



October 12, 2017

Kirk Allen
American Watchdogs Inc.
7060 Illinois Highway 1
Paris, IL 61944
217-508-0564

VIA EMAIL – foia-awi@illinoisleaks.com

Re: FOIA Request Dated October 4, 2017 and received October 4, 2017

Subject: A copy of all debt currently held by the School District in any form to include but not limited to, lines of credit, financial institution, bonds, credit card.

1. A copy of all payment structures for that debt that reflects principal payment, interest payment, and time frame of those obligations.
2. A copy of all compensation provided to the Superintendent.
3. A copy of the Superintendents employment contract.
4. A copy of the minutes and agenda where the Superintendents contract was approved.

Dear Mr. Allen:

This letter will serve as Community Unit School District 308's response to your October 4, 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 #17-24*.

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.

A handwritten signature in blue ink, appearing to read "Theresa Komitas".

Theresa Komitas
Freedom of Information Officer

COMMUNITY UNIT SCHOOL DISTRICT 308
ILLINOIS MUNICIPAL RETIREMENT FUND
SCHEDULE OF CHANGES IN THE DISTRICT'S NET PENSION LIABILITY
AND RELATED RATIOS
Three Most Recent Fiscal Years

	<u>2017</u>	<u>2016</u>	<u>2015</u>
Total pension liability			
Service cost	\$ 2,432,424	\$ 2,277,530	\$ 2,378,809
Interest	4,014,194	3,634,674	3,241,771
Differences between expected and actual experience	6,062,200	818,864	(877,913)
Changes of assumptions	(172,995)	145,300	1,956,600
Benefit payments, including refunds of member contributions	<u>(1,877,397)</u>	<u>(1,623,474)</u>	<u>(1,196,378)</u>
Net change in total pension liability	10,458,426	5,252,894	5,502,889
Total pension liability - beginning	<u>53,388,181</u>	<u>48,135,287</u>	<u>42,632,398</u>
Total pension liability - ending (a)	<u>\$ 63,846,607</u>	<u>\$ 53,388,181</u>	<u>\$ 48,135,287</u>
Plan fiduciary net position			
Employer contributions	\$ 2,497,562	\$ 2,023,394	\$ 1,933,826
Employee contributions	1,204,951	950,600	903,011
Net investment income	3,203,852	227,037	2,542,020
Benefit payments, including refunds of member contributions	(1,877,397)	(1,623,474)	(1,196,378)
Other (net transfer)	<u>1,943,086</u>	<u>(1,132,958)</u>	<u>(302,653)</u>
Net change in plan fiduciary net position	6,972,054	444,599	3,879,826
Plan fiduciary net position - beginning	<u>45,176,661</u>	<u>44,732,062</u>	<u>40,852,236</u>
Plan fiduciary net position - ending (b)	<u>\$ 52,148,715</u>	<u>\$ 45,176,661</u>	<u>\$ 44,732,062</u>
Employer's net pension liability - ending (a) - (b)	<u>\$ 11,697,892</u>	<u>\$ 8,211,520</u>	<u>\$ 3,403,225</u>
Plan fiduciary net position as a percentage of the total pension liability	81.66%	84.62%	92.93%
Covered-employee payroll	\$ 26,790,253	\$ 21,033,203	\$ 19,872,551
Employer's net pension liability as a percentage of covered-employee payroll	43.66%	39.04%	17.13%

Notes to Schedule:

The District implemented GASB Statement No. 68 in fiscal year 2015. Information prior to fiscal year 2015 is not available.

Actuary valuations are as of December 31st, which is 6 months prior to the end of the fiscal year.

See Auditors' Report and Notes to Required Supplementary Information

COMMUNITY UNIT SCHOOL DISTRICT 308

ILLINOIS MUNICIPAL RETIREMENT FUND SCHEDULE OF EMPLOYER CONTRIBUTIONS Three Most Recent Fiscal Years

	2017	2016	2015
Actuarially determined contribution	\$ 2,526,321	\$ 2,023,394	1,927,637
Contributions in relation to the actuarially determined contribution	(2,497,562)	(2,023,394)	(1,933,826)
Contribution deficiency (excess)	\$ 28,759	\$ -	\$ (6,189)
Covered-employee payroll	\$ 26,790,253	\$ 21,033,203	\$ 19,872,551
Contributions as a percentage of covered-employee payroll	9.32%	9.62%	9.73%

Notes to Schedule:

The District implemented GASB Statement No. 68 in fiscal year 2015. Information prior to fiscal year 2015 is not available.

Valuation date:

Actuarially determined contribution rates are calculated as of December 31 each year, which are 6 months prior to the beginning of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates:

Actuarial cost method	Aggregate Entry age normal
Amortization method	Level percentage of payroll, closed
Remaining amortization period	27 years
Asset valuation method	5-Year Smoothed Market, 20% corridor
Inflation	3.50%
Salary increases	3.75% to 14.50%, including inflation
Investment rate of return	7.50%
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition
Mortality	RP-2014 Employee Mortality Table, adjusted to match current IMRF experience

Other information:

There were no benefit changes during the year.

See Auditors' Report and Notes to Required Supplementary Information

COMMUNITY UNIT SCHOOL DISTRICT 308
TEACHERS' RETIREMENT SYSTEM
SCHEDULE OF DISTRICT'S PROPORTIONATE SHARE
OF THE NET PENSION LIABILITY AND DISTRICT CONTRIBUTIONS
Three Most Recent Fiscal Years

	<u>2017</u>	<u>2016</u>	<u>2015</u>
District's proportion of the net pension liability	0.0142521452%	0.01370221%	0.01174675%
District's proportionate share of the net pension liability	\$ 11,250,080	\$ 8,976,330	\$ 7,148,870
State's proportionate share of the net pension liability	<u>498,205,539</u>	<u>485,203,745</u>	<u>444,917,466</u>
Total net pension liability	<u>\$ 509,455,619</u>	<u>\$ 494,180,075</u>	<u>\$ 452,066,336</u>
Covered-employee payroll	\$ 99,976,318	\$ 83,011,287	\$ 74,900,207
District's proportionate share of the net pension liability as a percentage of covered payroll	11.25%	10.81%	9.54%
Plan fiduciary net position as a percentage of the total pension liability	39.80%	41.50%	43.00%
Contractually required contribution	\$ 760,128	\$ 613,758	\$ 476,115
Contributions in relation to the contractually required contribution	<u>(1,412,051)</u>	<u>(570,519)</u>	<u>(480,125)</u>
Contribution deficiency (excess)	<u>\$ (651,923)</u>	<u>\$ 43,239</u>	<u>\$ (4,010)</u>
Contributions as a percentage of covered employee payroll	1.4124%	0.6873%	0.6410%

Notes to Schedule:

The District implemented GASB 68 in 2015. Information for fiscal years prior to 2015 is not applicable.

Actuary valuations are as of June 30 of the fiscal year prior to the fiscal year in which the net pension liability is reported.

