assistant Principal's Name: Gerald V. Wicks
Contract Year: 2017-2018
2017-2018 Base Salary \$76,195.83
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Gerald V. Wicks ("Assistant 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Assistant Principal is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$76,195.83 for the 2017-2018 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Contract and to perform faithfully the duties of Assistant Principal as set forth in this Contract or in policies or rules established by the Board.

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.

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 Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Assistant 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 Assistant Principal continues to be employed by the Board as an administrator (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Contract in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Assistant Principal shall annually be entitled to twelve (12) 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, 2018 will be converted to a credit of 15 sick days for the Assistant Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Assistant Principal will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year of the Contract. 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 five (5) unused vacation days may be paid to the Assistant Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Principal during the term of this Contract.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this Contract, the Assistant 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 an Assistant Principal of the School District.

D. DUTIES AND EVALUATION

1. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the Assistant Principal job description and Board policies, those obligations imposed by Illinois law upon the

Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent or designee.

The Assistant Principal shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Assistant Principal and assess the Assistant Principal's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This Contract may be extended at the end of any contract year by mutual agreement of the Board and the Assistant Principal.
2. Non-Renewal. In the event the Board determines not to renew the Assistant Principal's employment, this Contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Assistant Principal by the Board in accordance with any applicable requirements of the School Code.
3. Grounds for Termination.
This employment Contract may be terminated at any time during its term by:
 - a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
 - b) Mutual agreement. During the term of this Contract, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Contract.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Assistant Principal to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Contract in accordance with the Americans with Disabilities Act, whereupon the respective duties, rights and obligations of the Parties shall terminate.
 - d) Cause. Throughout the term of this Contract, the 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge as provided in this Contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this Contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Assistant Principal at the address furnished by the Assistant Principal and on file in the Assistant Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Assistant Principal to inform the Superintendent or his/her designee, if the Assistant Principal is named a finalist for any other position outside of School District 308.
3. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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 Contract, the text shall control.
5. This Contract 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.
6. This Contract contains all of the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Contract 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 PRINCIPAL

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Gerald V. Wicks

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Kimberly A. Williams
Contract Year: 2017-2018
2017-2018 Base Salary \$64,000.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Kimberly A. Williams ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$64,000.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Kimberly A. Williams

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL EDUCATION COORDINATOR'S CONTRACT**

Special Education Coordinator's Name: Laura M. Wolf
Contract Year: 2017-2018
2017-2018 Base Salary \$80,500.00
Board Meeting Approval: February 13, 2017

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Laura M. Wolf ("Special Education Coordinator"), 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:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Special Education Coordinator is hereby hired and retained to work for the contract year commencing on July 1, 2017 and terminating on June 30, 2018 as Special Education Coordinator for Community Unit School District No. 308, Oswego, Illinois. This contract consists of 206 work days per contract year starting on July 24, 2017 and ending on June 7, 2018 unless the school year is extended due to use of emergency days.
2. Salary. In consideration for the base salary of \$80,500.00 for the 2017-2018 contract year, the Special Education Coordinator 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 Special Education Coordinator as set forth in this Agreement or in policies or rules established by the Board.

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.

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 Special Education Coordinator, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Special Education Coordinator 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 Special Education Coordinator continues to be employed by the Board (not to exceed \$5,000.00 total.)

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers

Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Education Coordinator does 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 Special Education Coordinator's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Special Education Coordinator and the members of the Special Education Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Special Education Coordinator shall annually be entitled to twelve (12) 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, 2018 will be converted in a credit of 15 sick days for the Special Education Coordinator's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Special Education Coordinator will be entitled to a paid vacation of five (5) work days each contract year. Five (5) vacation days will be granted on July 1 of each year. 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 five (5) unused vacation days may be paid to the Special Education Coordinator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. 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 Special Education Coordinator during the term of this Agreement.

C. CONDITIONS OF EMPLOYMENT

1. Professional Educator License (PEL). During the term of this contract, the Special Education Coordinator 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 Special Education Coordinator of the School District.

D. DUTIES AND EVALUATION

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

The Special Education Coordinator shall be responsible for and deemed to have knowledge of all of the policies, rules and regulations established by the Board and shall comply with their requirements.

2. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Special Education Coordinator and assess the Special Education Coordinator's overall performance based upon the performance goals and any other objectives established by the Board.

E. RENEWAL AND TERMINATION OF CONTRACT

1. Renewal. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Special Education Coordinator provided the Special Education Coordinator has met all of the performance and improvement goals.
2. Non-Renewal. In the event the Board determines not to renew the Special Education Coordinator's employment, this contract shall expire on June 30, 2018. Written notice of non-renewal shall be given to the Special Education Coordinator by the Board in accordance with any applicable requirements of the School Code.

3. Grounds for Termination.

This employment contract may be terminated at any time during its term by:

- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Special Education Coordinator may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Special Education Coordinator to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board, at its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.
- d) Cause. Throughout the term of this Agreement, the Special Education Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Education Coordinator shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Special Education Coordinator

which is detrimental to the best interests of the School District. The Special Education Coordinator's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Special Education Coordinator and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Special Education Coordinator at the address furnished by the Special Education Coordinator and on file in the Special Education Coordinator's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Special Education Coordinator to inform the Superintendent or his/her designee, if the Special Education Coordinator is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. 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.
5. 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.
6. 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.

SPECIAL EDUCATION COORDINATOR

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Laura M. Wolf

By: _____
President

ATTEST:

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF ASSESSMENT, DATA AND ACCOUNTABILITY
EMPLOYMENT AGREEMENT**

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Dr. Sharon Y. Alexander ("Assistant Director of Assessment, Data and Accountability") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the special meeting of the Board on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Term. The Assistant Director is hereby hired and retained from August 2, 2016 through June 30, 2017 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. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's base salary of \$92,045.98 for the term of this Agreement, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director does 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's future services, knowledge, and experience. 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. 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 Assessment, Data and Accountability or her designee shall review with the Assistant Director, the Assistant Director's progress toward established goals and working relationships among staff and community.

13. 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.

14. Revocation. In the event the Assistant Director revokes the Settlement Agreement executed by the Board of Education on August 1, 2016, this Agreement is null and void.

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



Dr. Sharon Y. Alexander

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: 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
ASSISTANT DIRECTOR OF OPERATIONS CONTRACT**

AGREEMENT made on the 27th of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Robert Allison** ("Assistant Director of Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 through June 30, 2017, as the 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. The Board reserves the right to assign the Assistant Director of Operations to different duties for which he/she is qualified during the term of this contract without a loss of contract term, pay, or benefits.

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.

8. 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 an 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, 2017, 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.

9. 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.

10. 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.

11. 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

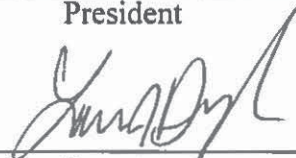


Robert Allison

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

 4/23/15
Jodi Ancel

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.

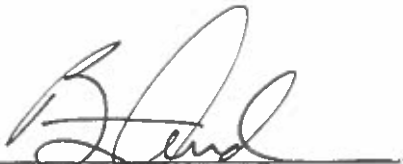
20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

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
ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Brandon E. Baisden** ("Assistant Principal"), ratified by a resolution adopted at the special meeting of the Board held on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Assistant Principal is hereby hired and retained to work 206 days for the 2016/2017 school year, starting July 25, 2016 and ending June 14, 2017, provided no district emergency days are used.

2. **Duties.** The duties and responsibilities of an Assistant Principal of this District shall be all those duties required of the Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Principal, and to perform such other duties as from time to time may be assigned to the Assistant Principal by the Principal or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. **Salary.** In consideration for the base salary of **\$62,000.00** (to be prorated for an August 2, 2016 start date) for the 2016-2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does 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 Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. **Evaluation.** Annually, not later than June 30th, Principal shall review with the Assistant Principal, the 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 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 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. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

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

8. Sick and Personal Leave. Assistant Principals shall receive 14 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 the Assistant Principal is 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 added to the Assistant Principal's sick leave balance (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the Assistant Principal's sick leave balance). This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. 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.

10. 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.



Brandon E. Baisden

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 June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Dr. Gregory P. Baker** ("High School Assistant Principal for Student Services"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 to June 30, 2017 to work 216 days annually. Your 2016-2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 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, and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits. This employment contract is contingent on receiving a successful background check.

3. Salary. In consideration for the Assistant Principal's annual base salary of **\$83,000**. for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than March 1st, 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, 2017, 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.

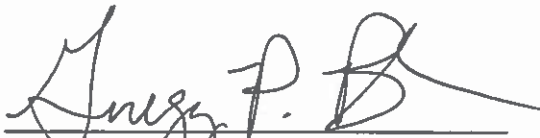
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Agreement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

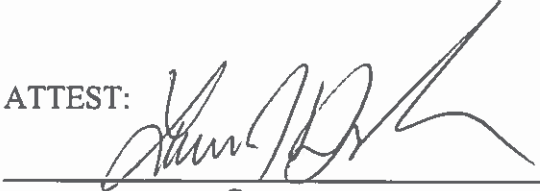
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



Dr. Gregory P. Baker

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'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
ASSISTANT PRINCIPAL**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Laura C. Bingham** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$69,920.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal



Laura C. Bingham

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 11th day of July, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Andrea K. Erb** ("Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Assistant Principal is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of an Assistant Principal of this District shall be all those duties required of the Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Principal, and to perform such other duties as from time to time may be assigned to the Assistant Principal by the Principal or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. **Salary.** In consideration for the Assistant Principal salary of **\$61,000.00** for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the 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 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 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 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 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 Assistant Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. **Evaluation.** Annually, not later than June 30th, Principal shall review with the Assistant Principal, the 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 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 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. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

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

8. 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, 2017, 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.

9. 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.

10. 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

By: 

President

ATTEST:


Secretary


Andrea K. Erb

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Kristen E. Bonie** ("Assistant Director of Elementary Special Education") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found 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, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **\$71,000.** for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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's future services, knowledge, and experience. 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. 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.

8. 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.

9. 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.

10. 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.

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

12. 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.

13. 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



Kristen E. Bonie

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Kelley L. Budd ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$62,766.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal

Kelley L. Budd
Kelley E. Budd

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: [Signature]
President

ATTEST: [Signature]
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Deven Butusov** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 216 days for the 2016/2017 school year. Your 2016/2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$78,962.23** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.



Deven Butusov

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 June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Melissa S. Calvert** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 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 or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **\$63,500**. for the 2016/2017 contract year, the Dean of Students 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 Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students 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 Dean of Students future services, knowledge, and experience. 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 Dean of Students 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. 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 Dean of Students, nor as an extension of the termination date of this contract.

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, 2017 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
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 14th day of March, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Akiva S. Carson** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on March 14, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 216 days for the 2016/2017 school year. Your 2016/2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$80,000.00** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.


Akiva S. Carson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Cara C. Chase ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$60,000.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 Assistant Principal in writing.

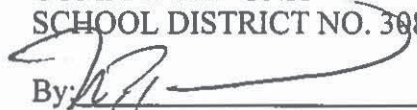
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal



Cara C. Chase

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Allen K. Clasen

By: _____
President

ATTEST:

Secretary

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

AGREEMENT made on the 27th day of June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Daniel O. Clausen** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 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 or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **\$72,500**. for the 2016/2017 contract year, the Dean of Students 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 Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students 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 Dean of Students future services, knowledge, and experience. 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 Dean of Students 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. 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 Dean of Students, nor as an extension of the termination date of this contract.

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, 2017 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.



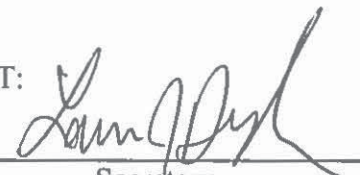
Dean of Students

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 June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Brian P. Cooney** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 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 or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **\$74,829**. for the 2016/2017 contract year, the Dean of Students 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 Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students 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 Dean of Students future services, knowledge, and experience. 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 Dean of Students 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. 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 Dean of Students, nor as an extension of the termination date of this contract.

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.

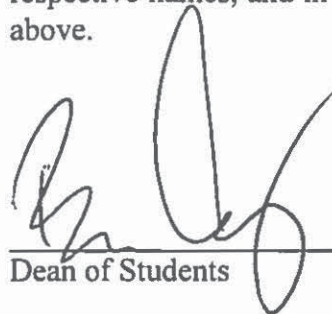
6. Termination by Agreement. During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

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, 2017 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.

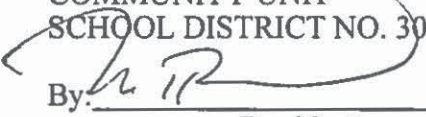
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic 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
HIGH SCHOOL ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Margaret M. Darnell** ("High School Assistant Principal for Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 to June 30, 2017 to work 216 days annually. Your 2016-2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 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, and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. **Salary.** In consideration for the Assistant Principal's annual base salary of **\$79,500.** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 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 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, 2017, 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 M. Darnell

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
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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308



Dr. Brenda M. Dixon

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.

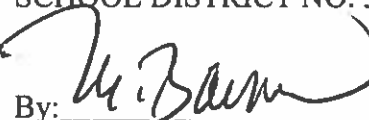
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

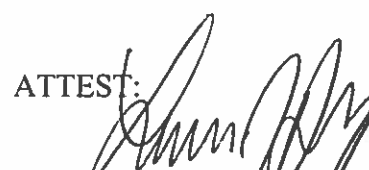


Melanie Eilers

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF STUDENT SERVICES**

AGREEMENT made on the 12th day of September, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Matthew J. Epperley** ("Assistant Director of Student Services") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on September 12, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director is hereby hired and retained for a twelve month period beginning on July 1, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **\$77,000.00 (to be prorated for an August 16, 2016 start date)** for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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's future services, knowledge, and experience. 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. 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.

8. 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.

9. 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.

10. 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.

11. In-District Travel. The Board shall provide the Assistant Director \$200.00 each month for mileage expenses.

12. 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.

13. 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



Matthew J. Epperley

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 13th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Christopher S. Ferko** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 13, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal's annual base salary of **\$70,000.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 30th, the Principal or designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's permanent disability or incapacity or the Assistant 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal

Clintyn S Ferko
Christopher S. Ferko

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: [Signature]
President

ATTEST: [Signature]
Secretary

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

AGREEMENT made on the 13th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Amy K. Feulner** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 13, 2016, 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, 2016 through June 30, 2017 to work 206 days. Your 2016-2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 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, and the Superintendent of Schools or his/her designee. The Board reserves the right to assign the Elementary Assistant Principal to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits. This contract is contingent upon the administrator being properly licensed under the laws of Illinois in the position assigned. This contract is also contingent upon the administrator successfully completing a criminal background check and obtaining a physical examination from a licensed physician indicating good health and ability to perform the assigned duties.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$60,999.99** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 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 official 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, 2017, 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.

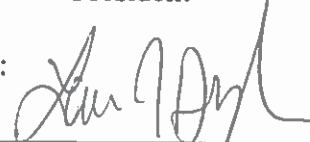


Amy K. Feulner

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 12th day of September, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **John D. Francis** (" Junior High School Principal"), ratified by a resolution adopted at the special meeting of the Board held on September 12, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Junior High School Principal is hereby hired and retained from September 3, 2016 through June 30, 2017, as a Junior High School Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Junior High School Principal of this District shall be all those duties incident to the Junior High School Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Junior High School Principal, and such other duties as from time-to-time may be assigned to the Junior High School Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Junior High School Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the base salary of **\$72,840.73** for the remainder of the 2016-2017 contract year (pro-rated for the actual start date of September 3, 2016), the Junior 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 Junior High School Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High School Principal does 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 School Principal future services, knowledge, and experience. The contract 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 School 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. 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 School Principal, 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 Junior High School 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 Junior High School Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Junior High School Principal, the Junior 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 Junior 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 Junior 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 Junior High School Principal which is detrimental to the best interests of the School District. The Junior High School Principal's permanent disability or incapacity or the Junior High School 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 Junior High School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation. The Junior High School Principal shall receive for the duration of this contract twenty-one (21) vacation days, exclusive of legal holidays. During the 2016-2017 school year, up to and including ten (10) unused vacation days may be paid to the Junior High School Principal at his per diem rate. Requests are to be submitted to the Superintendent or designee by June 15, 2017. Junior High School Principal's discretionary days not used by June 30, 2017 will be converted into vacation days (one for one), conditionally if the Junior High School Principal is within his respective vacation day parameters (e.g., not more than fifty vacation days.) If the Junior High School Principal severs employment with SD308 prior to the end of the contract, the Junior High School Principal's unused vacation day allotment for the 2016-2017 year will be prorated based on the number of days worked from the beginning of the year to the termination date.

8. Sick and Personal Leave. The Junior High School Principal shall receive for the 2016-2017 school year twelve (12) days of sick leave and two (2) days of personal leave including any sick and personal days earned since August 2, 2016 under his prior employment contract. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Each sick day that is issued for the 2016-2017 school year and not utilized during that school year shall be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2017 will be converted in a credit of 15 sick days into the Junior High School Principal's sick leave balance). This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Junior High School Principal and the members of the Junior 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.

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

11. Mileage Reimbursement: The Board shall provide the Junior High School Principal \$150.00 each month for mileage expenses.

12. Professional Educator License (PEL). During the term of this contract, the Junior High School 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 Junior High School Principal of the School District.

13. The Junior High School Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

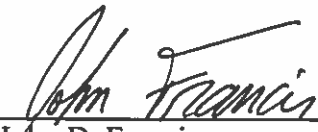
14. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Junior High School Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other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

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

16. If after signing this contract, the Junior High School Principal wishes to be released from this contract, or unilaterally resigns his 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.

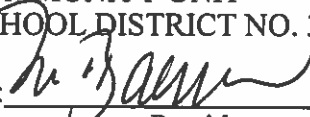
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

JUNIOR HIGH SCHOOL PRINCIPAL



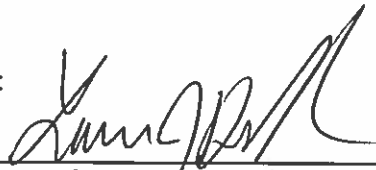
John D. Francis

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Barbara A. Garrison** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$70,614.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal



Barbara A. Garrison

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
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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308



Mary P. Redding

By: 

President

ATTEST: 

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.

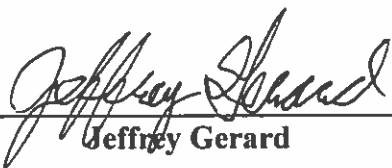
20. Miscellaneous.

- 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
ALTERNATIVE ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Meredith Gerardot** ("Alternative Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Alternative Ed Coordinator is hereby hired and retained to work 196 days for the 2016/2017 school year. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Alternative Ed Coordinator of this District shall be all those duties required of the Alternative Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Alternative Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Alternative Ed Coordinator by the Executive Director of Student Services, or the Superintendent of Schools or his/her designee. The Board reserves the right to assign the Alternative Ed Coordinator to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

3. **Salary.** In consideration for the Alternative Ed Coordinator's annual base salary of **\$71,088.93** for the 2016/2017 contract year, the Alternative Ed Coordinator 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 Alternative Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Alternative Ed Coordinator 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 Alternative Ed Coordinator's future services, knowledge, and experience. 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 Alternative Ed Coordinator 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. 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 Alternative Ed Coordinator, nor as an extension of the termination date of this contract.

4. **Evaluation.** Annually, not later than June 30th, the Director of Alternative Education shall review with the Alternative Ed Coordinator, the Alternative Ed 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 Ed

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 Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

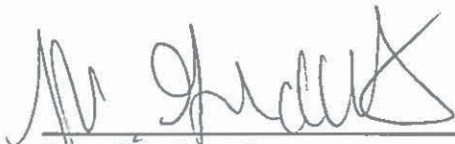
7. Termination by Agreement. During the term of this Agreement, the Board and the Alternative Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

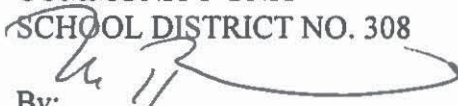
10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

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.



Meredith Gerardot

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308


By: _____
President

ATTEST:


Secretary

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

AGREEMENT made on the 11th day of April, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Elisabeth D. Gillham** ("Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Assistant Principal is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of an Assistant Principal of this District shall be all those duties required of the Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Principal, and to perform such other duties as from time to time may be assigned to the Assistant Principal by the Principal or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. **Salary.** In consideration for the Assistant Principal salary of \$73,000. for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the 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 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 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 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 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 Assistant Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. **Evaluation.** Annually, not later than June 30th, Principal shall review with the Assistant Principal, the 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 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 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. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

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

8. 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, 2017, 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.

9. 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.

10. 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

By: 

President

ATTEST:



Secretary



Elisabeth D. Gillham

**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.

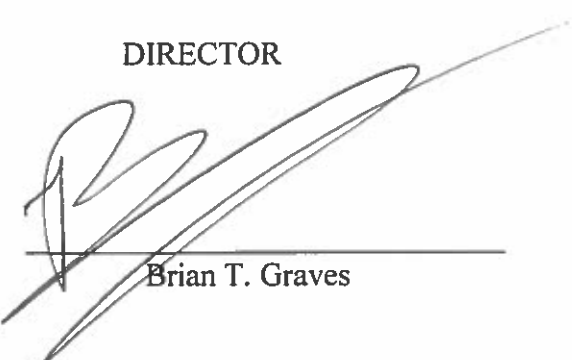
18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

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: Willi Purcell
President

ATTEST: Daniel Paul
Secretary

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

AGREEMENT made on the 11th day of July, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Christopher L. Grays** ("High School Assistant Principal for Student Services"), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, 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, 2016 to June 30, 2017 to work 216 days annually. Your 2016-2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 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, and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits. This employment contract is contingent on receiving a successful background check.

3. Salary. In consideration for the Assistant Principal's annual base salary of **\$79,000**. for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, 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, 2017, 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.



Christopher L. Grays

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 9th day of May, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Dr. Jennifer Groves** ("Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on May 9, 2016, and as found 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, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Principal to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits. This contract is contingent on obtaining successful background check results.

3. Salary. In consideration for the Principal annual base salary of **\$85,164.00** for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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 future services, knowledge, and experience. 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. 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 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, 2017, 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 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.

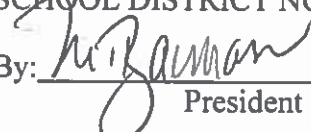
15. If after signing this contract, the Administrator wishes to be released from this contract, or unilaterally resigns his/her employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308, \$5,000.00 in liquidated damages.

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.

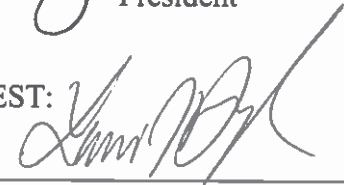
ELEMENTARY PRINCIPAL


Dr. Jennifer Groves

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

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

Principal's Name: Patrick R. Haddock
Length of Contract: July 1, 2016 through June 30, 2017
2016/2017 TRS Salary: \$91,300.00
Board Meeting Approval: February 8, 2016

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("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 School Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as the Elementary School Principal for Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of \$91,300. for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary 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 Elementary School Principal and the members of the Elementary 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 Elementary 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.

ELEMENTARY SCHOOL PRINCIPAL



Patrick R. Haddock

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: Danell Paul
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Sandra L. Hock** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$65,317.07** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

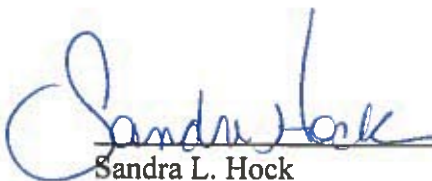
7. Termination by Agreement. During the term of this Agreement, the Board and the Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.



Sandra L. Hock

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**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Joseph M. Hoffman** ("Assistant Director of Secondary Special Education") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found 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, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **\$84,000.** for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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's future services, knowledge, and experience. 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. 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.

8. 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.

9. 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.

10. 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.

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

12. 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.

13. 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
DISTRICT AND HIGH SCHOOL ATHLETIC DIRECTOR CONTRACT**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Darren L. Howard** ("District and High School Athletic Director"), ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The District and High School Athletic Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as a District and High School Athletic Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the District and High School Athletic Director of this District shall be all those duties incident to the District and High School Athletic Director position as set forth in the position job description, those obligations imposed by Illinois law upon the District and High School Athletic Director, and such other duties as from time-to-time may be assigned to the District and High School Athletic Director by the Superintendent of Schools or designee. The Board reserves the right to assign the District and High School Athletic Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the District and High School Athletic Director annual base salary of **\$91,186.** for the 2016/2017 contract year, the District and 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 District and High School Athletic Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the District and 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 District and High School Athletic Director future services, knowledge, and experience. 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 District and 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. 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 District and High School Athletic 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 District and High School Athletic 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 District and High School Athletic Director continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

3.a. District Athletic Director (Stipend position)

The duties and responsibilities of the District Athletic Director shall be all those duties incident to the District Athletic Director as set forth in the position job description. You will be paid a yearly stipend for as long as you hold this position. For the 2016/2017 school year, the base annual stipend will equal the equivalent of Category 10, Step 10 of the 2016/2017 Athletic Activities Stipend grid. **The base annual salary is \$7,531.24**

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

5. Discharge for Cause. Throughout the term of this Agreement, the District and 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 District and 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 District and High School Athletic Director permanent disability or incapacity or the District and 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 District and 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 District and High School Athletic Director and the members of

the District and 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 District and High School Athletic Director during the term of this Agreement.

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

11. Professional Educator License (PEL). During the term of this contract, the District and High School 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 District and 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 District and 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.

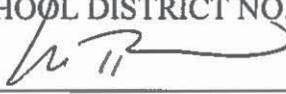
District and High School Athletic Director



Darren L. Howard

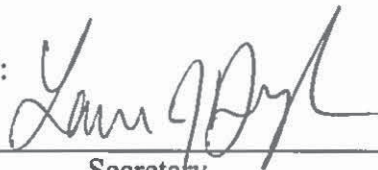
BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By:



President

ATTEST:



Secretary

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

AGREEMENT made on the 27th day of June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Roxanne Jackson** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 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 or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **\$67,000**. for the 2016/2017 contract year, the Dean of Students 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 Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students 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 Dean of Students future services, knowledge, and experience. 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 Dean of Students 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. 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 Dean of Students, nor as an extension of the termination date of this contract.

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, 2017 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.



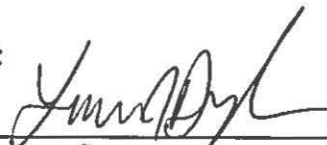
Dean of Students

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 June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **David M. Jones** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 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 or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **\$75,000.** for the 2016/2017 contract year, the Dean of Students 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 Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students 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 Dean of Students future services, knowledge, and experience. 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 Dean of Students 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. 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 Dean of Students, nor as an extension of the termination date of this contract.

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.

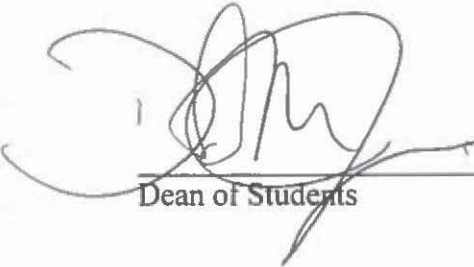
6. Termination by Agreement. During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

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, 2017 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
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
HIGH SCHOOL ATHLETIC DIRECTOR CONTRACT**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Robert J. Kaminski, Jr.** ("High School Athletic Director"), ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, 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, 2016 through June 30, 2017, as a High School Athletic Director for 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. The Board reserves the right to assign the Athletic Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the High School Athletic Director annual base salary of **\$85,000.** for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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. 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. 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.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the High School Athletic 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 High School Athletic 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 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.

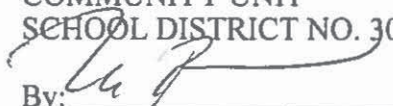
12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the High School Athletic Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308
By: 

President

ATTEST:


Secretary

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

AGREEMENT made on the 27th of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Danny L. Kenyon** ("Assistant Director of Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 through June 30, 2017, as the 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. The Board reserves the right to assign the Assistant Director of Operations to different duties for which he/she is qualified during the term of this contract without a loss of contract term, pay, or benefits.

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.

8. 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 an 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, 2017, 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.

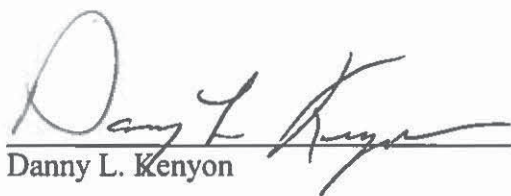
9. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Director of Operations and the members of the Assistant Director of Operations's immediate family during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

10. 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.

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

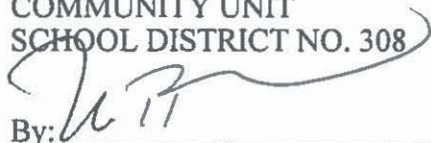
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ASSISTANT DIRECTOR OF OPERATIONS



Danny L. Kenyon

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jennifer L. Kern** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$65,531.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal

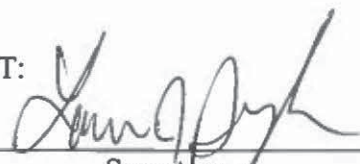


Jennifer L. Kern

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308


By: _____
President

ATTEST:



Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 14th day of March, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kristy M. Kormaniak** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on March 14, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.
2. Duties. The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning.
3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$64,000**. for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.
4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.
5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.



Kristy M. Kormanik

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Julie Lam** ("Assistant Director of Secondary Education") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found 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, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **\$74,000.** for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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's future services, knowledge, and experience. 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. 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.

8. 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.

9. 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.

10. 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.

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

12. 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.

13. 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.

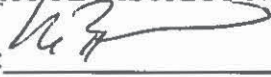
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director



Julie H. Lam

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Samual Ledeaux** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$75,000.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 Assistant Principal in writing.

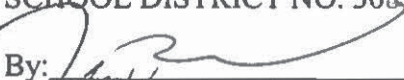
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal



Samual Ledeaux

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and Susan Leef ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$75,986.37** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.


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

8. 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, 2017, 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.


9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.



Susan Leef

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308
By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Julie A. Lenz** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$81,500.00** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.

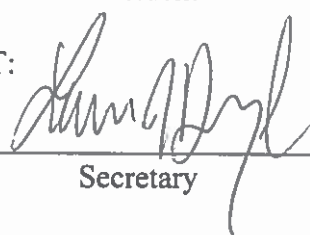


Julie A. Letz

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

Principal's Name: Theresa L. Lucas-Anderson
Length of Contract: July 1, 2016 through June 30, 2017
2016/2017 BASE Salary: \$93,928.72
Board Meeting Approval: February 8, 2016

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("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 Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as the 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 Opportunity School Principal position as set forth in the position job description, 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 of Schools or designee.

3. Salary. In consideration for the Principal's annual base salary of \$93,928.72 for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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. 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. 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 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 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 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 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.

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 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.


PRINCIPAL


Theresa L. Lucas-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: 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. Wahl
President

ATTEST: Danell Paul
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
USER SUPPORT MANAGER CONTRACT**

AGREEMENT made this 14th day of November, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Michael G. Lund, Jr.** ("User Support Manager"), ratified by a resolution adopted at the regular meeting of the Board held on November 14, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The User Support Manager is hereby hired and retained, from July 1, 2016 through June 30, 2017, as User Support Manager for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the User Support Manager of this District shall be all those duties required of the User Support Manager as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the User Support Manager, and such other duties as from time to time may be assigned to the User Support Manager by the Director of Technology or his designee.

3. Salary. In consideration of an annual IMRF salary of **\$65,000.00 (to be pro-rated to \$40,461.84 for a start date of November 15, 2016)**, the User Support Manager 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 User Support Manager 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 Technology, or his designee, shall review with the User Support Manager, the User Support Manager's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the User Support Manager shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the User Support Manager shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the User Support Manager which is detrimental to the best interests of the School District. The User Support Manager's permanent disability or incapacity or the User Support Manager'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 Agreement. During the term of this Agreement, the Board and the User Support Manager may mutually agree, in writing, to terminate this Agreement.

7. Vacation. The User Support Manager will be entitled to an annual allotment of twenty-five (25) paid vacation days, exclusive of legal holidays. (For the 2016-2017 school year, this amount will be pro-rated to sixteen (16) days to reflect a November 15, 2016 start date.). 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. (For the 2016-2017 school year, this amount will be pro-rated to eight (8) work days sick leave and one (1) personal day.) Earned sick leave may accumulate to a maximum of 240 days while you are an 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, 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% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the administrator and the members of the administrator'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Systems Manager during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the User Support Manager \$150.00 each month for mileage expenses.

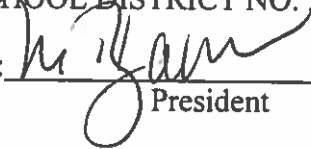
11. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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.



User Support Manager

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: 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.

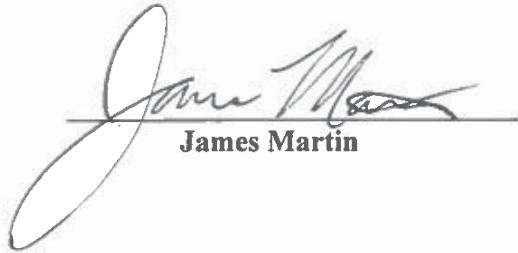
20. Miscellaneous.

- 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
ASSISTANT DIRECTOR OF TRANSPORTATION CONTRACT**

AGREEMENT made on the 27th day of June, 2016, 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 meeting of the Board, held on June 27, 2016, and as found 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, 2016 through June 30, 2017, as an 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. The Board reserves the right to assign the Assistant Director of Transportation to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

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.

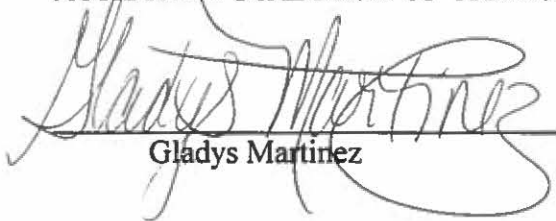
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Director of Transportation and the members of the Assistant Director of Transportation's immediate family 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.

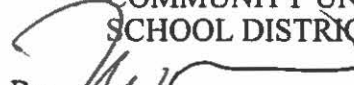
10. In-District Travel. The Board shall provide the Assistant Director of Transportation \$150.00 each month for in-district travel expenses.

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
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

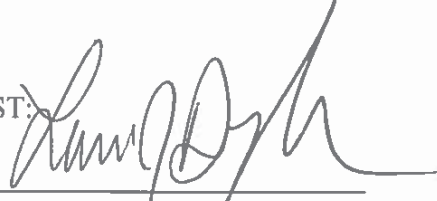


Jarrie Max

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
ASSISTANT PRINCIPAL**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jennifer A. McDermott** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$62,234.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal




Jennifer A. McDermott

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Susan M. McDougall** ("Assistant Director of Gifted Education") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found 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, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **\$73,000.** for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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's future services, knowledge, and experience. 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. 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.

8. 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.

9. 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.

10. 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.

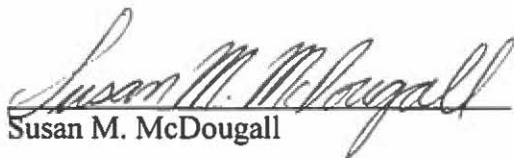
11. In-District Travel. The Board shall provide the Assistant Director \$100.00 each month for mileage expenses.

12. 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.

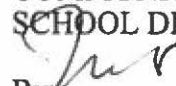
13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as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


Susan M. McDougall

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 13th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Melissa K. McDowell** (" Director of Elementary Education") hereinafter referred to as Director, ratified by a resolution adopted at the regular meeting of the Board on June 13, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as a 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 position job description, 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 of Schools or designee. The Board reserves the right to assign the Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Director's annual base salary of **\$93,000**. for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. 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's future services, knowledge, and experience. 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 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. 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.

Upon completion of a Doctorate degree in education and final receipt of official 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 of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Associate Superintendent for Teaching and Learning or her 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 permanent disability or incapacity or 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. Termination by Mutual Agreement. During the term of this Agreement, the Board and the 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.

8. 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.

9. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the 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.

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

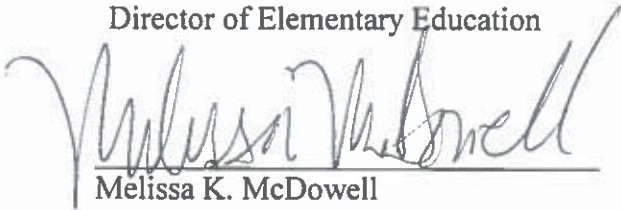
11. In-District Travel. The Board shall provide the Director \$150.00 each month for mileage expenses.

12. 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 a Director of the School District.

13. 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, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the 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.

Director of Elementary Education


Melissa K. McDowell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jacqueline E. Mecklenburg** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$63,818.63** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308


Jacqueline E. Mecklenburg


By: _____
President

ATTEST:



Secretary

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

AGREEMENT made this 27th day of June, 2016, 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 27, 2016, 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, 2016, to June 30, 2017, 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. The Board reserves the right to assign the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official to different duties for which he/she is qualified during the term of this contract without a loss of contract term, pay, or benefits.

3. **Salary.** In consideration for the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official annual base salary of **\$150,000**. for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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 for Business Services/Treasurer/Chief School Business Official future services, knowledge, and experience. 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. 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.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Superintendent 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 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, 2017, 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
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

ASSOCIATE SUPERINTENDENT CONTRACT FOR EMPLOYMENT

AGREEMENT made this 9th day of May, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and Dr. Judith A. Minor ("Associate Superintendent"), ratified by a resolution adopted at the regular meeting of the Board held on May 9, 2016, 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 Associate Superintendent 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 of this District shall be all those duties required of the Associate Superintendent as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Associate Superintendent, and to perform such other duties as from time to time may be assigned to the Associate Superintendent 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, 2016 through June 30, 2017, the Board shall pay Dr. Minor an annual base salary of One Hundred Seventy Five Thousand Dollars (\$175,000.00).
- B. From July 1, 2017 through June 30, 2018, the Board shall pay Dr. Minor a base salary of One Hundred Eighty Thousand Dollars (\$180,000.00).
- 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 Associate Superintendent '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 Associate Superintendent 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 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 provided the Associate Superintendent has met all of the above-listed performance and improvement goals.

6. Discharge for Cause. Throughout the term of this Agreement, the Associate Superintendent 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 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. Licensure. Dr. Minor shall furnish to the Board during the term of this Agreement, a valid and appropriate Professional Educator License (PEL) to act as Associate Superintendent 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 may mutually agree, in writing, to terminate this Agreement.

9. Vacation and Sick Leave: Dr. Minor 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 that Dr. Minor has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event that Dr. Minor's

vacation bank exceeds twenty-five (25) days as of July 1, Dr. Minor 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. On a yearly basis, up to and including ten (10) unused vacation days may be paid to Dr. Minor at her per diem rate. Requests are to be submitted to the Human Resources Department by June 15th of each year. Dr. Minor's discretionary days not used by June 30th each year will be converted into a vacation day (one for one), conditionally if Dr. Minor is within her respective vacation day parameters (e.g., not more than double her allotted vacation days.) If Dr. Minor unilaterally terminates this contract prior to its end date, Dr. Minor'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.

Sick Leave. 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 Associate Superintendent and the members of the Associate Superintendent'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 Associate Superintendent during the term of this Agreement.

12. Mileage Reimbursement. The Board shall provide the Associate Superintendent \$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



Associate Superintendent

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

Exhibit A

Goals

1. The Associate Superintendent 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 Associate Superintendent 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
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
HIGH SCHOOL ASSISTANT PRINCIPAL'S CONTRACT**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **William A. Nunamaker** ("High School Assistant Principal for Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 to June 30, 2017 to work 216 days annually. Your 2016-2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 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, and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. **Salary.** In consideration for the Assistant Principal's annual base salary of **\$80,980.** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 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 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, 2017, 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.

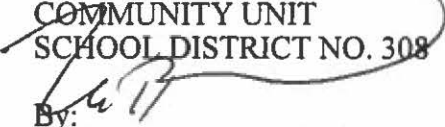
10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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 A. Nunamaker

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: 

Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Casey D. O'Connell ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$65,301.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.


10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal



Casey D. O'Connell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308


By: _____
President

ATTEST:



Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Bonnie Osborne** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning. The Board reserves the right to assign the Special Ed Coordinator to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

3. **Salary.** In consideration for the Special Ed Coordinator's annual base salary of **\$65,500**, for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. **Evaluation.** Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

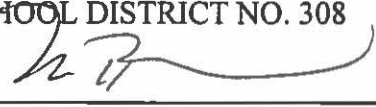
9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance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

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.


Bonnie Osborne

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 11th day of July, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jacob S. Paskvan III** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, 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, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 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 or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **\$63,000**. for the 2016/2017 contract year, the Dean of Students 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 Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students 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 Dean of Students future services, knowledge, and experience. 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 Dean of Students 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. 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 Dean of Students, nor as an extension of the termination date of this contract.

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, 2017 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.



Jacob S. Paskvan III, Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

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 meeting of the Board held on June 27, 2016, 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, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal's annual base salary of **\$91,500.** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 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 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.

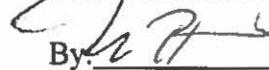
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

High School Assistant Principal



Laura M. Pasfirik-Bankowski

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

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kimberly Payton** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. **Salary.** In consideration for the Special Ed Coordinator's annual base salary of **\$83,787.38** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. **Evaluation.** Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.