Key Assumptions:

Long-term expected rate of return	7.00%	7.50%	7.50%
Municipal bond index	2.85%	3.73%	N/A
Single equivalent discount rate	6.83%	7.47%	7.50%
Inflation rate	2.50%	3.00%	3.00%
Projected salary increases	3.25% to 9.25% varying by service	3.75% to 9.75% varying by service	5.75%

See Auditors' Report and Notes to Required Supplementary Information

COMMUNITY UNIT SCHOOL DISTRICT 308
NOTES TO BASIC FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED JUNE 30, 2017

NOTE 5 - CAPITAL ASSETS - (CONTINUED)

Depreciation expense was recognized in the operating activities of the District as follows:

<i>Governmental Activities</i>	<i>Depreciation</i>
Regular programs	\$ 4,359,331
Special programs	1,887,309
Other instructional programs	748,840
Pupils	498,696
Instructional staff	324,965
General administration	200,936
School administration	633,910
Business	356,488
Transportation	727,490
Operations and maintenance	1,176,821
Central	347,819
Other supporting services	40,941
Community services	7,356
Total depreciation expense - governmental activities	<u>\$ 11,210,902</u>

NOTE 6 - OPERATING LEASES

The District leases various vehicles and other equipment under noncancelable operating leases. Total costs for such leases were \$1,483,208 for the year ended June 30, 2017. At June 30, 2017, future minimum lease payments for these leases are as follows:

<i>Year Ending June 30,</i>	<i>Amount</i>
2018	\$ 1,539,294
2019	2,228,381
2020	1,328,296
2021	3,095,800
2022	28,874
Total	<u>\$ 8,220,645</u>

COMMUNITY UNIT SCHOOL DISTRICT 308
NOTES TO BASIC FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED JUNE 30, 2017

NOTE 7 - LONG TERM LIABILITIES

Changes in General Long-term Liabilities. The following is the long-term liability activity for the District for the year ended June 30, 2017:

	<i>Beginning Balance</i>	<i>Additions</i>	<i>Deletions</i>	<i>Ending Balance</i>	<i>Due Within One Year</i>
General obligation bonds	\$ 260,335,000	\$ 13,615,000	\$ 15,915,000	\$ 258,035,000	\$ 16,380,000
Capital appreciation bonds	108,102,127	5,621,098	2,530,000	111,193,225	2,005,000
Alternate revenue bonds	420,000	-	420,000	-	-
Unamortized premium	21,743,324	-	1,024,310	20,719,014	-
Unamortized discount	(132,555)	-	(21,209)	(111,346)	-
Total bonds payable	<u>390,467,896</u>	<u>19,236,098</u>	<u>19,868,101</u>	<u>389,835,893</u>	<u>18,385,000</u>
IBNR health claims	1,281,792	322,023	-	1,603,815	-
Capital leases	588,990	-	289,781	299,209	299,209
Net pension liability	17,187,850	9,493,359	3,733,237	22,947,972	-
Net OPEB obligation	1,772,357	179,373	795,121	1,156,609	-
Compensated absences	<u>2,618,692</u>	<u>5,715,072</u>	<u>6,132,758</u>	<u>2,201,006</u>	<u>300,000</u>
Total long-term liabilities - governmental activities	<u>\$ 413,917,577</u>	<u>\$ 34,945,925</u>	<u>\$ 30,818,998</u>	<u>\$ 418,044,504</u>	<u>\$ 18,984,209</u>

The obligations for the compensated absences, net OPEB obligation and IBNR health claims will be repaid from the General Fund. The net pension liability will be prepaid from both the General Fund and the Municipal Retirement / Social Security Fund.

COMMUNITY UNIT SCHOOL DISTRICT 308

NOTES TO BASIC FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED JUNE 30, 2017

NOTE 7 - LONG TERM LIABILITIES - (CONTINUED)

General Obligation Bonds. General obligation bonds are direct obligations and pledge the full faith and credit of the District. General obligation bonds currently outstanding are as follows:

<i>Purpose</i>	<i>Interest Rates</i>	<i>Original Indebtedness</i>	<i>Carrying Amount</i>
Series 2003C General Obligation Capital Appreciation Bonds dated July 9, 2003 are due in annual installments through October 1, 2018	3.99% - 4.88%	\$ 49,999,926	\$ 171,019
Series 2005 General Obligation Capital Appreciation Bonds dated June 15, 2005 are due in annual installments through October 1, 2018	4.13% - 4.72%	17,744,976	8,185,202
Series 2007A General Obligation School Refunding Bonds dated August 27, 2007 are due in annual installments through October 1, 2022	4.0% - 4.5%	29,220,000	21,770,000
Series 2008 General Obligation Capital Appreciation Bonds dated May 6, 2008 are due in annual installments through February 1, 2028	5.24%	79,998,396	102,837,004
Series 2011 General Obligation School Refunding Bonds dated March 7, 2011 are due in annual installments through February 1, 2027	5.25% - 5.5%	22,840,000	22,840,000
Series 2011A General Obligation Unlimited Tax School Bonds dated October 18, 2011 are due in annual installments through February 1, 2030	2.0% - 5.0%	66,095,000	57,505,000
Series 2012 General Obligation School Refunding Bonds dated March 8, 2012 are due in annual installments through October 1, 2021	2.0% - 4.00%	28,905,000	17,285,000
Series 2013 General Obligation School Refunding Bonds dated December 26, 2013 are due in annual installments through October 1, 2032	2.0% - 4.75%	9,585,000	6,770,000
Series 2014 General Obligation School Refunding Bonds dated April 23, 2014 are due in annual installments through February 1, 2030	2.0% - 4.17%	9,825,000	9,660,000
Series 2015 General Obligation School Refunding Bonds dated April 1, 2015 are due in annual installments through February 1, 2030	3.0% - 4.0%	15,170,000	11,810,000
Series 2016 General Obligation Refunding Bonds dated March 1, 2016 are due in annual installments through February 1, 2036	4.0% - 5.0%	96,780,000	96,780,000
Series 2017A General Obligation Limited School Bonds dated February 23, 2017 are due in annual installments through February 1, 2022	1.0% - 3.0%	<u>13,615,000</u>	<u>13,615,000</u>
Total		<u>\$ 439,778,298</u>	<u>\$ 369,228,225</u>

In prior years, the District defeased certain general obligation and other bonds by placing the proceeds of new bonds in an irrevocable trust to provide for all future debt service payments on the old bonds. Accordingly, the trust account assets and the liability for the defeased bonds are not included in the District's financial statements. At June 30, 2017, \$104,175,000 of bonds outstanding are considered defeased.

COMMUNITY UNIT SCHOOL DISTRICT 308NOTES TO BASIC FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED JUNE 30, 2017**NOTE 7 - LONG TERM LIABILITIES - (CONTINUED)**

Annual debt service requirements to maturity for general obligation bonds are as follows for governmental type activities:

	<i>Principal</i>	<i>Interest</i>	<i>Total</i>
2018	\$ 18,385,000	\$ 11,580,716	\$ 29,965,716
2019	21,870,000	11,075,803	32,945,803
2020	27,700,000	10,606,928	38,306,928
2021	28,070,000	10,324,666	38,394,666
2022	28,815,000	9,969,178	38,784,178
2023 - 2027	98,115,000	43,087,825	141,202,825
2028 - 2032	130,045,000	29,583,431	159,628,431
2033 - 2036	62,865,000	7,799,463	70,664,463
Total	<u>\$ 415,865,000</u>	<u>\$ 134,028,010</u>	<u>\$ 549,893,010</u>

Interest maturities include \$40,929,273 of accreted interest on capital appreciation bonds, which is included as long-term debt on the statement of net position.

On November 7, 2006, the voters of the District approved a referendum providing for the issuance of \$450,000,000 in general obligation bonds for the purpose of building and equipping one new high school building, four new junior high school buildings, eight new elementary school buildings, an early childhood building, a maintenance building, a transportation facility, additions to existing school buildings, and alter, repair, equip, and provide technology improvements to existing buildings. Based on provisions specifically added for the District to the School Code of the State of Illinois Section 19-1, the bonds issued in the current year and future years related to this referendum are not subject to the District's legal debt limitation. Of the general obligation bonds outstanding at June 30, 2017, \$225,998,062 is not subject to the District's legal debt limitation.

The District is subject to the Illinois School Code, which limits the amount of certain indebtedness to 13.8% of the most recent available equalized assessed valuation of the District. As of June 30, 2017, the statutory debt limit for the District was \$246,821,979, providing a debt margin of \$144,221,880.