10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.



Kimberly Payton

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By 

President

ATTEST: 

Secretary

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

Director's Name: Dr. Heidi Podjasek
Length of Contract: July 1, 2016 through June 30, 2017
2016/2017 Base Salary: \$102,604.48
2016/2017 TRS Salary: \$113,250.00
Board Meeting Approval: March 14, 2016

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("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 Director of Professional Development and Training is hereby hired and retained from July 1, 2016 through June 30, 2017, as a Director of Professional Development and Training for Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Director of Professional Development and Training salary of \$113,250.00 for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the 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 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 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 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 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 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 Superintendent or designee shall review with the Director of Professional Development and Training, the 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 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 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 Director of Professional Development and Training which is detrimental to the best interests of the School District. The Director of Professional Development and Training permanent disability or incapacity or the 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 Director of Professional Development and Training may mutually agree, in writing, to terminate this Agreement.

7. 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.

8. 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 Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director of Professional Development and Training and the members of the 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.

10. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000. of Term Life insurance and Long-Term Disability benefits for the Director of Professional Development and Training during the term of this Agreement.

11. In-District Travel. The Board shall provide the Director of Professional Development and Training \$150.00 each month for mileage expenses.

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

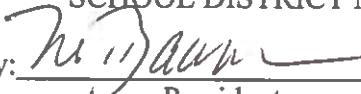
13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director of Professional Development and Training and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract,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

Director of Professional Development and Training


Dr. Heidi Podjasek

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

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

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jeffrey R. Rainaldi** ("Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Principal is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of an Assistant Principal of this District shall be all those duties required of the Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Principal, and to perform such other duties as from time to time may be assigned to the Assistant Principal by the Principal or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal salary of **\$60,000.00 (to be prorated for a August 1, 2016 start date)** for the 2016-2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, Principal shall review with the Assistant Principal, the 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 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 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. Professional Educator License (PEL). During the term of this contract, the Assistant 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 an Assistant Principal of the School District.

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

8. 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, 2017, 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.

9. 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.

10. 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

By: 
President

ATTEST: 
Secretary


Jeffrey R. Rainaldi

**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
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Katherine Renz** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. **Duties.** The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning. The Board reserves the right to assign the Special Ed Coordinator to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

3. **Salary.** In consideration for the Special Ed Coordinator's annual base salary of **\$60,500**, for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. **Evaluation.** Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. **Discharge for Cause.** Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

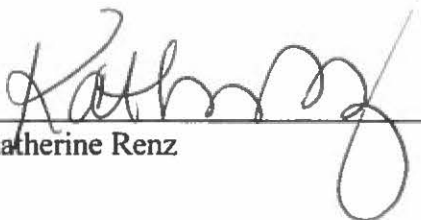
7. Termination by Agreement. During the term of this Agreement, the Board and the Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.




Katherine Renz

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 27th day of June, 2016, 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 meeting of the Board, held on June 27, 2016, and as found 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, 2016 through June 30, 2017, as an 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. The Board reserves the right to assign the Assistant Director of Finance to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

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.

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 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.

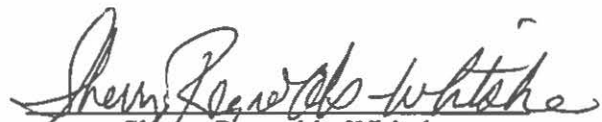
9. Term Life and Long-Term Disability Insurance. The Board shall provide \$50,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Finance during the term of this Agreement.

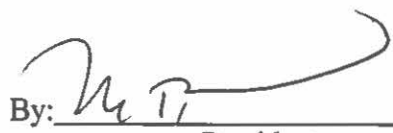
10. In-District Travel. The Board shall provide the Assistant Director of Finance \$100.00 each month for in-district travel expenses.

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308


Sherry Reynolds-Whitaker

By: 
President

ATTEST: 
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Denise M. Rodgers** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$63,819.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified

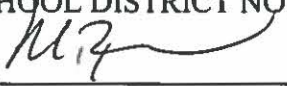
mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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.

Assistant Principal


Denise M. Rodgers

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Amy M. Ryan** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$66,834.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal



Amy Ryan

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: 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.

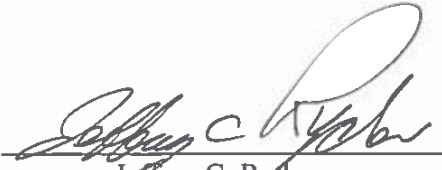
18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

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
EXECUTIVE DIRECTOR OF HUMAN RESOURCES, PAYROLL AND BENEFITS /
CSBO CONTRACT**

Executive Director Name:	Roxana Sanders
Length of Contract:	July 1, 2016 through June 30, 2017
2016-2017 Assignment:	Executive Director of Human Resources, Payroll and Benefits / CSBO
2016-2017 Base Salary	\$122,000.00
Board Meeting Approval:	June 13, 2016

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 (“the Board”), and **Roxana Sanders**, Executive Director of Human Resources, Payroll and Benefits / CSBO (“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 from July 1, 2016 through June 30, 2017, as the 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. The Board reserves the right to assign the Executive Director to different duties for which she is qualified during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration of the Executive Director’s annual base salary of \$122,000. for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System (TRS) and the Teachers’ Health Insurance Security Fund (THIS) contribution. 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’s future services, knowledge, and experience. 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 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. 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.

Upon completion of a Doctorate degree in education and final receipt of official 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 Executive 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 Superintendent or designee shall review with the Executive Director, the Executive Director's 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, 2017 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. 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
HUMAN RESOURCES, PAYROLL
AND BENEFITS / CSBO



Roxana Sanders

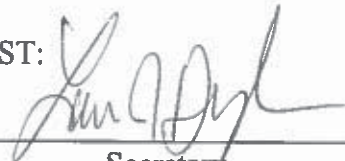
BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308



By:

President

ATTEST:



Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Michelle M. Sands** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$61,000.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 Assistant Principal in writing.

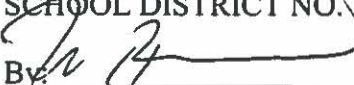
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal



Michelle M. Sands

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Scott Savage** ("High School Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 127, 2016, and as found 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, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Principal to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Principal annual base salary of **\$118,685.97** for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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 future services, knowledge, and experience. 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. 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.

Upon completion of a Doctorate degree in education and final receipt of official 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 of SD308 (not to exceed \$5,000.00 total.)

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



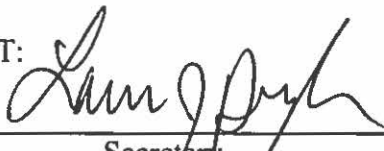
Scott L. Savage

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By 

President

ATTEST:



Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 14th day of March, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Erica L. Schramm** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on March 14, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 216 days for the 2016/2017 school year. Your 2016/2017 start date is July 27, 2016 and your last day of work will be June 30, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$78,000.00** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.


Erica L. Schramm

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

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

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Tania V. Shepherd** ("High School Assistant Principal for Curriculum and Instruction"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, 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, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal's annual base salary of **\$84,322.** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 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 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 V. Shepherd

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Samantha L. Sinovich** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$61,500.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. 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/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal


Samantha L. Sinovich

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 11th day of July, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Heather Smith** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$64,000** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.


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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.

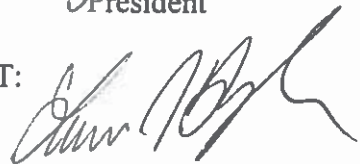


Heather Smith

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
EXECUTIVE DIRECTOR FOR TEACHING AND LEARNING
CONTRACT**

AGREEMENT made this 13th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Dr. Lisa L. Smith** ("Executive Director for Teaching and Learning"), ratified by a resolution adopted at the regular meeting of the Board held on June 13, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Executive Director for Teaching and Learning is hereby hired and retained from July 1, 2016, to June 30, 2017, as Executive Director for Teaching and Learning for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Executive Director for Teaching and Learning of this District shall be all those duties required of the Executive Director for Teaching and Learning as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Executive Director for Teaching and Learning, and to perform such other duties as from time to time may be assigned to the Executive Director for Teaching and Learning by the Superintendent of Schools or designee. The Board reserves the right to assign the Executive Director for Teaching and Learning to different duties for which he/she is qualified during the term of this contract without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Executive Director for Teaching and Learning's annual base salary of **\$127,000.** for the 2016/2017 contract year, the Executive Director for Teaching and Learning 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 for Teaching and Learning as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Executive Director for Teaching and Learning 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 for Teaching and Learning future services, knowledge, and experience. 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 for Teaching and Learning 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. 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 for Teaching and Learning, nor as an extension of the termination date of this contract.

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

5. Discharge for Cause. Throughout the term of this Agreement, the Executive Director 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 Executive Director 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.

6. Termination by Agreement. During the term of this Agreement, the Board and the Executive Director for Teaching and Learning 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, 2017, 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 Executive Director for Teaching and Learning and the members of the Executive Director 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.

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 Executive Director for Teaching and Learning during the term of this Agreement.


10. Mileage Reimbursement: The Board shall provide the Executive Director for Teaching and Learning \$150.00 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 Executive Director for Teaching and Learning 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

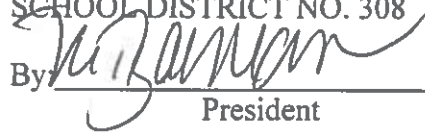
District 308.

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.




Executive Director for
Teaching and Learning

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308


By _____
President

ATTEST:



Secretary

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

Principal's Name: Sean P. Smith
Length of Contract: July 1, 2016 through June 30, 2017
2016/2017 TRS Salary: \$91,300.00
Board Meeting Approval: February 8, 2016

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("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 School Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as the Elementary School Principal for Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of \$91,300. for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary 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 Elementary School Principal and the members of the Elementary 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 Elementary 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.

ELEMENTARY SCHOOL PRINCIPAL


Sean P. Smith

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Paul C. Southwell ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$63,266.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

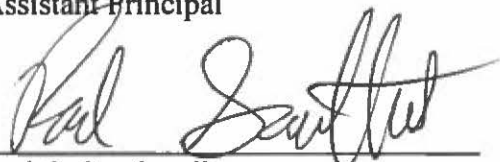
10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 Assistant Principal in writing.

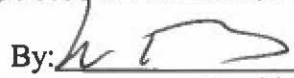
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal



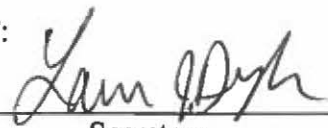
Paul C. Southwell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**SUPERINTENDENT
CONTRACT OF EMPLOYMENT**

AGREEMENT made this 11TH day of APRIL, 2016, by and between the Board of Education, Community Unit School District No. 308 (hereinafter "the Board"), and JOHN SPARLIN (hereinafter "SPARLIN"), ratified by motion adopted at a regular meeting of the Board held on APRIL 11, 2016, and found in the minutes of that meeting.

IT IS AGREED:

1. **Employment:** SPARLIN is hereby hired and retained from July 1, 2016 to June 30, 2018 as SUPERINTENDENT. SPARLIN 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 SPARLIN 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 SPARLIN by the Board. The Board reserves the right to assign SPARLIN 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, 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, 2016 through June 30, 2017, the Board shall pay SPARLIN a base salary of Two Hundred Thousand Dollars (\$200,000.00).
- B. From July 1, 2017 through June 30, 2018, the Board shall pay SPARLIN a base salary of Two Hundred Five Thousand Dollars (\$205,000.00).
- 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 SPARLIN nor that the termination date of this Agreement has been in any way extended.

- D. The Board shall pay on behalf of 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. 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., 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. Vacation: SPARLIN 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 that SPARLIN has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event that SPARLIN'S vacation bank exceeds twenty-five (25) days as of July 1, SPARLIN 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 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. On a yearly basis, up to and including ten (10) unused vacation days may be paid to SPARLIN at his per diem rate. Requests are to be submitted to the Human Resources Department by June 15th of each year. SPARLIN'S discretionary days not used by June 30th each year will be converted into a vacation day (one for one), conditionally if SPARLIN is within his respective vacation day parameters (e.g., not more than double his allotted vacation days.) If SPARLIN unilaterally terminates this contract prior to its end date, SPARLIN'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.

5. Sick Leave: SPARLIN 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. 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 SPARLIN'S use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

6. Travel Expense: SPARLIN 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 SPARLIN, 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 SPARLIN 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 SPARLIN during the term of this Agreement.

9. Annuity: Upon SPARLIN'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 SPARLIN, in the following amounts:

- A. Upon completion of SPARLIN's satisfactory service during the period July 1, 2016 through June 30, 2017, the Board shall make a non-elective employer contribution of Five Thousand Dollars (\$5,000) in June 2017.
- B. Upon completion of SPARLIN's satisfactory service during the period from July 1, 2017 through June 30, 2018, the Board shall make a non-elective employer contribution of Five Thousand Dollars (\$5,000) in June 2018.

The annuity will be in SPARLIN's name and all interest or dividends, as well as the principal amount, shall accrue and become the property of SPARLIN 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. Annually, SPARLIN, 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.

11. Waiver of Tenure: By accepting the terms of a multi-year contract, 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.

12. Evaluation: SPARLIN's performance shall be evaluated annually by the Board no later than February 1 of each calendar year. SPARLIN 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 SPARLIN that as part of this annual evaluation SPARLIN 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 SPARLIN.

13. Reappointment: Notice of intent not to renew this contract must be given to SPARLIN, 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. SPARLIN 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, SPARLIN shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that SPARLIN 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 SPARLIN chooses to be accompanied by counsel at such hearing, SPARLIN 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. Professional Activities: The Board shall encourage SPARLIN 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 SPARLIN for the costs of such attendance and memberships. SPARLIN 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.

17. Disability: Should SPARLIN be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond SPARLIN'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, SPARLIN may request a hearing before the Board in closed session.

18. Termination or Modification of this Agreement: During the term of this Agreement, the Board and SPARLIN may mutually agree, in writing, to terminate or modify this Agreement.

19. Medical Examination: Once a year during the term of this Agreement, SPARLIN shall obtain a comprehensive medical examination at the Board's expense. SPARLIN shall provide to the Board a copy of the examination or a certificate of the physician certifying SPARLIN's physical competence on a form approved by the Board. However, at any time that the Board believes it is necessary, SPARLIN 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.

20. 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:

Community Unit School District # 308
4175 Route 71
Oswego, IL 60543
Attn: School Board President

If to SPARLIN, to:

Dr. JOHN SPARLIN

[Last known address on file with Business Office]

SPARLIN will provide the Board President with any changes in address during the term of this Agreement.

21. Miscellaneous:


- 21.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 21.2 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.
- 21.3 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.
- 21.4 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 SPARLIN and the Board.
- 21.5 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:



JOHN SPARLIN

By:



President
Board of Education
Community Unit School District No. 308

ATTEST:



Secretary
Board of Education
Community Unit School District No. 308

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Leslie A. Springer** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$60,111.65** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

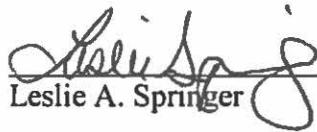
10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal



Leslie A. Springer

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.

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308



Allison Sulkson

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 Parrell
President

ATTEST:

Daniel Paul
Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Maureen M. Troke** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$73,436.49** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

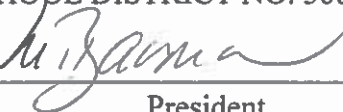
10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

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.



Maureen M. Troke

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
ASSISTANT DIRECTOR OF PROFESSIONAL DEVELOPMENT**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Eric D. Watt** ("Assistant Director of Professional Development") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found 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, 2016 through June 30, 2017, 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. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **\$68,890.** for the 2016/2017 contract year, 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. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and 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's future services, knowledge, and experience. 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. 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.

8. 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.

9. 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.

10. 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.

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

12. 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.

13. 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


Eric Watt

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:


Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Richard A. Watts** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. **Employment.** The Special Ed Coordinator is hereby hired and retained to work 216 days for the 2016/2017 school year. Your 2016/2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.
2. **Duties.** The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning.
3. **Salary.** In consideration for the Special Ed Coordinator's annual base salary of **\$76,000 (to be prorated for a July 25, 2016 start date)** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.
4. **Evaluation.** Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.
5. **Discharge for Cause.** Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.



Richard A. Watts

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 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
ASSISTANT PRINCIPAL**

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Mary K. Weber** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$66,225.00** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

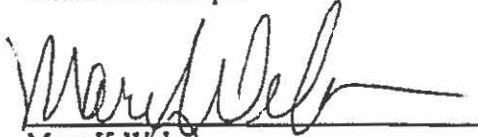
10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 Assistant Principal in writing.

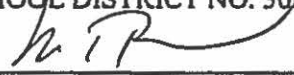
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal



Mary K. Weber

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and Gerald V. Wicks ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **\$76,195.83** for the 2016/2017 contract year, the 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 Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the 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 Assistant Principal's future services, knowledge, and experience. 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 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. 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 Principal, 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 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 Assistant Principal continues to be employed by the Board of SD308 (not to exceed \$5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the 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 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 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 Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the 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 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, 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 Principal and the members of the 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 for one times your base salary not to exceed \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

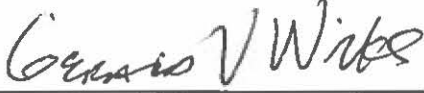
10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 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.

Assistant Principal



Gerald V. Wicks

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308
By: 

President

ATTEST: 

Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 11th day of July, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kimberly A. Williams** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$64,000**. for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

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

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator 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.



Kimberly A. Williams

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT**

AGREEMENT made on the 8th day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Laura M. Wolf** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on August 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **\$80,500.00 (to be prorated for an August 9, 2016 start date)** for the 2016/2017 contract year, the Special Ed Coordinator 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 Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator 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 Special Ed Coordinator's future services, knowledge, and experience. 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 Special Ed Coordinator 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. 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 Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed 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 Special Ed 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. Professional Educator License (PEL). During the term of this contract, the Coordinator 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 Coordinator of the School District.

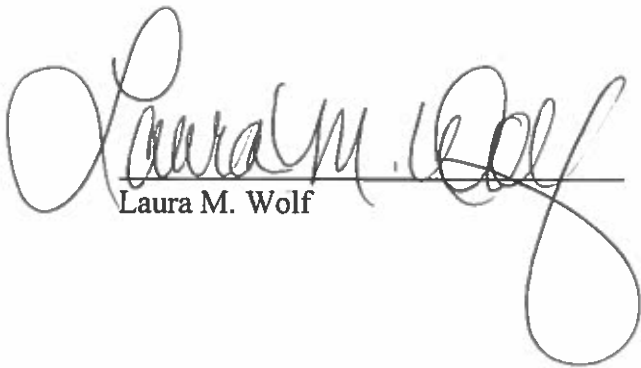
7. Termination by Agreement. During the term of this Agreement, the Board and the Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. 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, 2017, 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.

9. 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 Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

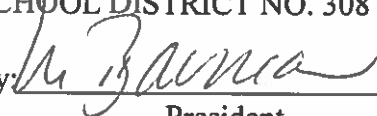
10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

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 M. Wolf

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:


Secretary

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

Principal's Name: Sharon Y. Alexander
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 Base Salary: \$98,500.00
2013/2014 TRS Salary: \$108,719.67
Board Meeting Approval: April 8, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and (" Jr. 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 Jr. High School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Jr. High School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Jr. High School Principal's salary of \$108,719.67 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Jr. 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 Jr. 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 Jr. High School 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 Jr. High School 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 Jr. High School 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 Jr. High School 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 Jr. High School Principal, the Jr. High School Principal's progress toward

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.

JR. HIGH SCHOOL PRINCIPAL

Sharon Y. Alexander
Sharon Y. Alexander

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Powell
President

ATTEST:

Laurie Pastores
Secretary

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

Principal's Name: Lindsay Allen
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$85,926.08
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$85,926.08** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

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 SCHOOL PRINCIPAL


Lindsay F. Allen

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

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

Principal's Name: Jodi Ancel
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$92,023.22
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$92,023.22** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled to an annual paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

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 SCHOOL PRINCIPAL




Jodi Ancel

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

Principal's Name: Brent Anderson
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$96,455.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Junior 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 Junior High School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Junior High School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Junior High School Principal's salary of **\$96,455.00** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior 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 Junior 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Junior High School Principal, the Junior 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 Junior 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 Junior 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 Junior High School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Junior High School Principal and the members of the Junior 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 Junior 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him to act as a Principal of the School District.

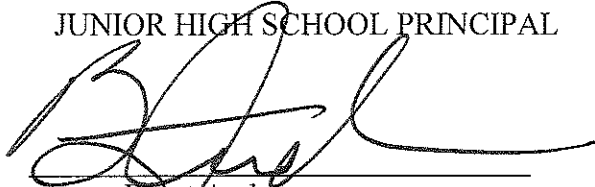
12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

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.

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.

JUNIOR HIGH SCHOOL PRINCIPAL




Brent Anderson

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Paroll
President

ATTEST:



Secretary

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

Principal's Name: Ryan D. Anderson
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$81,500.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of \$81,500.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 Elementary School 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 School 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 School 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 School 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 Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal which is detrimental to the best interests of the School District. The Elementary School Principal's permanent disability or incapacity or the Elementary School 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 School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Principal shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Elementary School Principal and the members of the Elementary 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 Elementary School Principal during the term of this Agreement.

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

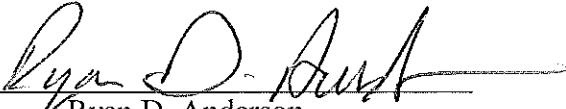
11. Certification. During the term of this contract, the Elementary School Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him to act as a Elementary School Principal of the School District.

12. The Elementary School 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 Elementary School 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 Elementary School Principal in writing.

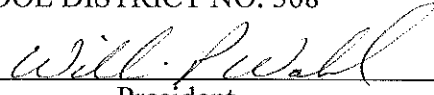
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ELEMENTARY SCHOOL PRINCIPAL



Ryan D. Anderson

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DISTRICT THEATRE MANAGER CONTRACT**

AGREEMENT made this 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and Eric Arrambide ("District Theatre Manager"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The District Theatre Manager is hereby hired and retained, from July 1, 2013 through June 30, 2014, as District Theatre Manager for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the District Theatre Manager of this District shall be all those duties required of the District Theatre Manager as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the District Theatre Manager, and to perform such other duties as from time to time may be assigned to the District Theatre Manager by the Associate Superintendent or his designee.

3. Salary. In consideration of an IMRF salary of \$57,125.60, the District Theatre Manager 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 District Theatre Manager 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 Associate Superintendent, or his designee, shall review with the District Theatre Manager, District Theatre Manager's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the District Theatre Manager shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the District Theatre Manager 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 District Theatre Manager may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 administrator and the members of the administrator'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the District Theatre Manager during the term of this Agreement.


10. Mileage Reimbursement: The Board shall provide the Theatre Manager \$150.00 each month for mileage expenses.


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.

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.


District Theatre Manager

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR OF FACILITY CONSTRUCTION AND DEVELOPMENT**

AGREEMENT made this 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Michael J. Barr** ("Director of Facility Construction and Development"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013 and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Director of Facility Construction and Development is hereby hired and retained from July 1, 2013, to June 30, 2014, as Director of Facility Construction and Development for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of Facility Construction and Development of this District shall be all those duties required of the Director of Facility Construction and Development as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Director of Facility Construction and Development, and to perform such other duties as from time to time may be assigned to the Director of Facility Construction and Development by the Assistant Superintendent for Business/Finance and the Superintendent of Schools.

3. Salary. In consideration of an IMRF annual salary of \$104,691.84, the Director of Facility Construction and Development 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 Director of Facility Construction and Development 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 Assistant Superintendent for Administrative Services shall review with the Director of Facility Construction and Development, Director of Facility Construction and Developments' progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director of Facility Construction and Development shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director of Facility Construction and Development 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 Director of Facility Construction and Development may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Supervisor shall be entitled each year to a paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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 Supervisor at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. 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 \$100,000.00 of term life insurance and Long-Term Disability benefits for the Director of Facility Construction and Development during the term of this Agreement.

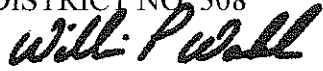
10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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 of Facility Construction and Development

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR OF OPERATIONS

AGREEMENT made this 24th day of June 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **William Baumann** ("Director of Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Director of Operations is hereby hired and retained from July 1, 2013, through June 30, 2014, as Director of Operations for School District No. 308, Oswego, Illinois.
2. Duties. The duties and responsibilities of the Director of Operations of this District shall be all those duties required of the Director of Operations as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Director of Operations, and to perform such other duties as from time to time may be assigned to the Director of Operations by the Assistant Superintendent for Administrative Services and the Superintendent of Schools, or his designee.
3. Salary. In consideration of an IMRF annual salary of \$100,454.35, the 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 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 30, the Assistant Superintendent for Administrative Services, or his designee, shall review with the Director of Operations, 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 Director of Operations shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the 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 Agreement. During the term of this Agreement, the Board and the Director of Operations may mutually agree, in writing, to terminate this Agreement.
7. Vacation and Sick Leave. The administrator shall be entitled each year to a paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 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.

9. 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 of Operations during the term of this Agreement.

10. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director of Operations 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 Director of Operations in writing.

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.

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 of Operations

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT THEATER MANAGER

AGREEMENT made this 26th day of August, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Scott L. Bedell** ("Assistant Theater Manager"), ratified by a resolution adopted at the regular meeting of the Board held on August 26, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Theater Manager is hereby hired and retained from August 15, 2013, to June 30, 2014, as Assistant Theater Manager for School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF annual salary of \$44,500.00 (**prorated for an actual start date of August 15, 2013**) the Assistant Theater Manager 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 Theater Manager 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 Theater Manager or designee, shall review with the Assistant Theater Manager, the Assistant Theater Managers' progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Theater Manager 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 Theater Manager 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 Theater Manager may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Assistant Theater Manager shall be entitled each year to an annual allotment of **fifteen (15) vacation days that accrue on a monthly basis, exclusive of legal holidays, and shall be entitled to 14 work days of sick leave annually of which two (2) days can be used as personal leave (all prorated for actual time worked / August 15, 2013 start date.)**

Earned sick leave may accumulate to a maximum of 240 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. Vacation days may accumulate to no more than 30 days during a given school year, July 1 to June 30.

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 Theater Manager and the members of the Assistant Theater Manager 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 one times your base annual salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Theater Manager during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the administrator \$100.00 each month for mileage expenses.

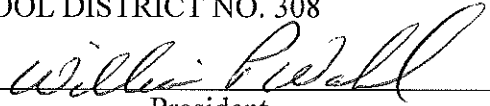
11. It is the responsibility of the Assistant Theater Manager to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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 Theater Manager

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:


Secretary

OSWEGO COMMUNITY UNIT DISTRICT NO. 308
DIRECTOR OF TRANSPORTATION EMPLOYMENT CONTRACT

AGREEMENT made this 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Derrick S. Berlin** ("Director of Transportation.")

IT IS AGREED:

1. Employment. The Director of Transportation is hereby hired and retained from July 1, 2013, to June 30, 2014, as Director of Transportation for School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF salary of \$97,298.39 per annum, the 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 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 30, the Assistant Superintendent for Administrative Services shall review with the Director of Transportation, the Director of Transportation's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director of Transportation shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the 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 Agreement. During the term of this Agreement, the Board and the Director of Transportation may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Director of Transportation shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

10. 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 Director of Transportation during the term of this Agreement.


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

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

If to the Board:

Board of Education
Oswego Community Unit School District 308
4175 Route 71
Oswego, IL 60543

If to Director of Transportation:

Derrick S. Berlin


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.

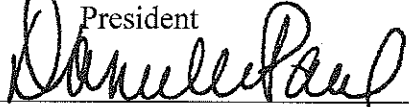


Director of Transportation

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary, Board of Education

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

AGREEMENT made on the of 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Laura C. Bingham** ("Assistant Junior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Junior High Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Junior High Principal for School District No. 308, Oswego, Illinois. Actual start date is **July 24, 2013** and last day of work for 2013/2014 is **June 10, 2014** unless the school year is extended due to use of district emergency days.)

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

3. Salary. In consideration for the Assistant Junior High Principal's salary of \$70,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal, nor as an extension of the termination date of this contract.

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

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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.

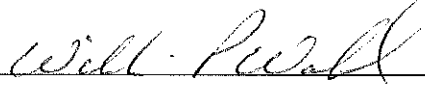
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Agreement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


Assistant Junior High Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

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

AGREEMENT made on the 22nd day of July, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Anne M. Bjelland** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on July 22, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$61,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

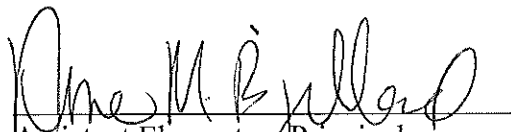
7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

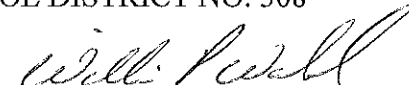
9. Term Life and Long-Term Disability Insurance. The Board shall provide one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Principal during the term of this Agreement.

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.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:

Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DISTRICT SPECIAL ED COORDINATOR CONTRACT**

Name: Kristen E. Bonie
2013/2014 TRS Salary: \$50,000.00 (prorated for actual time worked / start date
September 24, 2013)
Board Meeting Approval: September 23, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("District Special Ed Coordinator"), 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 District Special Ed Coordinator is hereby hired and retained from September 24, 2013 through June 30, 2014, prorated for actual start date of September 24, 2013, as a District Special Ed Coordinator for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of a TRS salary of \$50,000.00 per annum (**prorated for an actual start date of September 24, 2013**), the District Special Ed 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 District Special Ed 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. 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 Assistant Superintendent of Teaching and Learning or her designee, shall review with the District Special Ed Coordinator, the District Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the District Special Ed Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the District Special Ed 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 Mutual Agreement. During the term of this Agreement, the Board and the District Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

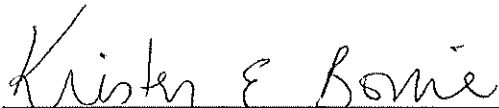
7. Vacation and Sick Leave. The District Special Ed Coordinator shall be entitled each year to an annual allotment of twenty (20) vacation days that accrue on a monthly basis, exclusive of legal holidays, and shall be entitled to 14 work days of sick leave annually of which two (2) days can be used as personal leave (**all prorated for actual time worked.**) 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, 2014, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 District Special Ed Coordinator and the members of the District Special Ed Coordinator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

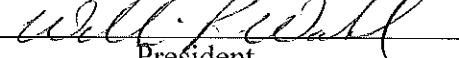
9. Term Life and Long-Term Disability Insurance. The Board shall provide one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the District Special Ed Coordinator during the term of this Agreement.

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.

DISTRICT SPECIAL ED COORDINATOR


Kristen E. Bonie

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR OF SPECIAL PROGRAMS CONTRACT**

Directors Name: Amanda L. Clark
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$109,000.00
Board Meeting Approval: May 6, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and (" Director of Special Programs"), 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 Director of Special Programs is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Director of Special Programs for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Director of Special Programs salary of \$109,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Director of Special Programs 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 of Special Programs 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 Director of Special Programs 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 Director of Special Programs 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 of Special Programs 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 Director of Special Programs, 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 Director of Special Programs, the Director of Special Programs progress toward

established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director of Special Programs shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director of Special Programs 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 of Special Programs which is detrimental to the best interests of the School District. The Director of Special Programs permanent disability or incapacity or the Director of Special Programs 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 Director of Special Programs may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled each year to a monthly accrued paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Director of Special Programs and the members of the 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 \$100,000. of Term Life insurance and Long-Term Disability benefits for the Director of Special Programs during the term of this Agreement.

10. In-District Travel. The Board shall provide the Director of Special Programs \$150.00 each month for mileage expenses.

11. Certification. During the term of this contract, the Director of Special Programs shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a Director of Special Programs of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director of Special Programs 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 Director of Special Programs 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.

Director of Special Programs

Amanda L. Clark

Amanda L. Clark

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: *Will Kunk*

President

ATTEST:

Donna Paul

Secretary

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

Director's Name: Dr. Edsel Clark
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$117,000.00
Board Meeting Approval: May 6, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("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 Director of Secondary Education is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Director of Secondary Education for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Director of Secondary Education salary of \$117,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the 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 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 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 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 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 Director of Secondary Education, 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 of Secondary Education, the 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 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 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 Director of Secondary Education which is detrimental to the best interests of the School District. The Director of Secondary Education permanent disability or incapacity or the 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 Director of Secondary Education may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled each year to a monthly accrued paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Director of Secondary Education and the members of the 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 \$100,000. of Term Life insurance and Long-Term Disability benefits for the Director of Secondary Education during the term of this Agreement.

10. In-District Travel. The Board shall provide the Director of Secondary Education \$150.00 each month for mileage expenses.

11. Certification. During the term of this contract, the Director of Secondary Education shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a 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 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 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.

Director of Secondary Education



Dr. Edsel Clark

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**OSWEGO COMMUNITY UNIT DISTRICT NO. 308
DIRECTOR OF TECHNOLOGY**

AGREEMENT made this 13th day of August, 2012, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Allen Clasen** ("Director of Technology.")

IT IS AGREED:

1. Employment. The Director of Technology is hereby hired and retained from August 1, 2012, to June 30, 2013, as Director of Technology for School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF salary of \$104,717.00 per annum (**prorated for actual August 1, 2012 start date**), the Director of Technology 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 Director of Technology 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 March 1st, the Assistant Superintendent for Business shall review with the Director of Technology, Director of Technology's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director of Technology shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director of Technology 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 Director of Technology may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Director of Technology shall be entitled each year to a paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. Vacation days may accumulate to no more than 50 days during a given school year, July 1 to June 30. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the Director of Technology at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.

8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director of Technology and the members of the Director of Technology 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 Director of Technology during the term of this Agreement.

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

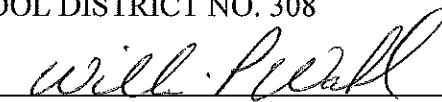
14. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director of Technology and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address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




Director of Technology

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary, Board of Education

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

AGREEMENT made on the 24th day of June, 2013 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 June 24, 2013 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, 2013 to June 30, 2014 to work 196 days. Your 2013/2014 start date is July 31, 2013 and your last day of work will be June 3, 2014 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 \$75,418.03 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.

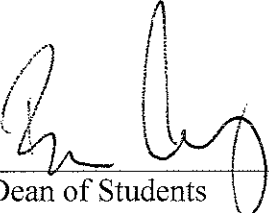
7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and

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, 2013 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
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF FACILITY CONSTRUCTION AND DEVELOPMENT

AGREEMENT made this 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Patrick Dacy** ("Assistant Director of Facility Construction and Development"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013 and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Director of Facility Construction and Development is hereby hired and retained from July 1, 2013, to June 30, 2014, as Assistant Director of Facility Construction and Development for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Facility Construction and Development of this District shall be all those duties required of the Assistant Director of Facility Construction and Development as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Director of Facility Construction and Development, and to perform such other duties as from time to time may be assigned to the Assistant Director of Facility Construction and Development by the Assistant Director Superintendent for Business/Finance and the Superintendent of Schools.

3. Salary. In consideration of an IMRF annual salary of \$87,926.50, the Assistant Director of Facility Construction and Development 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 Facility Construction and Development 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 Facility Construction and Development shall review with the Assistant Director of Facility Construction and Development, Assistant Director of Facility Construction and Developments' 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 Facility Construction and Development 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 Director of Facility Construction and Development 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 Director of Facility Construction and Development may mutually agree, in writing, to

terminate this Agreement.


7. Vacation and Sick Leave. The Supervisor shall be entitled each year to a paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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 Supervisor at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. 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.

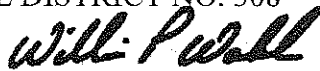
9. Term Life and Long-Term Disability Insurance. The Board shall provide one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Director during the term of this Agreement.

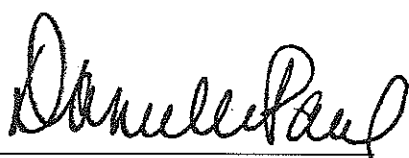
10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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 Facility Construction
and Development

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

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

AGREEMENT made on the 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Adele Dalesandro** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013 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, 2013 to June 30, 2014 to work 196 days. Your 2013/2014 start date is July 31, 2013 and your last day of work will be June 3, 2014 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 \$65,650.00 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, 2013 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
OSWEGO 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: Daniel DeBruycker
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$90,000.00
Board Meeting Approval: June 24, 2013

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, 2013 through June 30, 2014, 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 \$90,000.00 for the 2013-2014 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.

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 and Sick Leave. The High School Athletic Director shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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.

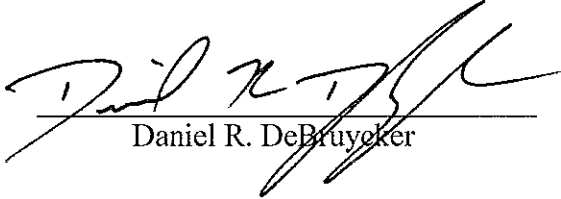
11. Certification. During the term of this contract, the High School Athletic Director shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a High School Athletic Director of the School District.

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.

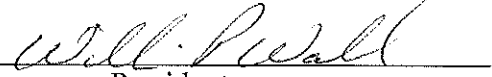
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

High School Athletic Director



Daniel R. DeBruycker

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR OF HUMAN RESOURCES CONTRACT**

Name: Joseph M. Deeney
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 IMRF Salary: \$109,000.00 (prorated for actual time worked – July 2, 2013 start date)
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Director of Human Resources"), 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 Director of Human Resources is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Director of Human Resources for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF salary of \$109,000.00(**prorated for actual time worked – July 2, 2013 start date**) per annum, the Director of Human Resources 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 Director of Human Resources 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 Assistant Superintendent of Administrative Services shall review with the Director of Human Resources, the Director of Human Resources progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director of Human Resources shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director of Human Resources 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 Director of Human Resources may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Director of Human Resources shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, 2013, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

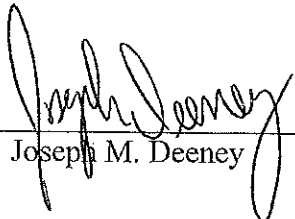
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Director of Human Resources and the members of the Director of Human Resources's immediate family during the term 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 \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director of Human Resources during the term of this Agreement.

10. In-District Travel. The Board shall provide the Director of Human Resources \$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.

DIRECTOR OF HUMAN RESOURCES

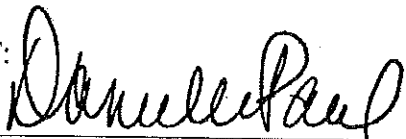


Joseph M. Deeney

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

Principal's Name: Janet Demont
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$92,379.24
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$92,379.24** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled to an annual paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

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 SCHOOL PRINCIPAL

Janet Demont
Janet Demont

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Purcell
President

ATTEST:

Daniel Paul
Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR OF ASSESSMENTS, DATA AND ACCOUNTABILITY CONTRACT**

Directors Name: Dr. Brenda Dixon
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$109,000.00
Board Meeting Approval: June 10, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and (" Director of Assessments, Data and Accountability"), 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 Director of Assessments, Data and Accountability is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Director of Assessments, Data and Accountability for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Director of Assessments, Data and Accountability salary of \$109,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Director of Assessments, Data and Accountability 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 of Assessments, Data and Accountability 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 Director of Assessments, Data and Accountability 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 Director of Assessments, Data and Accountability 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 of Assessments, Data and Accountability 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 Director of Assessments, Data and Accountability, 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 of Assessments, Data and Accountability, the Director of Assessments,

Data and Accountability progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director of Assessments, Data and Accountability shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director of Assessments, Data and Accountability 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 of Assessments, Data and Accountability which is detrimental to the best interests of the School District. The Director of Assessments, Data and Accountability permanent disability or incapacity or the Director of Assessments, Data and Accountability 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 Director of Assessments, Data and Accountability may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled each year to a monthly accrued paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Director of Assessments, Data and Accountability and the members of the Director of Assessments, Data and Accountability 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 Director of Assessments, Data and Accountability during the term of this Agreement.

10. In-District Travel. The Board shall provide the Director of Assessments, Data and Accountability \$150.00 each month for mileage expenses.

11. Certification. During the term of this contract, the Director of Assessments, Data and Accountability shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a Director of Assessments, Data and Accountability of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director of Assessments, Data and Accountability 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 Director of Assessments, Data and Accountability in writing.

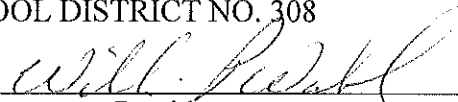
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Director of Assessments, Data and Accountability

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308



Dr. Brenda Dixon

By: 

President

ATTEST:



Secretary

OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
APPLICATIONS MANAGER

AGREEMENT made this 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Ronald Dougherty** ("Applications Manager"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Applications Manager is hereby hired and retained from July 1, 2013, to June 30, 2014, as Applications Manager for School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF annual salary of \$65,650.00, the Applications Manager 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 Applications Manager 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 Technology or designee, shall review with the Applications Manager, the Applications Managers' progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Applications Manager shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Applications Manager 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 Applications Manager may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Applications Manager shall be entitled each year to a paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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. 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, 2014, will be

converted into a credit of 15 sick days in the individual's local sick bank.) 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. Vacation days may accumulate to no more than 50 days during a given school year, July 1 to June 30. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the Applications Manager at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. 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 Applications Manager and the members of the Applications Manager 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 one times your base annual salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Applications Manager during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the administrator \$150.00 each month for mileage expenses.