Capital Leases. The District has entered into a lease agreement as lessee for financing the acquisition of equipment. The lease agreement qualifies as a capital lease for accounting purposes and, therefore, the assets and obligations have been recorded at the present value of the future minimum lease payments as of the inception date. At June 30, 2017, \$1,144,499 of amounts included in capital assets were acquired via capital leases. The obligations for the capital leases will be repaid from the Debt Service Fund funded by transfers from the Operations and Maintenance Fund. The future minimum lease obligations and the net present value of these minimum lease payments as of June 30, 2017, are as follows:

	<i>Amount</i>
2018	<u>\$ 304,430</u>
Total minimum lease payments	304,430
Present value of minimum lease payments	<u>\$ 304,430</u>

COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - CAPITAL APPRECIATION BONDS, SERIES 2003C
AS OF JUNE 30, 2017

<u>YEAR ENDED JUNE 30,</u>	<u>PRINCIPAL</u>
2018	<u>\$ 175,000</u>
Total	<u><u>\$ 175,000</u></u>

Paying Agent:	Amalgamated Bank of Chicago
Principal payment date:	Due serially on October 1
Interest payment dates:	October 1 of each year
Interest rates:	3.99% - 4.88%

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COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - CAPITAL APPRECIATION BONDS, SERIES 2005
AS OF JUNE 30, 2017

YEAR ENDED JUNE 30,	PRINCIPAL
2018	\$ 1,830,000
2019	<u>6,860,000</u>
Total	<u>\$ 8,690,000</u>

Paying Agent: Amalgamated Bank of Chicago

Principal payment date: Due serially on October 1

Interest payment dates: October 1 of each year

Interest rates: 4.13% - 4.72%

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COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - GENERAL OBLIGATION SCHOOL REFUNDING BONDS, SERIES 2007A
AS OF JUNE 30, 2017

YEAR ENDED JUNE 30,	PRINCIPAL	INTEREST	TOTAL
2018	\$ 3,255,000	\$ 868,924	\$ 4,123,924
2019	3,390,000	729,752	4,119,752
2020	3,540,000	582,489	4,122,489
2021	3,695,000	428,745	4,123,745
2022	3,860,000	265,788	4,125,788
2023	<u>4,030,000</u>	<u>90,675</u>	<u>4,120,675</u>
Total	<u>\$ 21,770,000</u>	<u>\$ 2,966,373</u>	<u>\$ 24,736,373</u>

Paying Agent:

Amalgamated Bank of Chicago

Principal payment date:

Due serially on October 1

Interest payment dates:

October 1 and April 1 of each year

Interest rates:

4.00% - 4.50%

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COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - CAPITAL APPRECIATION BONDS, SERIES 2008
AS OF JUNE 30, 2017

<u>YEAR ENDED JUNE 30,</u>	<u>PRINCIPAL</u>
2020	\$ 19,470,000
2021	19,565,000
2022	18,745,000
2023	250,000
2024	12,160,000
2025	10,705,000
2026	13,715,000
2027	22,765,000
2028	<u>31,590,000</u>
Total	<u>\$ 148,965,000</u>

Paying Agent: Amalgamated Bank of Chicago

Principal payment date: Due Serially on February 1

Interest payment dates: February 1 of each year

Interest rates: 5.24%

COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - GENERAL OBLIGATION REFUNDING BONDS, SERIES 2011
AS OF JUNE 30, 2017

YEAR ENDED JUNE 30,	PRINCIPAL	INTEREST	TOTAL
2018	\$ -	\$ 1,242,500	\$ 1,242,500
2019	2,740,000	1,242,500	3,982,500
2020	-	1,091,800	1,091,800
2021	-	1,091,800	1,091,800
2022	2,200,000	1,091,800	3,291,800
2023	11,185,000	970,800	12,155,800
2024	1,235,000	355,625	1,590,625
2025	-	287,700	287,700
2026	-	287,700	287,700
2027	5,480,000	287,700	5,767,700
Total	<u>\$ 22,840,000</u>	<u>\$ 7,949,925</u>	<u>\$ 30,789,925</u>

Paying Agent:

Amalgamated Bank of Chicago

Principal payment date:

Due serially on February 1

Interest payment dates:

August 1 and February 1 of each year

Interest rates:

5.25% - 5.50%

COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - GENERAL OBLIGATION UNLIMITED TAX SCHOOL BONDS, SERIES 2011A
AS OF JUNE 30, 2017

YEAR ENDED JUNE 30,	PRINCIPAL	INTEREST	TOTAL
2018	\$ 615,000	\$ 2,764,312	\$ 3,379,312
2019	-	2,745,862	2,745,862
2020	1,970,000	2,745,862	4,715,862
2021	2,030,000	2,676,912	4,706,912
2022	-	2,575,412	2,575,412
2023	2,600,000	2,575,412	5,175,412
2024	-	2,445,412	2,445,412
2025	-	2,445,412	2,445,412
2026	-	2,445,412	2,445,412
2027	3,985,000	2,445,412	6,430,412
2028	1,130,000	2,246,162	3,376,162
2029	32,770,000	2,196,725	34,966,725
2030	<u>12,405,000</u>	<u>558,225</u>	<u>12,963,225</u>
Total	\$ 57,505,000	\$ 30,866,532	\$ 88,371,532

Paying Agent:

Amalgamated Bank of Chicago

Principal payment date:

Due serially on February 1

Interest payment dates:

August 1 and February 1 of each year

Interest rates:

2.00% - 5.00%

COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - GENERAL OBLIGATION SCHOOL REFUNDING BONDS, SERIES 2012
AS OF JUNE 30, 2017

YEAR ENDED JUNE 30,	PRINCIPAL	INTEREST	TOTAL
2018	\$ 9,920,000	\$ 493,000	\$ 10,413,000
2019	6,205,000	170,500	6,375,500
2020	-	46,400	46,400
2021	-	46,400	46,400
2022	<u>1,160,000</u>	<u>23,200</u>	<u>1,183,200</u>
Total	<u>\$ 17,285,000</u>	<u>\$ 779,500</u>	<u>\$ 18,064,500</u>

Paying Agent:

Amalgamated Bank of Chicago

Principal payment date:

Due serially on October 1

Interest payment dates:

October 1 and April 1 of each year

Interest rates:

2.00% - 4.00%

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COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - GENERAL OBLIGATION SCHOOL REFUNDING BONDS, SERIES 2013
AS OF JUNE 30, 2017

YEAR ENDED JUNE 30,	PRINCIPAL	INTEREST	TOTAL
2018	\$ -	\$ 315,662	\$ 315,662
2019	-	315,662	315,662
2020	-	315,662	315,662
2021	-	315,662	315,662
2022	-	315,662	315,662
2023	-	315,662	315,662
2024	-	315,662	315,662
2025	-	315,662	315,662
2026	-	315,662	315,662
2027	-	315,662	315,662
2028	-	315,662	315,662
2029	-	315,662	315,662
2030	-	315,662	315,662
2031	2,150,000	264,600	2,414,600
2032	2,255,000	159,981	2,414,981
2033	<u>2,365,000</u>	<u>53,219</u>	<u>2,418,219</u>
Total	<u>\$ 6,770,000</u>	<u>\$ 4,581,406</u>	<u>\$ 11,351,406</u>

Paying Agent:

Amalgamated Bank of Chicago

Principal payment date:

Due serially on October 1

Interest payment dates:

October 1 and April 1 of each year

Interest rates:

2.00% - 4.75%

COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - GENERAL OBLIGATION SCHOOL REFUNDING BONDS, SERIES 2014
AS OF JUNE 30, 2017