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.

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.




Applications Manager

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF SPECIAL PROGRAMS**

Director's Name: Ivette Dubiel
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$67,000.00 (prorated for actual time worked/start date 7/23/2013)
Board Meeting Approval: July 22, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Assistant Director of Special Programs"), 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 Special Programs is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Assistant Director of Special Programs for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

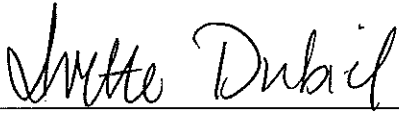
3. Salary. In consideration for the Assistant Director of Special Programs salary of \$67,000.00 (**prorated for actual time worked / start date 7/23/2013**) for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Director of Special Programs 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 Special Programs 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 Special Programs 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 Special Programs 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 Special Programs 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 Special Programs, 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.)

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director of Special Programs 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 Special Programs 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.

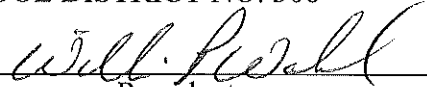
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director of Special Programs



Ivette Dubiel

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

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

AGREEMENT made on the 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Danial Durbin** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013 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, 2013 to June 30, 2014 to work 196 days. Your 2013/2014 start date is July 31, 2013 and your last day of work will be June 3, 2014 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 \$65,650.00 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, 2013 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.

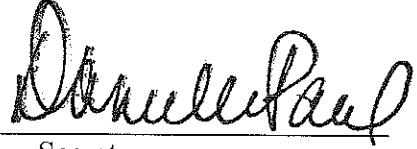


Dean of Students

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **William Dwyer** ("Assistant Senior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Senior High Principal is hereby hired and retained from July 1, 2013 to June 30, 2014 to work 216 days annually (July 17, 2013 is your actual start date) and June 17, 2014 will be your last workday, if the district school year is not extended due to emergency days) as Assistant Senior High Principal for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Senior High Principal of this District shall be all those duties required of the Assistant Senior High Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Senior High Principal, and to perform such other duties as from time to time may be assigned to the Assistant Senior High 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 of a TRS salary of \$87,870.00 per annum, the Assistant Senior High Principal 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 Senior High Principal 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. 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 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 Assistant Senior High Principal, the Assistant Senior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Senior High 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 Assistant Senior High 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 Assistant Senior High Principal may mutually agree, in writing, to terminate this Agreement.

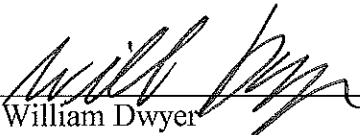
7. Sick and Personal Leave. The administrator shall work 216 days, exclusive of legal holidays, and shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the 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, 2014 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.

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 Dwyer

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DISTRICT HEALTH SERVICES COORDINATOR CONTRACT**

Name: Melanie A. Eilers
Length of Contract: August 13, 2013 through June 30, 2014
2013/2014 TRS Salary: \$70,000.00 (prorated for actual time worked)
Board Meeting Approval: August 12, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("District Health Services Coordinator"), 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 District Health Services Coordinator is hereby hired and retained from August 13, 2013 through June 30, 2014, prorated for actual start date of August 13, 2013, as a District Health Services Coordinator for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of a TRS salary of \$70,000.00 per annum (**prorated for an actual start date of August 13, 2013**), the District Health Services 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 District Health Services 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. 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 Assistant Superintendent of Teaching and Learning or her designee, shall review with the District Health Services Coordinator, the District Health Services Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the District Health Services Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the District Health Services 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 Mutual Agreement. During the term of this Agreement, the Board and the District Health Services Coordinator may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The District Health Services Coordinator shall be entitled each year to an annual allotment of **twenty (20) vacation days that accrue on a monthly basis, exclusive of legal holidays, and shall be entitled to 14 work days of sick leave annually of which two (2) days can be used as personal leave (all prorated for actual time worked.)** 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, 2014, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 District Health Services Coordinator and the members of the District Health Services Coordinator'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the District Health Services Coordinator during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the District Health Services Coordinator \$150.00 each month for mileage expenses.

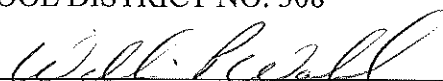
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DISTRICT HEALTH SERVICES
COORDINATOR



Melanie E. Eilers

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **John Francis** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$62,226.10 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.


7. Sick and Personal Leave. The administrator 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

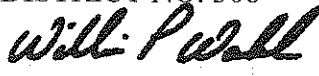
10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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.

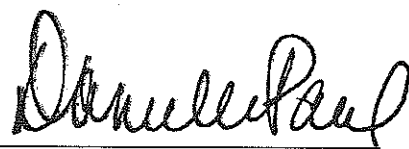


Assistant Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Rene Garren** ("Assistant Junior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Junior High Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Junior High Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Junior High Principal's salary of \$83,242.20 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal, Assistant Junior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal may mutually agree, in writing, to terminate this Agreement.

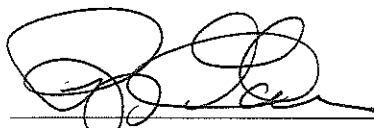
7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during 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, 2013 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, vision insurance for Junior High School Assistant Principal and the members of Junior High School 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.

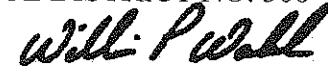
10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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 Junior High Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Barbara Garrison** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$69,110.75 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

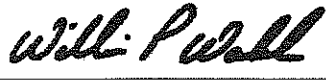
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.


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.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY PRINCIPAL CONTRACT**

Directors Name: Jeffrey L. Gerard
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$83,000.00
Board Meeting Approval: June 10, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO 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, 2013 through June 30, 2014, as an Elementary Principal for Oswego 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 School by the Superintendent of Schools or designee.

3. Salary. In consideration for the Elementary Principal salary of \$83,000.00 for the 2013-2014 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. 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 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 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 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 Elementary 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 Elementary Principal, the Elementary Principal 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 Elementary Principal which is detrimental to the best interests of the School District. The Elementary Principal permanent disability or incapacity or the Elementary 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 Elementary Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Elementary Principal and the members of the Elementary 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 Elementary Principal during the term of this Agreement.

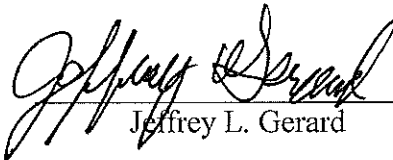
10. In-District Travel. The Board shall provide the Elementary Principal \$150.00 each month for mileage expenses.

11. Certification. During the term of this contract, the Elementary Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a Elementary Principal of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Elementary 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 Elementary Principal in writing.

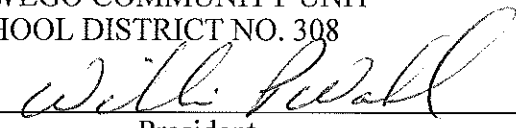
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Elementary Principal



Jeffrey L. Gerard

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:


Secretary

OSWEGO COMMUNITY UNIT DISTRICT NO. 308
DIRECTOR OF COMMUNICATIONS AND PUBLIC RELATIONS
EMPLOYMENT CONTRACT

AGREEMENT made this 10th day of June, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Brian Graves** ("Director of Communications and Public Relations.")

IT IS AGREED:

1. Employment. The Director of Communications and Public Relations is hereby hired and retained from July 1, 2013, to June 30, 2014, as Director of Communications and Public Relations for School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of a base salary of \$79,500.00 per annum (total IMRF annual salary equals \$83,246.04) the Director of Communications and Public Relations 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 Director of Communications and Public Relations 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 Superintendent of Schools shall review with the Director of Communications and Public Relations, the Director of Communications and Public Relations' progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director of Communications and Public Relations shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director of Communications and Public Relations 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 Director of Communications and Public Relations may mutually agree, in writing, to terminate this Agreement.

7. Vacation Days. The Director of Communications and Public Relations shall be entitled to a annual accrued paid vacation of twenty-five (25) days, exclusive of legal holidays. 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 Director of Communications and Public Relations at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.

8. Sick Leave. The Director of Communications and Public Relations shall be entitled to 14 work days of sick leave during the term of this Agreement of which two (2) days can be used as personal leave. 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 and deposited in the employee's local sick bank, (e.g., 10 unused sick days on June 30 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.

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

10. 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 Director of Communications and Public Relations during the term of this Agreement.

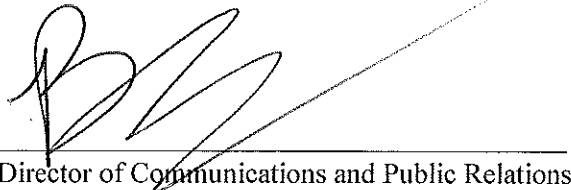
11. In-District Travel. The Board shall provide the Director of Communications and Public Relations \$400.00 each month for mileage expenses.

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

If to the Board:	Board of Education Oswego Community Unit School District 308 4175 Route 71 Oswego, IL 60543
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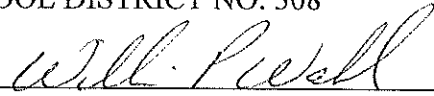
If to Director of Communications and Public Relations:	Brian Graves <i>Add Address</i>
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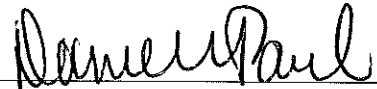
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.



Director of Communications and Public Relations

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By:  President

ATTEST:  Secretary, Board of Education

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

Principal's Name: Keith Griffin
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$82,500.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of \$82,500.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 Elementary School 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 School 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 School 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 School 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 Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal which is detrimental to the best interests of the School District. The Elementary School Principal's permanent disability or incapacity or the Elementary School 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 School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Principal shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Elementary School Principal and the members of the Elementary 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 Elementary School Principal during the term of this Agreement.

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

11. Certification. During the term of this contract, the Elementary School Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him to act as a Elementary School Principal of the School District.

12. The Elementary School 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 Elementary School 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 Elementary School Principal in writing.

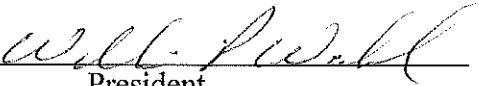
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ELEMENTARY SCHOOL PRINCIPAL




Keith Griffin

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Aaron M. Haber** ("Assistant Junior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Junior High Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Junior High Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Junior High Principal's salary of \$64,135.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal, Assistant Junior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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, vision insurance for Junior High School Assistant Principal and the members of Junior High School 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.

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 Junior High Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 22nd day of July, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Patrick R. Haddock** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on July 22, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$61,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

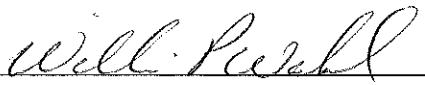
9. Term Life and Long-Term Disability Insurance. The Board shall provide one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Principal during the term of this Agreement.

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.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:

Secretary

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

Principal's Name: Tammie M. Harmon
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$84,158.25
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$84,158.25** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

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 SCHOOL PRINCIPAL

Tammie Harmon
Tammie M. Harmon

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Powell
President

ATTEST: Daniel Paul
Secretary

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

AGREEMENT made on the of 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jennifer M. Hennegan** ("Assistant Junior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Junior High Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Junior High Principal for School District No. 308, Oswego, Illinois. Actual start date is **July 24, 2013** and last day of work for 2013/2014 is **June 10, 2014** unless the school year is extended due to use of district emergency days.)

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

3. Salary. In consideration for the Assistant Junior High Principal's salary of \$63,500.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal, nor as an extension of the termination date of this contract.

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

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Jennifer M. Henneger
Assistant Junior High Principal

By: Will Swall
President

ATTEST:
Daniel Paul
Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Melissa Hinshaw** ("Assistant Junior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Junior High Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Junior High Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Junior High Principal's salary of \$64,135.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal, Assistant Junior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal may mutually agree, in writing, to terminate this Agreement.

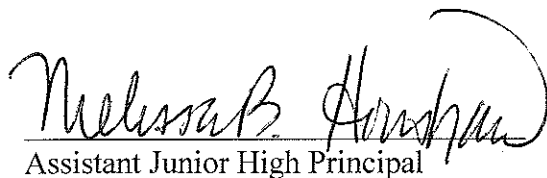
7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during 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, 2013 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, vision insurance for Junior High School Assistant Principal and the members of Junior High School 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.

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 Junior High Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ATHLETIC DIRECTOR CONTRACT

AGREEMENT made this 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Darren L. Howard** ("Athletic Director"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Athletic Director is hereby hired and retained from July 1, 2013, to June 30, 2014, as Athletic Director for School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Athletic Director's salary of \$92,920.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the 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 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 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 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 Athletic Director'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 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 Senior High Principal shall review with the Athletic Director, Athletic Director's progress toward established goals and working relationships among staff and community.

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

Athletic Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

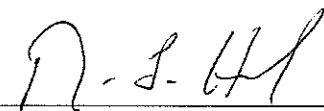
8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Athletic Director and the members of the Athletic Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided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

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


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.

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.



Athletic Director

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:



Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SYSTEMS ENGINEER CONTRACT**

Name: John Jennings
2013/2014 TRS Salary: \$43,000.00 (prorated for actual time worked / start date
November 18, 2013)
Board Meeting Approval: December 9, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Systems Engineer"), 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 Systems Engineer is hereby hired and retained from November 18, 2013 through June 30, 2014, prorated for actual start date of November 18, 2013, as a Systems Engineer for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF annual salary of \$43,000.00 (**prorated for an actual start date of November 18, 2013**) the Systems Engineer 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 Systems Engineer 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 Technology or his designee, shall review with the Systems Engineer, the Systems Engineer's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Systems Engineer shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Systems Engineer 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 Systems Engineer may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Systems Engineer shall be entitled each year to an annual allotment of fifteen (15) vacation days that accrue on a monthly basis, exclusive of legal

holidays, and shall be entitled to 14 work days of sick leave annually of which two (2) days can be used as personal leave (**all prorated for actual time worked.**) 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 and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2014, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

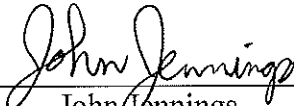
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Systems Engineer and the members of the Systems Engineer's immediate family during the term of this Agreement in 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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Systems Engineer during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Systems Engineer \$100.00 each month for mileage 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.

SYSTEMS ENGINEER



John Jennings

BOARD OF EDUCATION

OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF OPERATIONS

AGREEMENT made this 24th day of June 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Danny Kenyon** ("Assistant Director of Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Director of Operations is hereby hired and retained from July 1, 2013, through June 30, 2014, as Assistant Director of Operations for 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 required of the Assistant Director of Operations as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Director of Operations, and to perform such other duties as from time to time may be assigned to the Assistant Director of Operations by the Director of Operations, Assistant Superintendent for Administrative Services and the Superintendent of Schools, or his designee.
3. Salary. In consideration of an IMRF annual salary of \$69,087.29, 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 30, the Director of Operations, or his designee, 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 good 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 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 and Sick Leave. The administrator shall be entitled each year to a paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

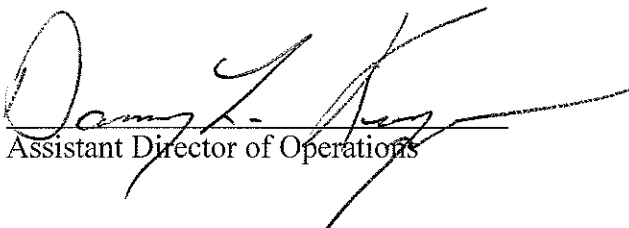
8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director and the members of the administrator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to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

9. Term Life and Long-Term Disability Insurance. The Board shall provide one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Operations during the term of this Agreement.

10. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director of Operations 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 Operations in writing.

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.


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
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

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

AGREEMENT made on the of 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jennifer Kern** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Actual start date is **July 24, 2013** and last day of work for 2013/2014 is **June 10, 2014** unless the school year is extended due to use of district emergency days.)

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$58,500.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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.

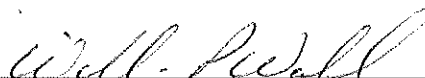
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Agreement 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 one times your base salary not to exceed \$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.


Assistant Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SYSTEMS MANAGER**

AGREEMENT made this 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Brent Kiger** ("Systems Manager"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Systems Manager is hereby hired and retained from July 1, 2013, to June 30, 2014, as Systems Manager for School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF annual salary of \$75,750.00, the Systems Manager 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 Systems Manager 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 Technology or designee, shall review with the Systems Manager, Systems Managers' progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Systems Manager shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Systems Manager 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 Systems Manager may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Systems Manager shall be entitled each year to a paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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. 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, 2014, will be

converted into a credit of 15 sick days in the individual's local sick bank.) 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. Vacation days may accumulate to no more than 50 days during a given school year, July 1 to June 30. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the Systems Manager at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. 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 Systems Manager and the members of the Systems Manager 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 one times your base annual salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Systems Manager during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the administrator \$150.00 each month for mileage expenses.


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.

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.

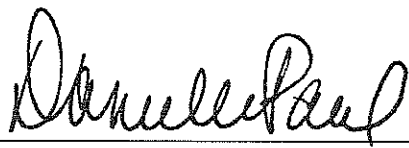


Systems Manager

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
TRANSPORTATION SAFETY COORDINATOR CONTRACT**

AGREEMENT made this 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kofi Kisseh** ("Transportation Safety Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Transportation Safety Coordinator is hereby hired and retained, from July 1, 2013 through June 30, 2014, as Transportation Safety Coordinator for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Transportation Safety Coordinator of this District shall be all those duties required of the Transportation Safety Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Transportation Safety Coordinator, and to perform such other duties as from time to time may be assigned to the Transportation Safety Coordinator by the Superintendent of Schools or his designee.

3. Salary. In consideration of an IMRF salary of \$43,660.08, the Transportation Safety 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 Transportation Safety 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.

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

5. Discharge for Cause. Throughout the term of this Agreement, the Transportation Safety 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 Transportation Safety 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 Transportation Safety Coordinator may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator will be entitled each year to an annual allotment of twenty (20) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Coordinator and the members of the Coordinator'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Transportation Safety Coordinator during the term of this Agreement.

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.

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.



Transportation Safety Coordinator

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Perrell

President

ATTEST: Daniel Paul

Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
TELECOMMUNICATIONS COORDINATOR CONTRACT**

AGREEMENT made this 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jerry Krantz** ("Telecommunications Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Telecommunications Coordinator is hereby hired and retained, from July 1, 2013 through June 30, 2014, as Telecommunications Coordinator for School District No. 308, Oswego, Illinois.
2. Duties. The duties and responsibilities of the Telecommunications Coordinator of this District shall be all those duties required of the Telecommunications Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Telecommunications Coordinator, and to perform such other duties as from time to time may be assigned to the Telecommunications Coordinator by the Superintendent of Schools or his designee.
3. Salary. In consideration of an IMRF salary of \$48,480.00, the Telecommunications 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 Telecommunications 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.
4. Evaluation. Annually, not later than June 30th, the Director of Technology shall review with the Telecommunications Coordinator, Telecommunications Coordinator's progress toward established goals and working relationships among staff and community.
5. Discharge for Cause. Throughout the term of this Agreement, the Telecommunications 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 Telecommunications 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 Telecommunications Coordinator may mutually agree, in writing, to terminate this Agreement.
7. Vacation and Sick Leave. The administrator will be entitled each year to an annual allotment of twenty (20) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Coordinator and the members of the Coordinator'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Telecommunications Coordinator during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Coordinator \$150.00 each month for mileage expenses.

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.

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.

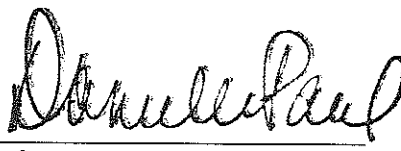


Telecommunications Coordinator

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

Principal Name: Dr. Louis Lee, Jr.
Length of Contract: July 1, 2013 through June 30, 2014
Base Salary: \$120,000.00
2013/2014 TRS Salary: \$132,450.36
Board Meeting Approval: June 10, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO 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, 2013 through June 30, 2014, as a High School Principal for Oswego 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 salary of \$132,450.36 for the 2013-2014 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 High School 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 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 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 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 High School Principal, the High School 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 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 High School Principal which is detrimental to the best interests of the School District. The High School Principal permanent disability or incapacity or the High School 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 Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The High School Principal shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Principal and the members of the High School 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 Principal during the term of this Agreement.

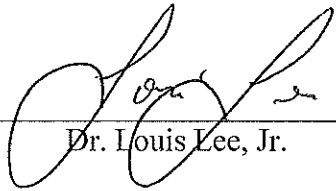
10. In-District Travel. The Board shall provide the High School Principal \$150.00 each month for mileage expenses.