YEAR ENDED JUNE 30,	PRINCIPAL	INTEREST	TOTAL
2018	\$ -	\$ 402,850	\$ 402,850
2019	-	402,850	402,850
2020	-	402,850	402,850
2021	-	402,850	402,850
2022	-	402,850	402,850
2023	-	402,850	402,850
2024	-	402,850	402,850
2025	-	402,850	402,850
2026	-	402,850	402,850
2027	-	402,850	402,850
2028	-	402,850	402,850
2029	-	402,850	402,850
2030	<u>9,660,000</u>	<u>402,850</u>	<u>10,062,850</u>
Total	<u>\$ 9,660,000</u>	<u>\$ 5,237,050</u>	<u>\$ 14,897,050</u>

Paying Agent:

Amalgamated Bank of Chicago

Principal payment date:

Due serially on February 1

Interest payment dates:

August 1 and February 1 of each year

Interest rates:

2.00% - 4.17%

COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - GENERAL OBLIGATION REFUNDING SCHOOL BONDS, SERIES 2015
AS OF JUNE 30, 2017

YEAR ENDED JUNE 30,	PRINCIPAL	INTEREST	TOTAL
2018	\$ -	\$ 472,400	\$ 472,400
2019	-	472,400	472,400
2020	-	472,400	472,400
2021	-	472,400	472,400
2022	-	472,400	472,400
2023	-	472,400	472,400
2024	-	472,400	472,400
2025	-	472,400	472,400
2026	-	472,400	472,400
2027	-	472,400	472,400
2028	-	472,400	472,400
2029	-	472,400	472,400
2030	<u>11,810,000</u>	<u>472,400</u>	<u>12,282,400</u>
Total	<u>\$ 11,810,000</u>	<u>\$ 6,141,200</u>	<u>\$ 17,951,200</u>

Paying Agent:

Amalgamated Bank of Chicago

Principal payment date:

Due serially on February 1

Interest payment dates:

August 1 and February 1 of each year

Interest rates:

3.00% - 4.00%

COMMUNITY UNIT SCHOOL DISTRICT 308
GENERAL LONG-TERM DEBT - GENERAL OBLIGATION REFUNDING SCHOOL BONDS, SERIES 2016
AS OF JUNE 30, 2017

YEAR ENDED JUNE 30,	PRINCIPAL	INTEREST	TOTAL
2018	\$ -	\$ 4,745,400	\$ 4,745,400
2019	-	4,745,400	4,745,400
2020	-	4,745,400	4,745,400
2021	-	4,745,400	4,745,400
2022	-	4,745,400	4,745,400
2023	1,505,000	4,745,400	6,250,400
2024	2,965,000	4,670,150	7,635,150
2025	4,170,000	4,521,900	8,691,900
2026	1,365,000	4,313,400	5,678,400
2027	-	4,245,150	4,245,150
2028	-	4,245,150	4,245,150
2029	-	4,245,150	4,245,150
2030	-	4,245,150	4,245,150
2031	12,815,000	4,245,150	17,060,150
2032	13,460,000	3,604,400	17,064,400
2033	14,040,000	3,025,000	17,065,000
2034	14,740,000	2,323,000	17,063,000
2035	15,475,000	1,586,000	17,061,000
2036	16,245,000	812,250	17,057,250
Total	<u>\$ 96,780,000</u>	<u>\$ 74,554,250</u>	<u>\$ 171,334,250</u>

Paying Agent: Amalgamted Bank of Chicago

Principal payment date: Due serially on February 1

Interest payment dates: August 1 and February 1 of each year

Interest rates: 4.00% - 5.00%



JPMORGAN CHASE BANK NA
P.O. BOX 15918
MAIL SUITE DE1-1404
WILMINGTON DE 19850

ACCOUNT NUMBER	5405 0179 0008 5196
PAYMENT DUE DATE	10/24/2017
AMOUNT DUE	\$563,772.88
CURRENT BALANCE	\$563,772.88

Remit To: JPMORGAN CHASE BANK NA
P.O. BOX 4475
CAROL STREAM, IL 60197-4475

AMOUNT
ENCLOSED \$

OSWEGO COMM SD 308
4175 STATE ROUTE 71
OSWEGO IL 60543-8340

** 0000000

540501790008519656377288563772888

PLEASE TEAR PAYMENT COUPON AT PERFORATION

STATEMENT MESSAGES

P Card is paid off every month.

COMMERCIAL ACCOUNT SUMMARY

ORGANIZATION NAME: OSWEGO COMM SD 308

ACCOUNT NUMBER: 5405017900085196

CLOSING DATE	09-29-17	PREVIOUS BALANCE	748,724.84
CREDIT LIMIT	3,200,000	PURCHASES AND OTHER CHARGES	570,247.18
AVAILABLE CREDIT	2,636,227	CASH ADVANCES	.00
		CREDITS	6,474.30
FOR CUSTOMER SERVICE CALL: 1-800-316-6056		PAYMENTS	748,724.84
FOR TTY/TDD SERVICE CALL: 1-800-955-8060		LATE PAYMENT CHARGES	.00
		CASH ADVANCE FEE	.00
		FINANCE CHARGES	.00
SEND BILLING INQUIRIES TO: JPMORGAN CHASE BANK NA COMMERCIAL CARD SOLUTIONS P.O. BOX 2015 MAIL SUITE IL1-6225 ELGIN, IL 60121		NEW BALANCE	563,772.88
		TOTAL PAYMENT DUE	563,772.88
		DISPUTED AMOUNT	.00

9. Good is laid off every month.



**Minutes of a Regular Meeting of the Board of Education
Community Unit School District 308
Kendall, Kane and Will Counties
April 11, 2016**

The Board of Education of Community Unit School District 308, Kendall, Kane and Will Counties, Illinois, met in regular session in the Community Room at Oswego East High School.

Note for file: *All roll call votes are shown in alphabetical order in these minutes; however during the Board Meeting votes are called out in accordance with Board Policy 2:220*

1. Call to Order:

The meeting was called to order at 7:05 p.m. by President Matt Bauman

1.1 Roll Call:

Upon Roll Call the following members answered present:

Brad Banks, Matt Bauman, Lauri Doyle, Dr. Mike McDowell, Greg O'Neil, Danielle Paul, Jared Ploger

Dr. Mike McDowell participated remotely for the beginning portion of the meeting until his arrival at 7:49 p.m.

Members Absent (at roll call): None

Administration Present:

Superintendent of Schools Dr. Matthew Wendt

Associate Superintendent for Administrative Services Dr. John Sparlin

Assistant Superintendent for Teaching and Learning Dr. Judith Minor

Assistant Superintendent for Business and Operations Mr. Ali Mehanti

Others Present:

Board Attorney Maureen Lemon, Ottosen Britz Kelly Cooper Gilbert and DiNolfo, Ltd; press representatives from the Beacon News and Ledger Sentinel; as well as employees of the District and members of the community.

Guests in Attendance:

Steve Miller, Forecast5 Analytics (PMA)

Mike Elliott and Clayton Haldeman, Kluber Architects & Engineers

Recording Secretary: Karen Lansky

1.2 Pledge of Allegiance

Pledge of Allegiance was led by Board President Matt Bauman.

2. Recognitions

2.1 PRIDE March Award Recipients

President Matt Bauman and members of the Board of Education recognized the following March PRIDE Award Recipients:

Teachers of the Month:

Julie Wooley, Medical Topics, Oswego High School (not in attendance)
Elizabeth “Beth” Meier, Second Grade Teacher, Fox Chase Elementary

Employees of the Month:

Brandie Foxwothy, Bus Driver, Transportation
Teri Collins, Custodian, Oswego East High School (not in attendance)

Volunteers of the Month:

Ilia Rivera-Collazo, Oswego East High School
Natalie Winkfield, Oswego East High School

3. Public Comment

3.1 Each Person will be provided five (5) minutes to speak before the Board of Education.

The following individuals addressed the Board at this time:

Leo Rasberry, 2105 Gardner Circle West, Aurora, thanked the board on behalf of those serving on the district’s diversity committee for allowing them to present the proposed Diversity Plan at the March meeting. He commented he looks forward to the board’s approval of the plan at the May 9th meeting.

Saima Shah, 501 Secretariat Lane, Oswego, also served as a member on the district’s diversity committee and stated she is looking forward to the district moving forward with implementation of the plan.

4. Comments/Reports

Board President Matt Bauman stated that board member Dr. McDowell was in transit to the meeting from the airport and has asked that a motion be made to postpone board member updates until later on the meeting agenda.

A motion was made by Mrs. Lauri Doyle, second by Mrs. Danielle Paul, to postpone agenda item 4.1 until after item 6.7 on the agenda.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell,
Mr. Greg O’Neil, Mrs. Danielle Paul, Mr. Jared Ploger

The meeting continued at this time with agenda item 4.2 Board Committee Reports.

4.2 Board Committee Reports

Finance and Operations:

Greg O'Neil provided an update from the finance and operations committee meeting held earlier this evening. Agenda items included a presentation by PMA on the FY17 budget as well as 5-year projections. He noted it was projected, due to shortcomings in the receipt of GSA funding, that the district would be facing an approximate 6 million dollar deficit. He said the committee will look into different options to help reduce that deficit. Mr. O'Neil commented the finance department and committee is currently looking at options for cost savings in the areas of insurance and workmen's compensation.

Matt Bauman inquired, due to the district's significant amount of debt and interest payments, if the committee had ever discussed or looked into how other districts have managed significant growth and the need to build additional facilities.

Greg O'Neil explained the committee had not, but commented Oswego is unique from other neighboring districts who have experienced similar growth (i.e., Plainfield) because it lacks the commercial growth and contributions from businesses in the community.

Jared Ploger commented on his recent attendance at the IASB's Kishwaukee meeting held at Huntley High School. He noted they had exceptional school facilities and when he inquired how the district had been able to afford them, he was told it was funded through the district's receipt of its 2003 capital development grant funding which had been received three years ago. Mention was made that our district had yet to receive funding from its 2004 capital development grant.

Mr. Ploger inquired if the district would be able to challenge the state with respect to many of their unfunded mandates.

Mr. O'Neil noted even though the state constitution calls for a minimum of at least half of their funding be provided for education, it has not always adhered to. He commented school districts need to continue to be more vocal about this issue.

Policy Development:

Brad Banks provided an update from the April committee meeting. The agenda included the committee's review of the rights and responsibilities section of the student handbook as well as several policies which were updated with legal changes. The draft copy of the rights and responsibilities section would be presented to the board at this time for informational purposes and then for their approval at the May 9th meeting.

Teaching and Learning:

Jared Ploger provided an update from the last committee meeting which included an EL update, PERA, review of board policy 6:350 and a continuing conversation on class rank.

4.3 Superintendent's Report

Dr. Matthew Wendt commented he had no additional comments except for information he would share on the meeting's upcoming agenda items.

5. Approve Consent Agenda

A motion was made by Mrs. Lauri Doyle, second by Mr. Brad Banks, to approve all items under consent, including 5.1 Minutes from the March 9, 2016 Special Board Meeting Open and Closed Sessions and March 14, 2016 Regular Board Meeting Open and Closed Sessions; 5.2 Intergovernmental Agreement for the Installation of an Outdoor Warning Siren at 3025 Heggs Road; 5.3 Village of Oswego Fire Hydrant Easement adjacent to Washington Street on the south side of the District 308 Center; 5.4 Oswego High School's outside of the Continental United States Trip to Ecuador on June 12 through June 20, 2017; and 5.5 Illinois High School Association Membership Renewals for 2016-2017

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell,
Mr. Greg O'Neil, Mrs. Danielle Paul, Mr. Jared Ploger

6. Information Only

6.1 Freedom of Information (FOIA) Requests

The Freedom of Information (FOIA) requests were presented. There were no questions.

6.2 Financial Statements

There were no questions or comments on the financial statements as presented.

6.3 Student Handbook: Student Rights and Responsibilities Section

The Board of Education was provided with a draft copy of the 2016-2017 Student Rights and Responsibilities section from the Student Handbook as required on an annual basis for their review.

This information will be brought before the Board for their approval at the May 9, 2016 meeting.

6.4 Oswego High School Tennis Courts Project

Superintendent of Schools Dr. Matthew Wendt asked Director of Operations Mike Barr to summarize information being presented and answer questions on recent bid information received for the repairs needed on the Oswego High School tennis courts.

Dr. Wendt explained the prior board approved the project, but circumstances caused the need for it to be delayed. Monies are currently available, however, in the district's construction fund for these repairs and the need for these improvements is still necessary.

The board members were given the opportunity to ask Mike Barr their questions on the project.

Dr. Wendt mentioned the board members should feel free in the interim to contact Mike Barr with further questions or to request a tour of the facilities. Administration is recommending this item be placed on the May 9th agenda for their approval.

6.5 Two-Year Additional Extension of Farm Lease for Route 126 Property

Dr. Wendt explained the history of this property which was initially purchased and intended to be a site for the location of a third high school. Plans did not move forward with its construction and the district still owns and currently leases the farm property. Discussions had been held by the previous board over the past two years about the potential for the district to sell this property. Revenue from the sale of the property would be approximately half of what the district paid for it. The previous board decided to extend the lease on the property and it is now being requested to extend the lease again.

Dr. Wendt asked the board to consider the direction it would like to proceed with this item and if desired, it would be presented on the May 9th agenda for approval of the extension of this lease for an additional two-year period.

The board discussed this item. Greg O'Neil commented on the condition of the land and the district had made a bad decision when purchasing the property. He felt the district should consider selling the property, even at a loss, to help with the upcoming budget deficit. He suggested a market analysis and an appraisal of the property be completed so the board could further evaluate the direction it would like to move forward with.

Ali Mehanti explained if the district sells the property, the proceeds would go back into the bond and interest fund and would not affect the six million dollar proposed budget deficit.

Matt Bauman asked if there might be the possibility of moving forward with a one-year lease extension to allow time to conduct an appraisal and look into the potential sale of the property.

Dr. Wendt said administration could look into this item and also into putting the two-year lease on hold until an appraisal is completed if desired.

The board agreed to move forward with the market analysis on the property.

Board Member Dr. Mike McDowell arrived at 7:49 p.m.

6.6 FY17 Budget/2016-2017 Recommended Staffing Plan

Dr. Wendt explained the FY17 budget and recommended staffing plan was being presented at this time for informational purposes. The presentation will be given as a means to illustrate where the district is financially with the FY17 budget as well as provide a conservative five year projection.

Dr. Wendt and Mr. Mehanti introduced Mr. Steve Miller from PMA to present an overview of the FY17 budget and financial projections.

Mr. Miller provided an overview and explained a more extensive version of this information had been presented earlier this evening to the Finance Committee.

Dr. Wendt commented the district's situation is that Equalized Assessed Value's (EAV's) are increasing which causes a decrease in revenue. He explained that, along with decreases in student attendance, results in decreased funding. He mentioned, however, the district continues to grow which has an impact on the operating costs of the district. He summarized the 6 million projected deficit is comprised of approximately 4.5 million to maintain the current staff in place and approximately 1.5 million in special education costs to meet the staffing requirements for these programs.

Dr. Wendt explained the recommendation at this time is for administration to continue to work together and look for ways and areas where costs could be reduced.