11. Certification. During the term of this contract, the High School Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a High School Principal 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 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 Principal in writing.

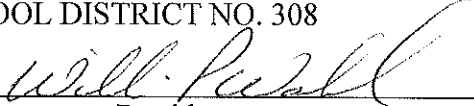
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

High School Principal



Dr. Louis Lee, Jr.

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:


Secretary

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

AGREEMENT made on the of 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Melissa Lewis** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Actual start date is **July 24, 2013** and last day of work for 2013/2014 is **June 10, 2014** unless the school year is extended due to use of district emergency days.)

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$61,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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 one times your base salary not to exceed \$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
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Melissa A. Lewis
Assistant Elementary Principal

By: Will Powell
President

ATTEST:
Daniel Paul
Secretary

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

Principal's Name: Shannon Lueders
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$96,455.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Junior 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 Junior High School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Junior High School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Junior High School Principal's salary of **\$96,455.00** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior 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 Junior 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Junior High School Principal, the Junior 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 Junior 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 Junior 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 Junior High School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Junior High School Principal and the members of the Junior 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 Junior 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

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.

JUNIOR HIGH SCHOOL PRINCIPAL

Shannon M Lueders
Shannon Lueders

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Powell
President

ATTEST: Danull Paul
Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSESSMENT, DATA AND ACCOUNTABILITY COORDINATOR CONTRACT**

Name: Jessica A. Lyons
Length of Contract: August 13, 2013 through June 30, 2014
2013/2014 IMRF Salary: \$50,000.00 (prorated for actual time worked)
Board Meeting Approval: August 12, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Assessment, Data and Accountability Coordinator"), 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 Assessment, Data and Accountability Coordinator is hereby hired and retained from August 13, 2013 through June 30, 2014, as an Assessment, Data and Accountability Coordinator for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF salary of \$50,000.00 (prorated for actual time worked) per annum, the Assessment, Data and Accountability 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 Assessment, Data and Accountability 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.

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

5. Discharge for Cause. Throughout the term of this Agreement, the Assessment, Data and Accountability Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assessment, Data and Accountability 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 Mutual Agreement. During the term of this Agreement, the Board and the Assessment, Data and Accountability Coordinator may mutually agree, in writing, to terminate this Agreement.

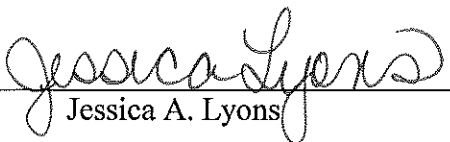
7. Vacation and Sick Leave. The Assessment, Data and Accountability Coordinator shall be entitled each year to an annual allotment of **twenty (20) vacation days that accrue on a monthly basis, exclusive of legal holidays, and shall be entitled to 14 work days of sick leave annually of which two (2) days can be used as personal leave (all prorated for actual time worked.)** 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 and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2014, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Assessment, Data and Accountability Coordinator and the members of the Assessment, Data and Accountability Coordinator'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assessment, Data and Accountability Coordinator during the term of this Agreement.

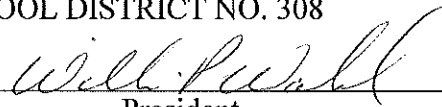
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ASSESSMENT, DATA AND
ACCOUNTABILITY COORDINATOR



Jessica A. Lyons

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Dawn Marmo** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$66,317.72 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

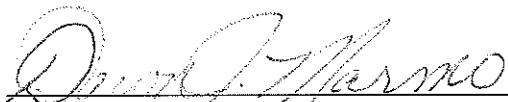
7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

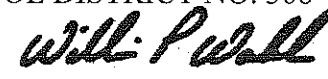
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

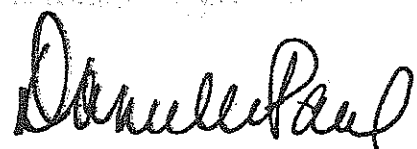
10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
NETWORK SERVICES ENGINEER CONTRACT**

Name: Robert J. Martin
2013/2014 TRS Salary: \$40,000.00 (prorated for actual time worked / start date
November 13, 2013)
Board Meeting Approval: December 9, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Network Services Engineer"), 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 Network Services Engineer is hereby hired and retained from November 13, 2013 through June 30, 2014, prorated for actual start date of November 13, 2013, as a Network Services Engineer for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF annual salary of \$40,000.00 (**prorated for an actual start date of November 13, 2013**) the Network Services Engineer 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 Network Services Engineer 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 Technology or his designee, shall review with the Network Services Engineer, the Network Services Engineer's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Network Services Engineer shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Network Services Engineer 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 Network Services Engineer may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Network Services Engineer shall be entitled each year to an annual allotment of fifteen (15) vacation days that accrue on a monthly basis, exclusive of legal holidays, and shall be entitled to 14 work days of sick leave annually of which two (2) days can be used as personal leave (**all prorated for actual time worked.**) 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 and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2014, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Network Services Engineer and the members of the Network Services Engineer'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Network Services Engineer during the term of this Agreement.

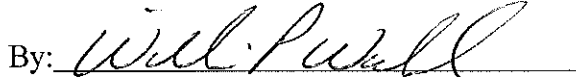
10. Mileage Reimbursement: The Board shall provide the Network Services Engineer \$100.00 each month for mileage expenses.

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.

NETWORK SERVICES ENGINEER


Robert J. Martin

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:

Secretary

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

AGREEMENT made this 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Gladys Martinez** ("Assistant Director of Transportation") ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Director of Transportation is hereby hired and retained, from July 1, 2013 through June 30, 2014, as Assistant Director of Transportation for 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 required of the Assistant Director of Transportation as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Director of Transportation, and to perform such other duties as from time to time may be assigned to the Assistant Director of Transportation by the Director of Transportation and/or Assistant Superintendent for Business/Finance and the Superintendent of Schools.
3. Salary. In consideration of an annual IMRF salary of \$57,000.00, 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 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 or his designee shall review with the Assistant Director of Transportation, Assistant Director of Transportation'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 of Transportation 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 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 Agreement. During the term of this Agreement, the Board and the Assistant Director of Transportation may mutually agree, in writing, to terminate this Agreement.

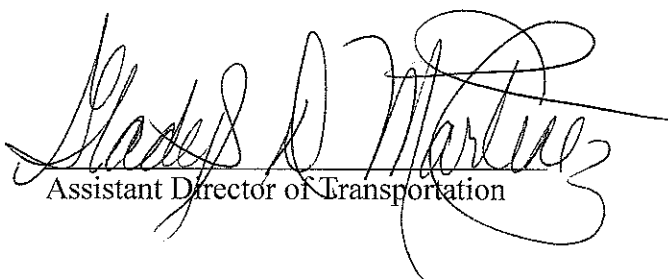
7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 240 days. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 administrator and the members of the administrator'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 one times base salary up to a maximum of \$50,000.00 of term life insurance for the Assistant Director of Transportation and Long-Term Disability benefits during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Assistant Director of Transportation \$150.00 each month for mileage 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

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

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

Principal's Name: Jamie Max
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$96,455.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Junior 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 Junior High School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Junior High School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Junior High School Principal's salary of **\$96,455.00** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Junior 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 Junior 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Junior High School Principal, the Junior 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 Junior 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 Junior 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 Junior High School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Junior High School Principal and the members of the Junior 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 Junior 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him to act as a Principal of the School District.

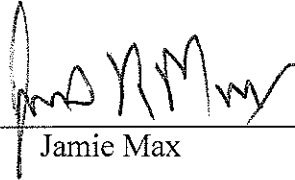
12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

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.

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.

JUNIOR HIGH SCHOOL PRINCIPAL




Jamie Max

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

Principal's Name: Andrew McCree
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$77,770.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of \$77,770.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him to act as a Principal of the School District.

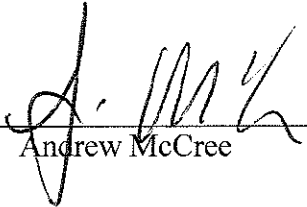
12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

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.

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 SCHOOL PRINCIPAL

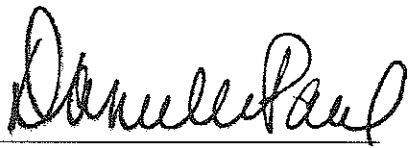


Andrew McCree

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

Director's Name: Melissa K. McDowell
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$75,000.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("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, 2013 through June 30, 2014, as an Assistant Director of Elementary Education for Oswego 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 \$75,000.00 for the 2013-2014 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 and Sick Leave. The Assistant Director shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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/him per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. 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. Certification. During the term of this contract, the Assistant Director of Elementary Education shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

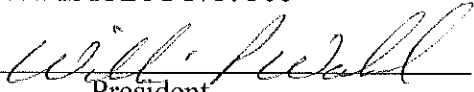
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director of Elementary Education



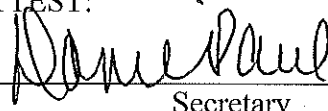
Melissa K. McDowell

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Elizabeth A. Meyers** ("Assistant Junior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Junior High Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Junior High Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Junior High Principal's salary of \$64,640.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal, Assistant Junior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal may mutually agree, in writing, to terminate this Agreement.

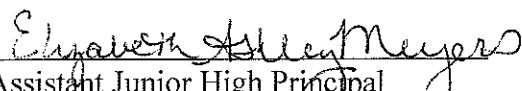
7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during 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, 2013 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, vision insurance for Junior High School Assistant Principal and the members of Junior High School 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.

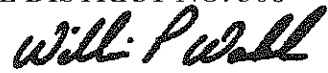
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.


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.

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 Junior High Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ADDENDUM TO ASSISTANT SUPERINTENDENT FOR TEACHING AND LEARNING
CONTRACT FOR EMPLOYMENT**

ADDENDUM AGREEMENT made this 18th day of March, 2013, 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 March 18, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

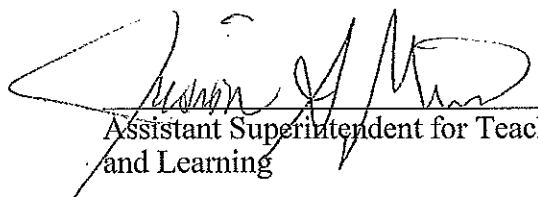
1. Employment. As an addendum to the July 1, 2013 – June 30, 2015 Employment Agreement entered into between the Parties on February 25, 2013, the Board hereby hires and retains the Assistant Superintendent for Teaching and Learning from May 1, 2013 to June 30, 2013, as Assistant Superintendent for Teaching and Learning for School District No. 308, Oswego, Illinois.

2. Salary: From May 1, 2013 through June 30, 2013, the Board shall pay Dr. Minor a base salary of Twenty Four Thousand Five Hundred Forty Eight Dollars and Ninety Nine Cents (\$24,548.99).

3. Vacation, Sick Leave, and Personal Leave. From May 1, 2013 through June 30, 2013, Dr. Minor shall receive Four (4) days of vacation and be entitled to Two (2) sick leave days and One (1) personal leave day.

4. Additional Terms. All remaining terms contained in the 2013-2015 Employment Agreement not expressly discussed in this Addendum shall apply for the term of this Addendum 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.


Assistant Superintendent for Teaching
and Learning

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT SUPERINTENDENT FOR TEACHING AND LEARNING
CONTRACT FOR EMPLOYMENT**

AGREEMENT made this 25th day of February, 2013, 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 February 25, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Superintendent for Teaching and Learning is hereby hired and retained from July 1, 2013 to June 30, 2015, as Assistant Superintendent for Teaching and Learning for School District No. 308, Oswego, Illinois.

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, 2013 through June 30, 2014, the Board shall pay Dr. Minor a base salary of One Hundred Thirty Five Thousand Dollars \$135,000.00 ("Base Salary").
- B. The 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 Thirty Five Thousand Dollars (\$135,000.00).
- 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 review with the Assistant Superintendent for Teaching and Learning, the Assistant Superintendent for Teaching and Learning 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 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.

6. 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.

7. 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.

8. 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 administrator at his/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, 2014 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.

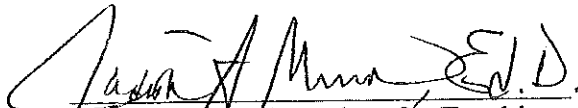
9. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Superintendent for Teaching and Learning and the members of the Assistant Superintendent for Teaching and Learning immediate family during the term of this Agreement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

10. 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.

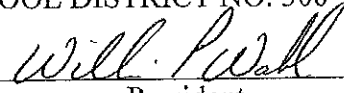
11. Mileage Reimbursement: The Board shall provide the Assistant Superintendent for Teaching and Learning \$250.00 each month for mileage expenses.


12. 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.


Assistant Superintendent for Teaching
and Learning

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:

Secretary

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

Principal's Name: Michael S. Mitchinson
Length of Contract: July 1, 2013 through June 30, 2014)
2013/2014 TRS Salary: \$92,000.00 (prorated for actual start date of July 23, 2013
Board Meeting Approval: July 23, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$92,000.00 (prorated for actual start date of July 23, 2013)** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave (**all prorated for actual start date of July 23, 2013.**) 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

be hereinafter furnished by the Principal in writing.

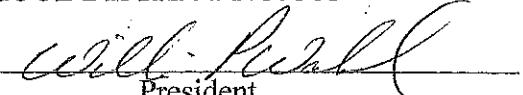
14. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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 SCHOOL PRINCIPAL


Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary

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

Principal's Name: Philip F. Murray
Length of Contract: July 1, 2013 through June 30, 2014
2012/2013 TRS Salary: \$91,000.00
Board Meeting Approval: June 10, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$91,000.00** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled each year to a monthly accrued paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2013 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

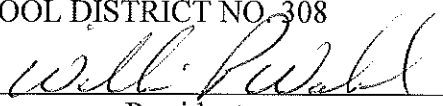
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ELEMENTARY SCHOOL PRINCIPAL



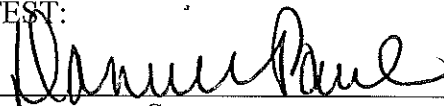
Philip F. Murray

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**OSWEGO COMMUNITY UNIT DISTRICT NO. 308
ASSISTANT DIRECTOR OF HUMAN RESOURCES EMPLOYMENT
CONTRACT**

AGREEMENT made this 10th day of June, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Tim M. Neubert** ("Assistant Director of Human Resources.")

IT IS AGREED:

1. Employment. The Assistant Director of Human Resources is hereby hired and retained from July 1, 2013, to June 30, 2014, as Assistant Director of Human Resources for School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF annual salary of \$75,000.00, the Assistant Director of Human Resources 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 Human Resources 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 Assistant Superintendent for Administrative Services or his designee, shall review with the Assistant Director of Human Resources, the Assistant Director of Human Resources' 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 Human Resources 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 Director of Human Resources 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 Director of Human Resources may mutually agree, in writing, to terminate this Agreement.

7. Vacation Days. The Assistant Director of Human Resources shall be entitled to a annual accrued paid vacation of twenty-five (25) days, exclusive of legal holidays. 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 Director of Human Resources at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.

8. Sick Leave. The Assistant Director of Human Resources shall be entitled to 14 work days of sick leave during the term of this Agreement of which two (2) days can be used as personal leave. 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 and deposited in the employee's local sick bank, (e.g., 10 unused sick days on June 30 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.

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

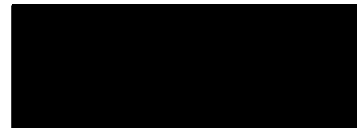
10. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Human Resources during the term of this Agreement.

11. In-District Travel. The Board shall provide the Assistant Director of Human Resources \$100.00 each month for mileage expenses.

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

If to the Board: Board of Education
Oswego Community Unit School District 308
4175 Route 71
Oswego, IL 60543


If to Assistant Director of Human Resources: Tim M. Neubert

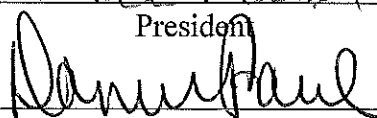


IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308


Assistant Director of Human Resources

By: 
President

ATTEST: 
Secretary, Board of Education

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

AGREEMENT made on the 20th day of May, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **William A. Nunamaker** ("Assistant Senior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on May 20, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Senior High Principal is hereby hired and retained from July 1, 2013 to June 30, 2014 to work four weeks before the first Teacher Institute Day (July 18, 2013 is your actual start date) and three weeks after the last official school day on the district calendar, (216 days) (June 13, 2014 if school year is not extended due to emergency days) as Assistant Senior High Principal for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Senior High Principal of this District shall be all those duties required of the Assistant Senior High Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Senior High Principal, and to perform such other duties as from time to time may be assigned to the Assistant Senior High 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 of a TRS salary of \$80,000.00 per annum, the Assistant Senior High Principal 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 Senior High Principal 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. 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 Senior High Principal, shall review with the Assistant Senior High Principal, the Assistant Senior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Senior High 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 Assistant Senior High 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 Assistant Senior High Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator shall work the school calendar plus four weeks before and three weeks after the last official school day on the district calendar (216 days, exclusive of legal holidays, and 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, 2014 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.

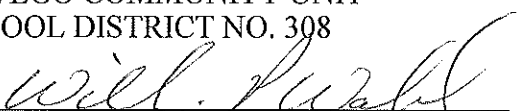
9. Term Life and Long-Term Disability. The Board shall provide for \$50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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.



William A. Nunamaker

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Casey O'Connell** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$63,246.20 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
STUDENT INFORMATION MANAGER

AGREEMENT made this 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kimberly O'Hara** ("Student Information Manager"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Student Information Manager is hereby hired and retained from July 1, 2013, to June 30, 2014, as Student Information Manager for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Student Information Manager of this District shall be all those duties required of the Student Information Manager as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Student Information Manager, and to perform such other duties as from time to time may be assigned to the Student Information Manager by the Superintendent of Schools or his designee.

3. Salary. In consideration of an IMRF annual salary of \$44,068.32., the Student Information Manager 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 Student Information Manager 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 Technology or designee, shall review with the Student Information Manager, the Student Information Managers' progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Student Information Manager shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Student Information Manager 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 Student Information Manager may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Student Information Manager shall be entitled each year to a paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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. 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, 2014, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. Vacation days may accumulate to no more than 50 days during a given school year, July 1 to June 30. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the Student Information Manager at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. 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 Student Information Manager and the members of the Student Information Manager 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 one times your base annual salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Student Information Manager during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the administrator \$150.00 each month for mileage expenses.

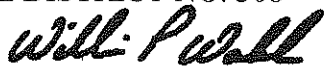
11. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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.



Student Information Manager

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

**ASSISTANT SUPERINTENDENT FOR BUSINESS
CONTRACT OF EMPLOYMENT**

AGREEMENT made this 20 day of April, 2012, by and between the Board of Education, Oswego Community Unit School District No. 308 (hereinafter "the Board"), and Paul O'Malley (hereinafter "O'MALLEY"), ratified by motion adopted at a special meeting of the Board held on April 20, 2012, and found in the minutes of that meeting.

IT IS AGREED:

1. Employment: O'MALLEY is hereby hired and retained from July 1, 2012 to June 30, 2015 as ASSISTANT SUPERINTENDENT FOR BUSINESS. O'MALLEY 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 O'MALLEY shall be all those duties incident to the office of ASSISTANT SUPERINTENDENT FOR BUSINESS 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 as from time to time may be assigned to O'MALLEY by the Board or Superintendent. The Board reserves the right to assign O'MALLEY to different duties for which he is certified from time to time during the contract, without a loss of pay.

3. Salary: In consideration of the following salary amounts, O'MALLEY 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, 2012 through June 30, 2013, the Board shall pay O'MALLEY a base salary of One Hundred Eighty Thousand Dollars \$180,000.00 ("Base Salary").
- B. Each subsequent contract year of this Agreement, O'MALLEY shall be paid a base salary to be determined by the Board. In no case shall the Board reduce O'Malley's base salary below One Hundred Eighty Thousand Dollars (\$180,000.00).
- 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 O'MALLEY nor that the termination date of this Agreement has been in any way extended.

- D. The Board shall pay on behalf of O'MALLEY 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. O'MALLEY 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: O'MALLEY 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 designee and shall be subject to the approval of the Superintendent or designee. O'Malley shall be permitted to carry over 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, O'Malley shall be paid for any accrued but unused vacation days not to exceed Thirty (30) days.

5. Sick Leave: O'MALLEY shall receive Fourteen (14) days of sick leave annually, of which two (2) days can be used as personal leave days. Earned sick leave may accumulate to a maximum of 340 days.

6. Mileage Reimbursement: O'MALLEY shall receive Two Hundred Fifty Dollars (\$250.00) each month to reimburse him for mileage expenses.