Dr. John Sparlin commented the principals have been informed and that administration would be meeting later this week at a mandatory budget meeting. Results of that meeting would then be reported back to the board with their recommendations for cost reductions.

The board members entered a discussion on this item, given an opportunity to ask questions, and comment on their concerns.

Matt Bauman inquired when the board might expect to hear back from administration on the recommendations for ways to reduce the projected deficit.

Dr. Wendt and Dr. Sparlin mentioned an update would be able to be shared with the board within the next two weeks.

Dr. Wendt suggested that the budget be a standing item for discussion on the upcoming board meeting agendas over the next few months.

Dr. Wendt commented on the routine yearly presentation of the recommended upcoming school year's staffing plan, which consisted of needs expressed by administration, including building principals, throughout the district. He noted funding the proposed staffing plan would be an amount in addition to the six million dollar deficit. He explained the staffing plan would be based on the board's direction on what positions, if any, they would wish to approve.

Dr. Sparlin commented the staffing plan was being presented for informational purposes and suggested further discussions occur and information be provided to the board after administration meets and determines suggested areas for cost reductions.

Matt Bauman inquired what the timeframe was for finalizing staffing and programming necessary for the upcoming school year.

Dr. Wendt commented this should most likely be within the next thirty days. He explained the problem would not be with finding the right candidates, but rather due to financial constraints. Our situation is that it is difficult to cut staff and close buildings when the district is continuing to grow. Dr. Wendt explained lack of revenue from the state will necessitate cost reductions, which may result in potential increases in class size and reductions in programming.

The board was given the opportunity to ask their questions on the proposed staffing plan and inquire into suggestions on how it might possibly be modified, if necessary. It was

discussed that some of the recommendations, however, were based on the requirement to maintain the 70/30 rule and compliance issues.

Dr. Wendt asked Dr. Sparlin to provide the board with an update with what is determined with respect to the staffing plan in the interim prior to the next board meeting after conversations are held with administrators across the district.

Brad Banks asked Dr. Sparlin to check if additional information could be provided on the job description and responsibilities prompting the request for an additional assistant principal at the high school level.

Dr. Sparlin asked the board to forward their questions to him and he would provide them with additional information to help with determining their direction on future staffing and programming needs.

Danielle Paul suggested there be a required minimum number of students enrolled in a course before it is offered. Less than the required minimum would result in the cancellation of the course.

Details on the information presented, as well as audio clip on the budget and staffing plan discussions, are available in BoardDocs for reference.

6.7 Kindergarten Transition to Elementary Schools and Early Childhood Transition to East View

Dr. Wendt introduced Mr. Mike Elliott and Mr. Clayton Haldiman with Kluber Architects to present scenarios to the board on potential ways to repurpose existing facilities to accommodate the different programs offered in the district (i.e., Early Childhood, GOAL, Opportunity and Transitions). A timeline for the suggested changes was also presented.

Mr. Haldiman explained after reviewing several different options, the plan presented this evening for the board's review was based upon the Facilities and Planning Advisory Committee's recommendations. He commented that relocation of the district administration center was not included in this plan and could be considered as a possible phase 2 of the plan at some point in the future.

Matt Bauman began the board's discussion on the potential decision to move kindergarten students back to their home schools.

Dr. Wendt mentioned, as based on a prior presentation at a previous meeting by Director of Transportation Derrick Berlin, transportation costs alone would be reduced by approximately \$500,000. He further commented that capacity would be addressed through boundary line changes. Moving teachers and students would not be an added expense as long as building capacity was addressed through boundary lines.

Dr. Wendt commented these recommended facility changes would need board authorization. The board would need to provide the administration with direction on how to proceed.

Dr. Wendt commented on the programs housed at the former Traugher that are not adequately serving students and staff. He suggested if board members have not had an opportunity to tour this facility, to consider doing so while these programs are in session.

The board continued their discussion on the use of these facilities. Dr. Wendt commented the relocation of the transition program is a high priority and these students should not be housed at the 308 Center. Funding for relocating this program is available in the construction fund and it is recommended this be implemented as soon as possible.

He asked the board to consider, if not at the 308 Center, where should the GOAL and Opportunity students be housed? If kept at this location, monies would need to be used for repairs to this facility.

Matt Bauman stated the transitions program was formerly housed at Oswego High School and was moved because of inadequate space due to the high school's increased enrollment. The GOAL and Opportunity School programs were also relocated to the 308 Center because of lack of space elsewhere.

Greg O'Neil commented he was against spending monies on these projects at this time. Dr. Mike McDowell said the district should not be spending monies on projects that it could not afford.

Dr. Wendt stated this plan was based on the recommendation of the board approved Facilities and Planning Advisory Committee. Dr. Wendt asked the board for direction on how to proceed.

After continued discussion, the board determined this information should be presented to them for action at the next board meeting as currently presented with no additional information needed.

Details on the information provided, along with the proposed costs, are available in BoardDocs for reference.

At 10:23 p.m. the board agenda continued with previously postponed agenda item 4.1 Board Member Updates.

Jared Ploger commented on his recent visits to district buildings as well as his attendance at the recent IASB Kishwaukee Spring Meeting.

Brad Banks thanked the board, administration, staff and members of the community for their support during the recent loss of both his wife's grandfather and mother.

Dr. Mike McDowell expressed his concerns with the recent decisions made by the EL Design Team which went against what was previously decided and approved by the board. The decisions involved which buildings would house students who were part of the EL/DL program. He referenced the board's previous decision was to house those programs in buildings with a high population of Spanish speaking families (i.e., Boulder Hill, Lakewood Creek, Plank, etc.) He commented there was no formal recommendation for an EL design team, but rather future suggestions and program reviews would be made based on what is best for our EL students. He felt the development of the EL design team was set up behind the scenes and against requirements set forth in the Open Meetings Act

(OMA). Dr. McDowell stated any recommended changes in what was previously board approved needs to be discussed and approved by the board during an open meeting.

He commented every decision the board makes needs to comply with these requirements and the public needs to be aware of how the board makes its decisions in an effort to promote transparency.

Dr. McDowell expressed his concern with the amount of time it takes for staff to gather information to address individual board member requests. He explained there needs to be a proper chain of command when addressing concerns and fielding calls from members of the public. He commented the board should not be micro-managing, but instead relaying questions asked of them to administration.

He referenced the board member Code of Conduct which states that “a board member has no legal authority as an individual and that decisions be made only by a majority vote at a board meeting”. He noted the voice of one board member does not mean anything.

Dr. McDowell commented that no single board member should make requests of administration to do anything that the board has not approved. He stated he feels the board has also become distracted as a group from the district’s mission and scope.

He noted there has been no board self-evaluation, as required by board policy, which is detrimental in making decisions to provide the best education for our students and demonstrates poor leadership. He stated the board needs to work together as a team.

Dr. McDowell requested these items be placed on a future agenda for discussion, a board self-evaluation completed and additional board member training received. He suggested board members also familiarize themselves and read through Robert’s Rules of Order and parliamentary procedures.

Jared Ploger commented that it is also required that board members be prepared and sufficiently informed.

Matt Bauman mentioned a lot of this will be accomplished in July with the transition over to the new superintendent. He referenced information he recently received about upcoming IASB training and suggested it be scheduled sometime after the July 1 transition or earlier, if necessary.

7. Action Items

7.1 Approval of Bills for Payment

A motion was made by Mrs. Lauri Doyle, second by Dr. Mike McDowell, to authorize the payment of bills in the amount of three million, eight hundred nine thousand, three hundred fifty-seven dollars and eight cents (\$3,809,357.08) as presented.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell, Mr. Greg O’Neil, Mrs. Danielle Paul, Mr. Jared Ploger

8. Closed Session

- 8.1 Closed Session under statutes 5 ILCS 120/2(c)(1): The appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; 5 ILCS 120/2(c)(9): Student disciplinary cases; and 5 ILCS 120/2(c)(21): Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06.

A motion was made by Mrs. Lauri Doyle, second by Mr. Brad Banks, to enter Closed Session under statutes 5 ILCS 120/2(c)(1): The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; 5 ILCS 120/2(c)(9): Student disciplinary cases; and 5 ILCS 120/2(c)(21): Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell, Mr. Greg O'Neil, Mrs. Danielle Paul, Mr. Jared Ploger

The Board of Education entered closed session at 10:39 p.m. following a short recess.

- 8.2 Return to Open Session

A motion was made by Mrs. Lauri Doyle, second by Mr. Brad Banks, to return to Open Session.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell, Mr. Greg O'Neil, Mrs. Danielle Paul, Mr. Jared Ploger

The Board of Education returned to Open Session at 11:11 p.m.

9. Action after Closed Session

- 9.1 Approval of Personnel Report

A motion was made by Mrs. Lauri Doyle, second by Mr. Brad Banks, to approve the personnel report.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell, Mr. Greg O'Neil, Mrs. Danielle Paul, Mr. Jared Ploger

- 9.2 Approval of the destruction of audio recordings of the closed session meetings from May 12, 2014 through October 27, 2014

A motion was made by Mrs. Lauri Doyle, second by Mr. Brad Banks, to approve the destruction of the audio recordings of the closed session meetings from May 12, 2014 through October 27, 2014.

Final Resolution: Motion Carried 6-1

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell,
Mr. Greg O'Neil, Mrs. Danielle Paul

Nay: Mr. Jared Ploger

- 9.3 Approval of release of those closed session minutes which no longer require confidential treatment and will be made available for public inspection, and retain as confidential those closed session minutes for which the need for confidentiality exists

A motion was made by Mrs. Lauri Doyle, second by Mr. Brad Banks, to approve the release of those closed session minutes which no longer require confidential treatment and will be made available for public inspection, and retain as confidential those closed session minutes for which the need for confidentiality exists.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell,
Mr. Greg O'Neil, Mrs. Danielle Paul, Mr. Jared Ploger

- 9.4 Action on student disciplinary matter

A motion was made by Mrs. Lauri Doyle, second by Dr. Mike McDowell, that based upon the Board's review of the report prepared by the Hearing Officer in a suspension hearing held on March 18, 2016, the Board of Education upholds the suspension of Student 2016-A as served.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell,
Mr. Greg O'Neil, Mrs. Danielle Paul, Mr. Jared Ploger

- 9.5 Approval of New Superintendent's Employment Agreement (July 1, 2016 through June 30, 2018)

A motion was made by Mrs. Lauri Doyle, second by Mrs. Danielle Paul, to approve the Superintendent's Employment Agreement for Dr. John Sparlin for the period of July 1, 2016 through June 30, 2018 as presented.

Final Resolution: Motion Carried 5-2

Aye: Mr. Brad Banks, Mr. Matt Bauman, Dr. Mike McDowell, Mr. Greg O'Neil,
Mrs. Danielle Paul

Nay: Mrs. Lauri Doyle, Mr. Jared Ploger

10. Adjournment

10.1 Adjourn

A motion was made by Mrs. Lauri Doyle, second by Dr. Mike McDowell, to adjourn.

All were in favor unanimously to adjourn.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Dr. Mike McDowell,
Mr. Greg O'Neil, Mrs. Danielle Paul, Mr. Jared Ploger

Meeting Adjourned at 11:15 p.m.

President

Attest: _____
Secretary



**Minutes of a Regular Meeting of the Board of Education
Community Unit School District 308
Kendall, Kane and Will Counties
July 31, 2017**

The Board of Education of Community Unit School District 308, Kendall, Kane and Will Counties, Illinois, met in regular session in the Community Room at Oswego East High School.

Note for file: *All roll call votes are shown in alphabetical order in these minutes; however during the Board Meeting votes are called out in accordance with Board Policy 2:220*

1. Call to Order:

The meeting was called to order at 6:13 p.m. by President Matt Bauman

1.1 Roll Call:

Upon Roll Call the following members answered present:

Brad Banks, Matt Bauman, Lauri Doyle, Brent Lightfoot, Toni Morgan,
Heather Moyer, Jared Ploger

Members Absent (at roll call):

None

Administration Present:

Superintendent of Schools Dr. John Sparlin

Assistant Superintendent for Business and Operations Mr. Asif Dada

Others Present:

Board Attorney Maureen Lemone, Ottosen Britz Kelly Cooper Gilbert and DiNolfo, Ltd; as well as employees of the District and members of the community.

Recording Secretary:

Ursula Coan

1.2 Pledge of Allegiance

Pledge of Allegiance was led by Board President Matt Bauman.

2. Public Comment

2.1 Each Person will be provided five (5) minutes to speak before the Board of Education

The following individuals addressed the board at this time:

Kijuana Boulreche addressed the board to urge them to make the Diversity, Equity and Inclusion plan a priority. Mrs. Boulreche asked the board to continue to substantiate the vision of the school district to be a world class district that benefits all students. Please ensure that there are policies in place that do not marginalize, stratify or cause harm to our students.

April Johnson addressed the board as a parent of children that did not receive the support needed in their educational process. Mrs. Johnson stated that her oldest daughter, now graduated, was very involved in the OE Theatre and was told at one time, that there were no roles for blacks in the plays and therefore she was never able to participate beyond being in the background in the theatre department. There was another issue, where the senior class president stepped down and her daughter as the vice-president did not automatically get selected for the position. To summarize, Mrs. Johnson stressed the importance for children of color to have support in the classroom and the district, because they need to feel included.

3. Comments/Reports

3.1 Board Member Updates

Mr. Ploger attended the AVID conference in Minneapolis last week. Of importance to me was the goal of AVID, to focus on the culture of your school district. Schools have data that they can collect on the impact and where they should be at with the implementation. We need to realize the growth concept, that we can't move to perfect implementation in year one. If we are growing with this program, then we should see a diminishing achievement gap. There is much excitement and dedication to this initiative among the staff. We need to make sure that this program accomplishes what it needs to and at the same time, give it enough time to grow.

Mr. Ploger also shared that Aurora was voted by realtor.com as one of the most affordable cities and that our three elementary schools located in Aurora were mentioned as highly ranked schools.

Mrs. Morgan shared that she attended a Community Theatre Production that had many of our students participating. Mrs. Morgan asked for parents to invite her to events in order to learn about being more inclusive and how it is and is not working in our community.

Mr. Lightfoot stated that the board is aware of the Village possibly asking for a reduction in impact fees. Mr. Lightfoot wanted to remind everyone that every child that we educate costs around \$9,000 and we are only receiving \$6,000 per student. We will continue to see requests regarding the lowering of impact fees. Mr. Lightfoot commented that the board should reaffirm their position, that the school district needs that money to be able to pay for facilities when they are needed.

Mr. Bauman announced that he is stepping down as Board President, effective immediately. A meeting to reorganize the board will be conducted at the next board meeting on August 7. The board members and Dr. Sparlin expressed their appreciation for Mr. Bauman's work on behalf of our district.