7. Medical, Dental and Vision Insurance: If elected by O'Malley, 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 O'Malley 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 \$100,000.00 of Term Life Insurance and Long-Term Disability benefits for O'Malley during the term of this Agreement.

9. Moving Expenses: On or before June 30, 2014, the Board shall reimburse O'Malley up to but not exceeding Five Thousand Dollars (\$5,000.00) for moving expenses related to relocating within the District. All requests relating to this payment must be submitted to the Superintendent with receipts supporting such requests.

10. Performance Based Goals ("Goals"): This Agreement is a performance-based contract pursuant to Section 10-23.8a of The School Code. The Board and O'Malley agree that the following goals are linked to student performance and obtaining academic improvement. The following Goals are to be met according to the following schedule. In the event that issues arise that require the duration of the goals to change, both parties must mutually agree to modify the goals set forth below:

A. By October 15, 2012, O'Malley will develop and present a proposed Department Structure to the Superintendent for his/her consideration and approval. Upon receipt of the Superintendent's approval, O'Malley shall present the Department Structure to the Board at a regularly scheduled meeting.

B. By October 15, 2012, O'Malley will develop and present to the Board a Financial Communication Program that will improve the frequency by which the public, District employees and Board are made aware of the financial position of the School District.

C. By November 30, 2012, O'Malley will develop and present to the Board an evaluation of the District's financial position and a long-term plan (including annual budgetary process) to improve the District's financial position.

D. By December 31, 2012, and then annually at the first Board Meeting in February, O'Malley will develop a structured, repeatable, reliable program that details the financial operating plan for the next immediate school year, and makes three year projections and five year projections in the operating plan and fund balance(s).

E. By December 31, 2013, O'Malley will develop District Financial Projections using District resources and reduce the expense of third party firms for said projections by 50% of the 2011 and 2012 expenditures.

F. From time to time during this Agreement, additional annual Goals may be identified and agreed to by the Board and O'Malley.

11. Waiver of Tenure: By accepting the terms of a multi-year contract, O'Malley 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: O'MALLEY's performance shall be evaluated annually by the Superintendent no later than February 1 of each calendar year. O'Malley 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 O'Malley 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 O'Malley.
13. Reappointment: Notice of intent not to renew this contract must be given to O'MALLEY, in writing, 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.
14. Discharge for Cause: Through the term of this Agreement, O'MALLEY shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that O'MALLEY 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 O'MALLEY chooses to be accompanied by counsel at such hearing, O'MALLEY 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. Certification: O'MALLEY shall furnish to the Board during the term of this Agreement, a valid and appropriate certificate to act as Assistant Superintendent for Business in accordance with the laws of the State of Illinois and as directed by the Board.
16. Other Work: The Board encourages O'MALLEY 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 O'MALLEY's performance of his duties under this Agreement.
17. Professional Activities: The Board shall encourage O'MALLEY 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 O'MALLEY for the costs of such attendance and memberships.
18. Disability: Should O'MALLEY be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond O'MALLEY'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.

19 Termination or Modification of this Agreement: During the term of this Agreement, the Board and O'MALLEY may mutually agree, in writing, to terminate or modify this Agreement.

20. Medical Examination: Once a year during the term of this Agreement, O'MALLEY shall obtain a comprehensive medical examination at the Board's expense. O'MALLEY shall provide to the Board a copy of the examination or a certificate of the physician certifying O'MALLEY's physical competence on a form approved by the Board. However, at anytime that the Board believes it is necessary, O'MALLEY 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 O'MALLEY, to:

Mr. Paul O'Malley


22. Miscellaneous

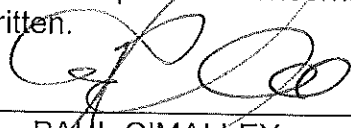
22.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

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.

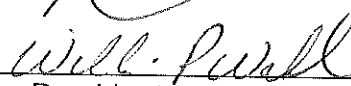
22.4 This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter whether oral or written.

By:



PAUL O'MALLEY

By:



President

Board of Education

Oswego Community Unit School District

No. 308

ATTEST:



Secretary

Board of Education

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR OF DISTRICT STUDENT SERVICES CONTRACT**

Directors Name: Valerie M. Patterson
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$116,000.00
Board Meeting Approval: May 20, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and (" Director of District 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 Director of District Student Services is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Director of District Student Services for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Director of District Student Services salary of \$116,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Director of District 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 Director of District 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 Director of District 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 Director of District 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 Director of District 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 Director of District Student Services, 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 Director of District Student Services, the Director of District Student Services

progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director of District 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 Director of District 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 Director of District Student Services which is detrimental to the best interests of the School District. The Director of District Student Services permanent disability or incapacity or the Director of District 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 Director of District Student Services may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled each year to a monthly accrued paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Director of District Student Services and the members of the Director of District 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 \$100,000. of Term Life insurance and Long-Term Disability benefits for the Director of District Student Services during the term of this Agreement.

10. In-District Travel. The Board shall provide the Director of District Student Services \$150.00 each month for mileage expenses.

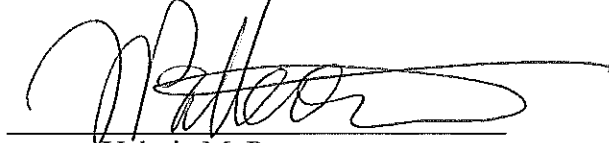
11. Certification. During the term of this contract, the Director of District Student Services shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a Director of District Student Services of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director of District 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 Director of District 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.

Director of District Student Services



Valerie M. Patterson

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By:  _____
President

ATTEST:

 _____
Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Julie Pavlini** ("Assistant Senior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Senior High Principal is hereby hired and retained from July 1, 2013 to June 30, 2014 to work 216 days annually (July 17, 2013 is your actual start date) and June 17, 2014 will be your last workday, if the district school year is not extended due to emergency days) as Assistant Senior High Principal for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Senior High Principal of this District shall be all those duties required of the Assistant Senior High Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Senior High Principal, and to perform such other duties as from time to time may be assigned to the Assistant Senior High 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 of a TRS salary of \$85,404.81 per annum, the Assistant Senior High Principal 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 Senior High Principal 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. 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 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 Assistant Senior High Principal, the Assistant Senior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Senior High 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 Assistant Senior High 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 Assistant Senior High Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator shall work 216 days, exclusive of legal holidays, and 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, 2014 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.

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
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

 7/16/13.
Julie Pavlini

By: 
President

ATTEST: 
Secretary

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

Principal's Name: Heidi Podjasek
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$88,217.33
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$88,217.33** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

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 SCHOOL PRINCIPAL

Heidi Podjasek
Heidi Podjasek

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Powell
President

ATTEST: Danull Paul
Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Christopher Puckett** ("Assistant Junior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Junior High Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Junior High Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Junior High Principal's salary of \$73,805.26 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal, Assistant Junior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal may mutually agree, in writing, to terminate this Agreement.


7. Sick and Personal Leave. The administrator 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, 2013 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, vision insurance for Junior High School Assistant Principal and the members of Junior High School 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.

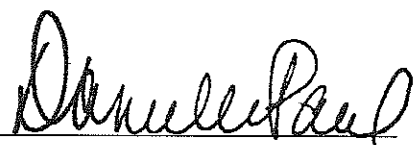
10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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 Junior High Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:

Secretary

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

Director's Name: Michael K. Purcell
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$79,500.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("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, 2013 through June 30, 2014, as an Assistant Director of Secondary Education for Oswego 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 \$79,500.00 for the 2013-2014 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 and Sick Leave. The Assistant Director shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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/him per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. 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. Certification. During the term of this contract, the Assistant Director of Secondary Education shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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

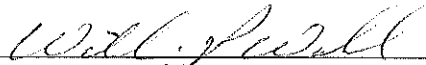
contract, or at such other address as may be hereinafter furnished by the Assistant Director of Secondary Education in writing.

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 BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308



Michael K. Purcell

By: 

President

ATTEST:


Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SYSTEMS COORDINATOR CONTRACT**

Name: Eon J. Ramnarine
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 IMRF Salary: \$62,000.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Systems Coordinator"), 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 Systems Coordinator is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Systems Coordinator for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration of an IMRF salary of \$ 62,000.00 per annum, the Systems 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 Systems 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.

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

5. Discharge for Cause. Throughout the term of this Agreement, the Systems Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Systems 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 Mutual Agreement. During the term of this Agreement, the Board and the Systems Coordinator may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Systems Coordinator shall be entitled each year to an

annual allotment of twenty (20) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, 2013, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

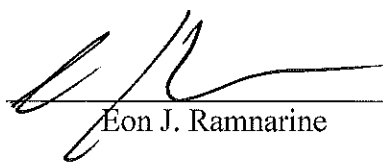
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Systems Coordinator and the members of the Systems Coordinator's immediate family during the term of this Agreement 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 Systems Coordinator during the term of this Agreement.

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

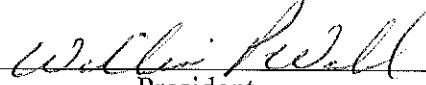
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

SYSTEMS COORDINATOR



Leon J. Ramnarine

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR OF SPECIAL EDUCATION CONTRACT**

Principal Name: Mary P. Redding
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$109,000.00
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Director of 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 Director of Special Education is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Director of Special Education for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Director of Special Education salary of \$109,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Director of 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 Director of 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 Director of 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 Director of 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 Director of 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 Director of Special Education, 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 Director of Special Education, the Director of Special Education progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director of 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 Director of 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 Director of Special Education which is detrimental to the best interests of the School District. The Director of Special Education permanent disability or incapacity or the Director of 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 Director of Special Education may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Director of Special Education shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Director of Special Education and the members of the Director of 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 \$100,000. of Term Life insurance and Long-Term Disability benefits for the Director of Special Education during the term of this Agreement.

10. In-District Travel. The Board shall provide the Director of Special Education \$150.00 each month for mileage expenses.

11. Certification. During the term of this contract, the Director of Special Education shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a Director of 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 Director of 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 Director of 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.

Director of Special Education

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Mary P. Redding
Mary P. Redding

By: Will Swall
President

ATTEST:
Daniel Paul
Secretary

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

Principal's Name: Melinda J. Renier
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$93,736.99
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$93,736.99** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him to act as a Principal of the School District.

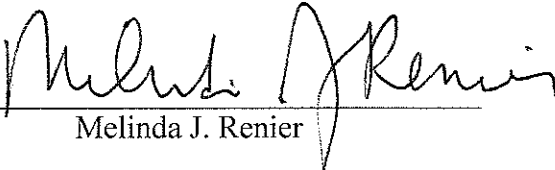
12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

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.

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 SCHOOL PRINCIPAL




Melinda J. Renier

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Amanda N. Rider** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$64,369.38 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, nor as an extension of the termination date of this contract.

New verbage added to 2013/2014 administrator contracts: *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.* Our personnel department is in receipt of your May, 2013, Doctorate transcripts. The salary above is reflective of this increase.

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Assistant Elementary Principal, Assistant 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 Assistant Elementary

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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

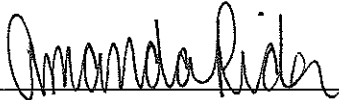
7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Amy Ryan** ("Assistant Junior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Junior High Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Junior High Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Junior High Principal's salary of \$66,317.72 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal, Assistant Junior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal may mutually agree, in writing, to terminate this Agreement.

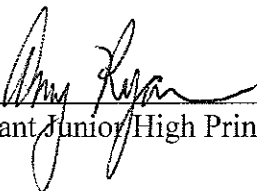
7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during 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, 2013 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, vision insurance for Junior High School Assistant Principal and the members of Junior High School 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.

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 Junior High Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

Name: Jeffrey C. Ryder
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 IMRF Salary: \$75,000.00
Board Meeting Approval: June 10, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("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, 2013 through June 30, 2014, as a Assistant Director of Finance for Oswego 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 Technology.

3. Salary. In consideration of an IMRF salary of \$ 75,000.00 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.

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 and Sick Leave. The Assistant Director of Finance shall be entitled each

year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, 2013, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

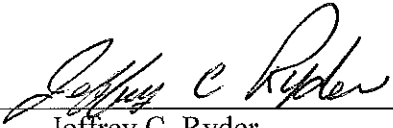
8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Director of Finance and the members of the Assistant Director of Finance's immediate family during the 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



Jeffrey C. Ryder

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:


Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR OF PROFESSIONAL DEVELOPMENT AND TRAINING CONTRACT**

Director's Name: Dr. Kellie Sanders
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$109,000.00
Board Meeting Approval: May 6, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("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 Director of Professional Development and Training is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Director of Professional Development and Training for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Director of Professional Development and Training salary of \$109,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the 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 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 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 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 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 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 Superintendent or designee shall

review with the Director of Professional Development and Training, the 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 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 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 Director of Professional Development and Training which is detrimental to the best interests of the School District. The Director of Professional Development and Training permanent disability or incapacity or the 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 Director of Professional Development and Training may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled each year to a monthly accrued paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Director of Professional Development and Training and the members of the 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 \$100,000. of Term Life insurance and Long-Term Disability benefits for the Director of Professional Development and Training during the term of this Agreement.

10. In-District Travel. The Board shall provide the Director of Professional Development and Training \$150.00 each month for mileage expenses.

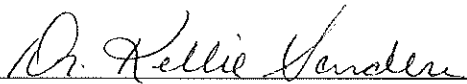
11. Certification. During the term of this contract, the Director of Professional Development and Training shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a Director of Professional Development and Training of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the 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 Director of Professional Development and Training in writing.

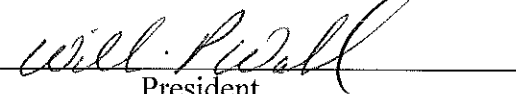
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Director of Professional Development and Training

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308



Dr. Kellie Sanders

By: 

President

ATTEST:


Secretary

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

AGREEMENT made on the 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kevin Schnable** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013 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, 2013 to June 30, 2014 to work 196 days. Your 2013/2014 start date is July 31, 2013 and your last day of work will be June 3, 2014 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 \$77,340.92 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, 2013 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
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308
By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **James Seput** ("Assistant Senior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Senior High Principal is hereby hired and retained from July 1, 2013 to June 30, 2014 to work 216 days annually (July 17, 2013 is your actual start date) and June 17, 2014 will be your last workday, if the district school year is not extended due to emergency days) as Assistant Senior High Principal for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Senior High Principal of this District shall be all those duties required of the Assistant Senior High Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Senior High Principal, and to perform such other duties as from time to time may be assigned to the Assistant Senior High 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 of a TRS salary of \$88,994.54 per annum, the Assistant Senior High Principal 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 Senior High Principal 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. 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 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 Assistant Senior High Principal, the Assistant Senior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Senior High 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 Assistant Senior High 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 Assistant Senior High Principal may mutually agree, in writing, to terminate this Agreement.

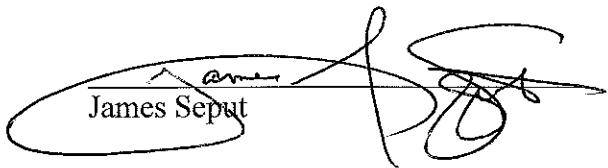
7. Sick and Personal Leave. The administrator shall work 216 days, exclusive of legal holidays, and shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the 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, 2014 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.

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.


James Seput

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Perall
President

ATTEST: Daniel Paul
Secretary

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

AGREEMENT made on the 22nd day of July, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Brett W. Shackelford** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on July 22, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$61,000.00 (**prorated for actual start date of July 25, 2013**) for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.


7. Sick and Personal Leave. The administrator 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

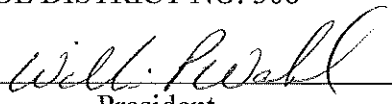
9. Term Life and Long-Term Disability Insurance. The Board shall provide one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Principal during the term of this Agreement.

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.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:

Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Sean Smith** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$61,610.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

Director's Name: Dr. Lisa L. Smith
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$117,000.00
Board Meeting Approval: May 6, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and (" 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 Director of Elementary Education is hereby hired and retained from July 1, 2013 through June 30, 2014, as a Director of Elementary Education for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Director of Elementary Education salary of \$117,000.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the 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 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 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 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 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 Director of Elementary Education, 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 Director of Elementary Education, the 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 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 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 Director of Elementary Education which is detrimental to the best interests of the School District. The Director of Elementary Education permanent disability or incapacity or the 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 Director of Elementary Education may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled each year to a monthly accrued paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Director of Elementary Education and the members of the 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 \$100,000. of Term Life insurance and Long-Term Disability benefits for the Director of Elementary Education during the term of this Agreement.


10. In-District Travel. The Board shall provide the Director of Elementary Education \$150.00 each month for mileage expenses.

11. Certification. During the term of this contract, the Director of Elementary Education shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as a 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 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 Director of Elementary Education in writing.

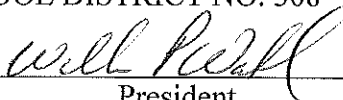
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Director of Elementary Education



Dr. Lisa L. Smith

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

AGREEMENT made on the 12th day of August, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Paul C. Southwell** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on August 12, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. However, your 2013/2014 start date is August 13, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$61,000.00 (**prorated for actual start date of August 13, 2013**) for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.


7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave (prorated for actual time worked.) 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

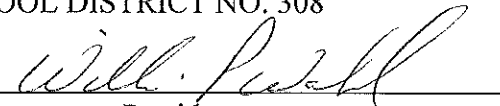
9. Term Life and Long-Term Disability Insurance. The Board shall provide one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Principal during the term of this Agreement.

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.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:

Secretary

OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT SUPERINTENDENT FOR ADMINISTRATIVE SERVICES CONTRACT

AGREEMENT made this 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **John W. Sparlin** ("Assistant Superintendent for Administrative Services"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Superintendent for Administrative Services is hereby hired and retained from July 1, 2013, to June 30, 2014, as Assistant Superintendent for Administrative Services for School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Assistant Superintendent for Administrative Services salary of \$128,201.32 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Superintendent for Administrative 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 Superintendent for Administrative 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 Superintendent for Administrative 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 Superintendent for Administrative 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 Superintendent for Administrative 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 Superintendent for Administrative Services, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree your salary shall be adjusted to \$149,066.66 which will be retroactive to July 1, 2013.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee, shall review with the Assistant Superintendent for Administrative Services, Assistant Superintendent for Administrative Services 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 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 Assistant 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.

6. Termination by Agreement. During the term of this Agreement, the Board and the Assistant Superintendent for Administrative Services may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled to an annual paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

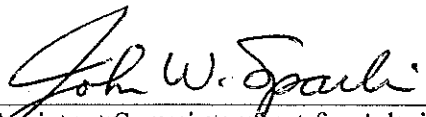
8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Superintendent for Administrative Services and the members of the Assistant Superintendent for Administrative Services immediate family during the term of this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

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 Administrative Services during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Assistant Superintendent for Administrative Services \$250.00 each month for mileage expenses.


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.

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 Administrative Services

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
NETWORK SERVICES COORDINATOR CONTRACT**

AGREEMENT made this 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **JOHN STURK** ("Network Services Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Network Services Coordinator is hereby hired and retained, from July 1, 2013 through June 30, 2014, as Network Services Coordinator for School District No. 308, Oswego, Illinois.
2. Duties. The duties and responsibilities of the Network Services Coordinator of this District shall be all those duties required of the Network Services Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Network Services Coordinator, and to perform such other duties as from time to time may be assigned to the Network Services Coordinator by the Superintendent of Schools of Schools or his designee.
3. Salary. In consideration of an IMRF salary of \$63,108.49, the Network Services 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 Network Services 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.
4. Evaluation. Annually, not later than June 30th, the Director of Technology shall review with the Network Services Coordinator, Network Services Coordinator's progress toward established goals and working relationships among staff and community.
5. Discharge for Cause. Throughout the term of this Agreement, the Network Services 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 Network Services 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 Network Services Coordinator may mutually agree, in writing, to terminate this Agreement.
7. Vacation and Sick Leave. The administrator will be entitled each year to an annual allotment of twenty (20) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Coordinator and the members of the Coordinator'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Network Services Coordinator during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Coordinator \$150.00 each month for mileage expenses.

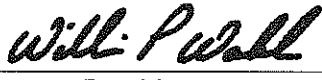
11. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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.

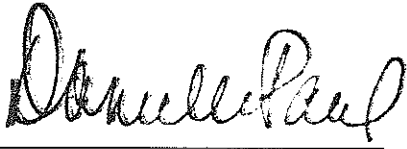


Network Services Coordinator

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

Principal's Name: Allison Sulkson
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$94,021.60
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$94,021.60** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled to an annual paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him to act as a Principal of the School District.

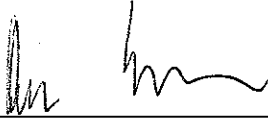
12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

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.