4. Approve Consent Agenda

4.1 Approval of Minutes from July 17, 2017 Board of Education Meeting Open and Closed Session

4.2 Ratification of Title I Improvement Plan

A motion was made by Mr. Jared Ploger, second by Mr. Brent Lightfoot, to approve all items under consent, including 4.1 Minutes from July 17, 2017 Regular Board of Education Meeting Open and Closed Session; 4.2 the Ratification of the Title I Improvement Plan.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

5. Information Only

5.1 Resolution abating a portion of the Working Cash Fund and directing the Transfer of \$13,452,815.50 to the O&M Fund

Mr. Dada explained that this Resolution is a procedural item so that we may expend the money from the bonds we have issued in working cash. With the next Resolution on agenda item 5.2, we then authorize a transfer from the O&M fund to the Capital Project fund.

Mr. Ploger asked if we had the budget information from the State in time to vote on the two Resolutions on August 7th. Mr. Dada stated that he is hoping to present a balanced budget to the board at the August 21st meeting. Mr. Ploger asked for both Resolutions to be delayed for approval until the August 21st meeting. Mr. Dada stated that certain projects would be delayed, but that it would be possible to wait. The board directed administration to delay the approval until August 21.

5.2 Resolution authorizing the Transfer of \$13,452,815.50 from the O&M Fund to the Capital Project Fund

5.3 Recommendations for new Advisory Committee Members

- Policy Development
- Teaching and Learning

The board had no questions on the recommendations for new Advisory Committee members.

6. Action Items

6.1 Approval of Intergovernmental Agreement with PASEC

A motion was made by Mr. Jared Ploger, second by Mrs. Toni Morgan, to approve the Intergovernmental Agreement with PASEC and to approve the Intergovernmental Agreement with Yorkville SD115

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

6.2 Approval of Intergovernmental Agreement with Yorkville The Intergovernmental Agreement with Yorkville was included in the same motion as PASEC, agenda item 6.1

7. Closed Session

- 7.1 Closed Session under statutes 5 ILCS 120/2(c)(1): The appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; 5 ILCS 120/2(c)(6): The setting of a price for sale or lease of property owned by the public body; 5 ILCS 120/2(c)(16): Self-evaluation, practices and procedures, or professional ethics, when meeting with a representative of a statewide association of which the public body is a member.

A motion was made by Mr. Jared Ploger, second by Mr. Matt Bauman, to enter Closed Session under statutes 5 ILCS 120/2(c)(1): The appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; 5 ILCS 120/2(c)(6): The setting of a price for sale or lease of property owned by the public body; 5 ILCS 120/2(c)(16): Self-evaluation, practices and procedures, or professional ethics, when meeting with a representative of a statewide association of which the public body is a member.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

The Board of Education entered closed session at 7:02 p.m. following a short recess.

- 7.2 IASB – Superintendent/Board Training

The Board of Education returned to Open Session at 11:07 p.m.

8. Action after Closed Session

- 8.1 Approval of Personnel Report

A motion was made by Mr. Jared Ploger, second by Mrs. Heather Moyer, to approve the personnel report.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

- 8.2 Approval of Amendment to Superintendent Contract of Employment

A motion was made by Mr. Jared Ploger, second by Mr. Matt Bauman, to approve the amendment to the Superintendent Contract of Employment as discussed in closed session.

Mr. Lightfoot asked to make a public comment before taking the vote. Mr. Lightfoot stated that he is happy and pleased with the work that Dr. Sparlin and the staff is doing within the district and he would like to see it continue for a long time. Mr. Lightfoot stated that he would not be able to vote affirmative on the contract because of items in the contract language that he disagrees with. It should not take away in any way from the job that Dr. Sparlin is doing.

Final Resolution: Motion Failed 4-3

Aye: Mr. Matt Bauman, Mrs. Heather Moyer, Mr. Jared Ploger
Nay: Mr. Brad Banks, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan

A motion was made by Mr. Jared Ploger, second by Mr. Matt Bauman, to go back into closed session pursuant to 5 ILCS 120/2 (c)(1)

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

The Board of Education entered Closed Session at 11:10 p.m.

The Board of Education returned to Open Session at 11:13 p.m.

A motion was made by Mr. Brad Banks, second by Mr. Matt Bauman, to reconsider item 8.2, Approval of Amendment to Superintendent Contract of Employment as discussed in Closed Session

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

A motion was made by Mr. Jared Ploger, second by Mr. Matt Bauman, to approve the Amendment to the Superintendent Employment Contract

Final Resolution: Motion Carried 4-3

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Heather Moyer, Mr. Jared Ploger
Nay: Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan

8.3 Approval of DAC Administrator Contract

A motion was made by Mr. Jared Ploger, second by Mr. Matt Bauman, to approve the DAC administrator contract

Final Resolution: Motion Carried 5-2

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mr. Brent Lightfoot, Mrs. Heather Moyer, Mr. Jared Ploger
Nay: Mrs. Lauri Doyle, Mrs. Toni Morgan

8.4 Approval of Building Administrator Contract

A motion was made by Mr. Jared Ploger, second by Mrs. Heather Moyer, to approve the building administrator contract

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

8.5 Adoption of a Resolution declaring the former Transition House property, located at 13 Brock Court, Oswego, Kendall County, Illinois, unnecessary, unsuitable and inconvenient for a school, and unnecessary for the uses of the District and directing its sale and setting a minimum price and other terms of sale in accordance with the requirements of 105 ILCS 5/5-22

A motion was made by Mr. Jared Ploger, second by Mr. Matt Bauman, to adopt the Resolution declaring the former Transition House property, located at 13 Brock Court, Oswego, Kendall County, Illinois, unnecessary, unsuitable and inconvenient for a school, and unnecessary for the uses of the District, and directing its sale in accordance with the requirements of 105 ILCS 5/5-22, and to establish a minimum selling price of \$205,000.00 (two-hundred and five-thousand) for the property located at 13 Brock Court, Parcel Identification Number 03-09-301-009

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

9. Adjournment

9.1 Adjourn

A motion was made by Mr. Jared Ploge, second by Mr. Matt Bauman, to adjourn.

All were in favor unanimously to adjourn.

Final Resolution: Motion Carried 7-0

Aye: Mr. Brad Banks, Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot, Mrs. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

Meeting Adjourned at 11:17 p.m.

President

Attest: _____
Secretary

Amendment to Superintendent Contract of Employment

Having found that John Sparlin ("SPARLIN") has met the goals and indicators contained in the 2016-2018 Employment Contract for Superintendent, the Board of Education of Community Unit School District No. 308 (the "Board") and SPARLIN agree to amend the Superintendent Contract of Employment entered into on April 11, 2016 as follows:

1. The first sentence of Section 1 shall be changed to the following:

SPARLIN is hereby hired and retained from July 1, 2016 to June 30, 2020 as SUPERINTENDENT.

2. The language in Section 3B, shall be changed to the following:

B. From July 1, 2017 through June 30, 2020, the Board shall pay SPARLIN an annual base salary of Two Hundred Five Thousand Dollars (\$205,000.00).

3. A new Section 3E shall read as follows:

E. If the Board provides a general increase in salary to other District Administrators on or after the date of this Amendment, the Parties shall re-open Section 3B of the Agreement for further consideration.

4. The language of Section 4 shall be changed to the following:

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 fifteen (15) 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. New Sections 9(C) and 9(D) shall read as follows:

C. Upon completion of SPARLIN's satisfactory service during the period from July 1, 2018 through June 30, 2019, the Board shall make a non-elective employer contribution of Five Thousand Dollars (\$5,000) in June 2019.

D. Upon completion of SPARLIN's satisfactory service during the period from July 1, 2019 through June 30, 2020, the Board shall make a non-elective employer contribution of Five Thousand Dollars (\$5,000) in June 2020.

By: _____
John Sparlin

By: _____
President, Board of Education
Community Unit School District 308

ATTEST:

Secretary, Board of Education
Community Unit School District 308

SUPERINTENDENT CONTRACT OF EMPLOYMENT

AGREEMENT made this _____ day of _____, 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 _____, 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