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 SCHOOL PRINCIPAL



Allison Sulkson

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Powell
President

ATTEST:



Secretary

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

AGREEMENT made on the 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Joseph M. Sweeney** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013 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, 2013 to June 30, 2014 to work 196 days. Your 2013/2014 start date is July 31, 2013 and your last day of work will be June 3, 2014 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 \$67,698.94 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.

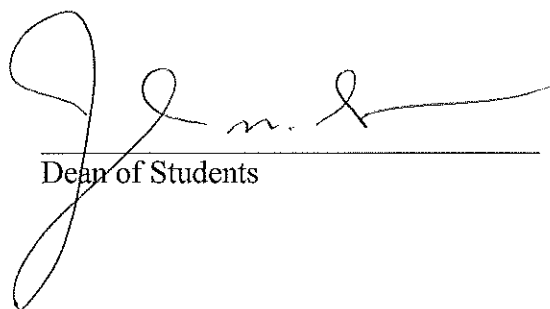
7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and

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, 2013 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
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will P. Wall
President

ATTEST:

Daniel Paul
Secretary

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

Principal's Name: Susan Tiedt
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$91,989.56
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$91,989.56** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled to an annual paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

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 SCHOOL PRINCIPAL

Susan M. Tiedt
Susan Tiedt

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Powell
President

ATTEST:

Daniel Paul
Secretary

INTERIM DIRECTOR OF FINANCE EMPLOYMENT AGREEMENT

THIS AGREEMENT is made this 13th day of November, 2013, by and between the BOARD OF EDUCATION, OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("Board") and MR. JAY TOVIAN, collectively referred to hereinafter as "the Parties".

THE PARTIES, having discussed the nature of the terms contained herein and for mutual consideration, HEREBY AGREE:

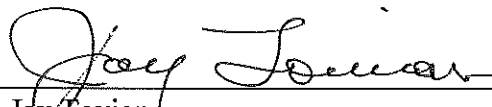
EMPLOYMENT:	Mr. Tovian is hereby hired and retained on an interim contract basis which is in effect for the period between November 13, 2013, through and including June 30, 2014, upon satisfactory performance, and for such additional periods of time as may be later agreed to by the Parties, as Interim Director of Finance for Oswego Community Unit School District No. 308 ("District"). This Agreement is subject to ratification by the Board. In the event the Board does not ratify this Agreement, this Agreement will be null and void except that Mr. Tovian will be paid for the time actually worked in the manner described in this Agreement between November 13, 2013 and the date of the Board's decision not to approve his employment.
DUTIES:	The duties and responsibilities of Mr. Tovian shall be those duties appropriate to the Office of the Director of Finance, as set forth in the Board's job description, attached as Exhibit A, which may be amended from time to time; those obligations which may be imposed by laws of the State of Illinois; other professional duties customarily performed; and additional duties as may be assigned from time to time to Mr. Tovian by the Superintendent or Associate Superintendent. His duties shall include, but not be limited to those as specified in Exhibit A: Oswego Community Unit School District 308 Job Description Form for Director of Finance. The Board reserves the right to reassign Mr. Tovian to different duties during the term of this Agreement without loss of pay or benefits.
COMPENSATION, WAGES AND HOURS:	In consideration of a rate of pay of Ninety Dollars (\$90.00) per hour, Mr. Tovian agrees to perform the aforesaid Director of Finance duties at least two days per week for a minimum of six hours per business day, and to devote such time, skill, labor and attention to this employment, during the term of this Agreement, and to perform faithfully the duties of Interim Director of Finance for the District as set forth in this Agreement. The weekly schedule will be agreed upon between the Associate Superintendent and Mr. Tovian. The Parties mutually agree to use their best efforts to adopt a schedule which is consistent with the legal obligations and limitations imposed by the Illinois Municipal Retirement Fund, given Mr. Tovian's status and reportable hour limitations. Mr. Tovian shall not work in excess of Five Hundred Ninety-Nine (599) hours

	between the dates of November 13, 2013 and November 12, 2014, nor shall he be paid a total hourly rate in excess of Fifty-Three Thousand Nine Hundred and Ten Dollars (\$53,910.00) during such period of time.
PAYMENT SCHEDULE	Mr. Tovian will complete and provide weekly time sheets to support his actual hours of work performed, which will be submitted prior to issuance of pay. Payments will be issued on the same schedule as all other District employees. All payments will be subject to normal and customary federal and state income tax withholding.
EMPLOYEE BENEFITS	Since Mr. Tovian is working on a daily and periodic basis, he will not be entitled to any paid leave, health insurance or other employee benefits except those expressly provided for in this Employment Agreement. His schedule will be adjusted to accommodate District closings due to holidays.
AUTO USAGE	The Board agrees to reimburse the Interim Director of Finance for business use of his personal vehicle at the mileage rate approved by the Internal Revenue Service. Mr. Tovian is responsible for maintaining a log of his vehicle usage to claim reimbursement for business usage. Mr. Tovian must submit a claim for reimbursement within 60 days after the end of the month for which he seeks reimbursement or else he forfeits mileage reimbursement for that month.
TERMINATION OF AGREEMENT:	During the term of this Agreement, the Board and the Interim Director of Finance may mutually agree, in writing, to terminate this Agreement.
CRIMINAL BACKGROUND:	Under Section 5/10-21.9 of the <i>School Code</i> , the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If the criminal background investigation required by Illinois law is not completed at the time the Agreement is signed, and the subsequent investigation report reveals that there has been a conviction, or if a conviction for one of the named crimes occurs during the term of this Agreement, this Agreement shall immediately become null and void.
ABUSE AND NEGLECT:	The Interim Director of Finance acknowledges that he is a mandated reporter under the <i>Abused and Neglected Child Reporting Act</i> , 325 ILCS 5/1 et seq., and avers that he has knowledge of and understands his professional duties and obligations as a mandated reporter under this Act.
GOVERNING LAW	This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
HEADINGS	Paragraph headings have been inserted for convenience of reference only, and if there shall be any conflict between any such heading and the text of

	this Agreement, the text shall control.
EXECUTION	This Agreement may be executed by one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
INTEGRATION	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.
BINDING EFFECT	This Agreement shall be binding upon and inure to the benefit of the Interim Director of Finance, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon and inure to the benefit of the Board, its successors and assigns.
AMENDMENT	Except as may otherwise be provided, no subsequent alteration, amendment, change, or addition to this Agreement shall be binding upon the Parties unless reduced to writing and duly authorized and signed by each of them.
SEVERABILITY	If any provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed here from and the remainder of this Agreement shall continue to have its intended full force and effect.

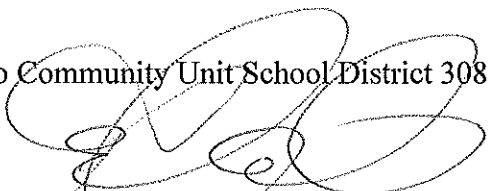
IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed in their respective names and in the case of the District, by the Associate Superintendent, on the day and year first written above.

Interim Director of Finance



 Mr. Jay Tovian

Oswego Community Unit School District 308

By: 

 Dr. Paul O'Malley

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF PROFESSIONAL DEVELOPMENT**

Director's Name: Eric D. Watt
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$65,000.00 (prorated for actual time worked/start date 7/5/2013)
Board Meeting Approval: June 14, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Assistant Director of Professional Development"), 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 is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Assistant Director of Professional Development for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Assistant Director of Professional Development salary of \$65,000.00 (**prorated for actual time worked / start date 7/5/2013**) for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Director of Professional Development 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 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 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 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 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, 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, the Assistant Director of Professional Development 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 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 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 which is detrimental to the best interests of the School District. The Assistant Director of Professional Development permanent disability or incapacity or the Assistant Director of Professional Development 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 may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The Assistant Director shall be entitled each year to an annual allotment of twenty-five (25) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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/him per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. 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 the members of the Assistant Director of Professional Development 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 during the term of this Agreement.

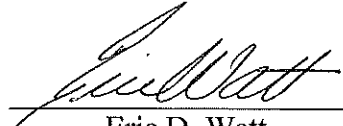
10. In-District Travel. The Board shall provide the Assistant Director of Professional Development \$100.00 each month for mileage expenses.

11. Certification. During the term of this contract, the Assistant Director of Professional Development shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him to act as an Assistant Director of Professional Development of the School District. *It is further understood that you will need to provide your Illinois Administrative Type 75 certificate to the District Personnel office no later than August 1, 2013, or this contract becomes null and void.*

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 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 in writing.

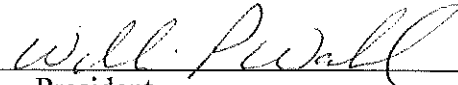
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director of Professional Development



Eric D. Watt

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

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

Principal's Name: Michael S. Wayne
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$136,517.94
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO 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, 2013 through June 30, 2014, as a High School Principal for Oswego 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 **\$136,517.94** for the 2013-2014 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 and Sick Leave. The administrator shall be entitled to an annual paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him to act as a Principal of the School District.

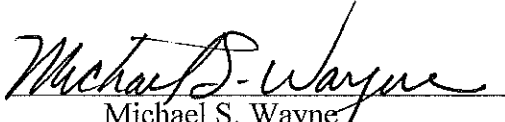
12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

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.


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


Michael S. Wayne

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Leslie A. Weber** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$61,610.00 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

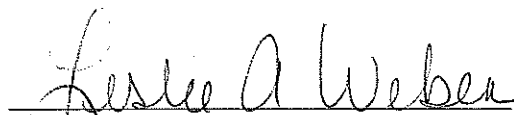
7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Mary K. Weber** ("Assistant Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Elementary Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Elementary Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Elementary Principal's salary of \$64,266.30 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal, Assistant 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 Assistant Elementary 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 Assistant Elementary 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 Assistant Elementary Principal may mutually agree, in writing, to terminate this Agreement.

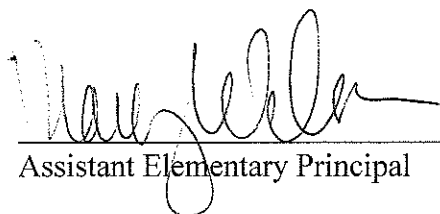
7. Sick and Personal Leave. The administrator shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during 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, 2013 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, vision insurance for Elementary School Assistant Principal and the members of Elementary School 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.

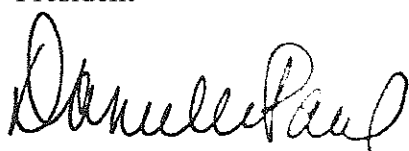
10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

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 Elementary Principal

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**SUPERINTENDENT
CONTRACT OF EMPLOYMENT**

AGREEMENT made this 31st day of May, 2012, 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 special meeting of the Board held on May 31, 2012, and found in the minutes of that meeting.

IT IS AGREED:

1. Employment: WENDT is hereby hired and retained from July 1, 2012 to June 30, 2015 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 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 pay.

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, 2012 through June 30, 2013, 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. The Board further agrees to pay and shelter that portion of the salary that is required as a contribution to TRS. 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. WENDT shall be permitted to carry over 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.

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, 2012 through June 30, 2013, the Board shall make a contribution in the amount equivalent to Five Percent (5.0%) of the 2012-2013 Base Salary. This payment shall be made in June, 2013.
- B. Upon completion of WENDT's satisfactory service during the period from July 1, 2013 through June 30, 2014, the Board shall make a contribution in an amount equivalent to Seven and One Half Percent (7.5%) of the 2013-2014 Base Salary. This payment shall be made in June, 2014.
- C. Upon completion of WENDT's satisfactory service during the period from July 1, 2014 through June 30, 2015, the Board shall make a contribution in an amount equivalent to Ten Percent (10%) of the 2014-2015 Base Salary. This payment shall be made in June, 2015.

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. Moving Expenses: On or before June 30, 2014, the Board shall reimburse WENDT up to but not exceeding Ten Thousand Dollars (\$10,000.00) for normal and customary relocation expenses of WENDT's personal belongings to a home within the District. All requests relating to this payment must be submitted to the Board President with receipts supporting such requests. If WENDT unilaterally leaves his employment as Superintendent prior to June 30, 2015, WENDT shall reimburse the Board for this payment.

11. Performance Based Goals ("Goals"): This Agreement is a performance-based contract pursuant to Section 10-23.8a of The School Code. The Board and WENDT agree that the Goals, attached as Exhibit A, are linked to student performance and academic improvement.

12. 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.

13. 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.

14. Reappointment: Notice of intent not to renew this contract must be given to WENDT, in writing, 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.

15. 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.

16. Certification/Criminal Background Investigation: WENDT shall furnish to the Board, on or before the beginning date of this Agreement (July 1, 2012), a valid and appropriate certificate to act as Superintendent of Schools in accordance with the laws of the State of Illinois. Failure to provide the requisite certification shall be cause to terminate this Agreement without any liability to the Board. As a required condition of employment, WENDT shall authorize a criminal background investigation by the Board pursuant to the relevant provisions of the Illinois School Code and Board policy. Failure to comply with this provision shall nullify this Agreement.

17. 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.

18. 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.

19. 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.

20. 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.

21. 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.

22. 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



Dr. Wendt will provide the Board President with any changes in address during the term of this Agreement.

23. Miscellaneous

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


23.2 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.

23.3 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.

23.4 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.

23.5 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.

By: 
MATTHEW WENDT

By: 
President
Board of Education
Oswego Community Unit School District
No. 308

ATTEST:

Laurie Pasteris

Secretary

Board of Education

Oswego Community Unit School District No. 308

EXHIBIT A: PERFORMANCE BASED GOALS

A. By September 1, 2012 Wendt shall provide no less than a bi-weekly status update to the Board in written form, expressing issues and progress toward goals.

B. Starting September 1, 2012, and continuing through May 31, 2013, Wendt will visit all District Schools at least four times.

C. By October 31, 2012 and then every 90 days afterwards through the term of the Agreement, Wendt will develop and present to the Board of Education and then the Community a Quarterly State of the District Report. This report will include data, as available, on standardized testing and other metrics that show student improvement within the District and comparisons to other regional schools and State averages.

D. By December 31, 2012, Wendt shall develop a comprehensive communication plan that is repeatable and sustainable for students, parents, staff, community members, and intergovernmental agencies that measures and identifies academic and extra-curricular achievements, as well as alerts parties to upcoming changes, forecasts future needs and seek support as needed from different entities. In that same time frame, Wendt shall develop and implement a method of working with different District 308 Parent Organizations to receive and respond to suggested opportunities for improvement.

E. By February 28, 2013, Wendt will develop and present to the Board a plan to prepare students, parents, teachers and administrators for the successful implementation of the Common Core Standards, Senate Bill 7 and the Performance Evaluation Reform Act within the deadlines imposed by the governing body and the incorporation options for instituting the PLC model.

F. By February 28, 2013, Wendt will complete an assessment and report back to the Board on the cost and student achievement effectiveness of up to four (4) District Programs agreed upon by the Board and Wendt no later than July 2012.

G. By February 28, 2013, Wendt will review and recommend to the Board academic curriculum improvements that will ensure that the high school graduation requirements exceed the state minimum requirements on a phased-in basis beginning in the 2013-2014 school year.

H. By March 31, 2013, Wendt will develop a Strategic Plan that includes parents, teachers and staff and focuses on improving ACT test scores and scores on other current standardized tests, and participation in Advanced Placement exams.

I. By April 30, 2013 Wendt will review and refresh the District's strategic plan for growth and efficient use of district facilities, and identify new and alternative sources of revenue to help fund future equipment and facilities' needs.

J. From time to time during this Agreement, additional annual Goals may be identified and agreed to by the Board and Wendt.

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
K-12 GRANTS COORDINATOR CONTRACT**

Name: Andrea Wiaduch
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 IMRF Salary: \$52,236.13
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("K-12 Grants Coordinator"), 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 K-12 Grants Coordinator is hereby hired and retained from July 1, 2013 through June 30, 2014, as a K-12 Grants Coordinator for Oswego Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the K-12 Grants Coordinator of this District shall be all those duties incident to the K-12 Grants Coordinator position as set forth in the position job description, those obligations imposed by Illinois law upon the K-12 Grants Coordinator, and such other duties as from time-to-time may be assigned to the K-12 Grants Coordinator by the Assistant Superintendent of Teaching and Learning.

3. Salary. In consideration of an IMRF salary of \$52,236.13 per annum, the K-12 Grants 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 K-12 Grants 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.

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent of Teaching and Learning or her designee, shall review with the K-12 Grants Coordinator, the K-12 Grants Coordinator progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the K-12 Grants Coordinator shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the K-12 Grants 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 Mutual Agreement. During the term of this Agreement, the Board and the K-12 Grants Coordinator may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The K-12 Grants Coordinator shall be entitled each year to an annual allotment of twenty (20) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, 2013, will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 K-12 Grants Coordinator and the members of the K-12 Grants Coordinator'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the K-12 Grants Coordinator 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.

K-12 GRANTS COORDINATOR


Andrea Wiaduch

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:

Secretary

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

AGREEMENT made on the 24th day of June, 2013 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Gerald Wicks** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013 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, 2013 to June 30, 2014 to work 196 days. Your 2013/2014 start date is July 31, 2013 and your last day of work will be June 3, 2014 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 \$73,948.07 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, 2013 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.

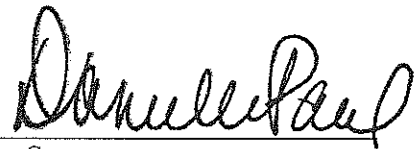


Dean of Students

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST: 

Secretary

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

AGREEMENT made on the 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jennifer L. Wikoff** ("Assistant Junior High Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Junior High Principal is hereby hired and retained from July 1, 2013, to June 30, 2014, to work two hundred and six (206) days as Assistant Junior High Principal for School District No. 308, Oswego, Illinois. Your 2013/2014 start date is July 24, 2013 and your last day of work will be June 10, 2014 provided no district emergency days were used.

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

3. Salary. In consideration for the Assistant Junior High Principal's salary of \$72,351.35 for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal, Assistant Junior High Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Junior High 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 Assistant Junior High 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 Assistant Junior High Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The administrator 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, 2013 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, vision insurance for Junior High School Assistant Principal and the members of Junior High School 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.

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
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308


Assistant Junior High Principal

By: 
President

ATTEST: 
Secretary

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

Principal's Name: Beth Wulff
Length of Contract: July 1, 2013 through June 30, 2014
2013/2014 TRS Salary: \$90,304.35
Board Meeting Approval: June 24, 2013

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Elementary 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 Elementary School Principal is hereby hired and retained from July 1, 2013 through June 30, 2014, as an Elementary School Principal for Oswego Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **\$90,304.35** for the 2013-2014 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary 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 Elementary 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 (not to exceed \$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary 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 Elementary 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 Elementary 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 Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation and Sick Leave. The administrator shall be entitled to an annual paid vacation of twenty-five (25) days, exclusive of legal holidays, and 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 School Principal and the members of the Elementary 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 Elementary 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. Certification. During the term of this contract, the Principal shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying him 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.

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 SCHOOL PRINCIPAL

Beth Wulff
Beth Wulff

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Perall
President

ATTEST: Daniel Paul
Secretary

OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
APPLICATIONS COORDINATOR CONTRACT

AGREEMENT made this 24th day of June, 2013, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Mark Zimmerman** ("Applications Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 24, 2013, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Applications Coordinator is hereby hired and retained, from July 1, 2013 through June 30, 2014, as Applications Coordinator for School District No. 308, Oswego, Illinois.
2. Duties. The duties and responsibilities of the Applications Coordinator of this District shall be all those duties required of the Applications Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Applications Coordinator, and to perform such other duties as from time to time may be assigned to the Applications Coordinator by the Superintendent of Schools or his designee.
3. Salary. In consideration of an IMRF salary of \$45,450.00, the Applications 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 Applications 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.
4. Evaluation. Annually, not later than June 30th, the Director of Technology shall review with the Applications Coordinator, Applications Coordinator's progress toward established goals and working relationships among staff and community.
5. Discharge for Cause. Throughout the term of this Agreement, the Applications 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 Applications 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 Applications Coordinator may mutually agree, in writing, to terminate this Agreement.
7. Vacation and Sick Leave. The administrator will be entitled each year to an annual allotment of twenty (20) vacation days that accrue on a monthly basis, exclusive of legal holidays, and 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. 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, 2014 will be converted into a credit of 15 sick days in the individual's local sick bank.) 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. 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 Coordinator and the members of the Coordinator'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 one times base salary not to exceed \$50,000. of Term Life insurance and Long-Term Disability benefits for the Applications Coordinator during the term of this Agreement.

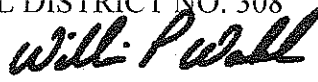
10. Mileage Reimbursement: The Board shall provide the Coordinator \$150.00 each month for mileage expenses.


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.

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.


Applications Coordinator

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary