



February 24, 2015

Steven P. Gonzalez
105 Spencer Lane
Oswego, IL 60543
steve@gonzalezes.com

Re: FOIA Request dated February 16, 2015 and received February 17, 2015 FOIA ID #15-04

Subject: A complete and current copy of the current Superintendent's goals associated with his incentive payments, separated by year, since the beginning of his tenure at SD308 and justification for either meeting or not meeting those goals and the Board's determination for incentive payments on that justification.

Dear Mr. Gonzalez:

This letter will serve as Community Unit District 308's response to your February 16, 2015, request under the Freedom of Information Act (5ILCS 140/1 et seq.), in which you asked for the above referenced information. Attached are the documents that exist responsive to your request. Please be advised that your request for justification of meeting or not meeting performance goals is outside the scope of FOIA. Pursuant to Section 3.3 of FOIA (5 ILCS 140/3.3), this Act is not intended to compel public bodies to interpret or advise requesters as to the meaning or significance of the public records.

To promote district transparency and assist others who may have a similar question, this responsive document will be posted online on the district's website. To access it, go to www.sd308.org and select *Our District > Freedom of Information Act Request > FOIA Request Responses*, then select *FOIA ID #15-04*.

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

A handwritten signature in black ink that reads "Victoria R. D'Aleo".

Victoria R. D'Aleo
Freedom of Information Officer

Performance Goals for Dr. Wendt

As approved by the Board of Education on October 15, 2013, add the following as Paragraph K to Exhibit A of Dr. Wendt's May 31, 2012 Superintendent Contract of Employment.

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
Financial Strength	<ul style="list-style-type: none"> • Insure the 2013 – 2014 year ends with a operating cash surplus of not less than \$200,000. 	<ul style="list-style-type: none"> • Cash within all the operating funds must sum to no less than \$200,000 as of June 30, 2014, with a Proforma statement of operating funds to be submitted to the Board on or before June 1, 2014. 	• 6/1/14	• 10%
	<ul style="list-style-type: none"> • Develop and deliver District Quarterly Reports to include: a) revenue vs. expenses vs. budgets; b) revenue forecasts, c) actual attendance verses enrollment and d) savings/reallocation of funds. 	<ul style="list-style-type: none"> • To issue repeatable Quarterly Reports which will be posted on district website no later than 15 days after the end each calendar quarter. 	• 1/13/14	• 10%
Curriculum	<ul style="list-style-type: none"> • Complete an evaluation of the district's mathematics program and provide a recommended curriculum for successful advancement through higher level mathematics. Propose recommended changes for program improvements, if needed, and the associated costs. 	<ul style="list-style-type: none"> • Present to the BOE fact based conclusions of the analysis and any recommendations, including associated costs and a timeline for implementation for the 2014 - 2015 school year. 	• 4/14/14	• 5%

Performance Goals for Dr. Wendt

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
Curriculum (cont)	<ul style="list-style-type: none"> • Complete a needs assessment and present to the BOE a Dual Credit program that can be implemented in the 2014-2015 school year, if approved by the BOE. • Develop a list of tools, program changes and/or techniques that will support improvement in ACT Scores and the costs associated for supporting items/programs. 	<ul style="list-style-type: none"> • Present to the BOE fact based conclusions of the analysis and recommendation for changes, if needed, with associated costs. • Present to the BOE results and recommendations for support techniques to provide students opportunities to improve their ACT scores. 	<ul style="list-style-type: none"> • 4/14/14 • 5/12/14 	<ul style="list-style-type: none"> • 5% • 10%

Performance Goals for Dr. Wendt

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
Curriculum (cont)	<ul style="list-style-type: none"> • Complete a Special Education Audit to identify strengths and weaknesses of the program and present a recommendation for program improvement. 	<ul style="list-style-type: none"> • Present to the BOE fact based conclusions of the analysis and recommendation for changes, if needed, with associated costs. 	<ul style="list-style-type: none"> • 2/10/14 	<ul style="list-style-type: none"> • 5%
	<ul style="list-style-type: none"> • Complete an Gifted and Academically Talented Program Audit to identify strengths and weaknesses of the program and present a recommendation for program improvement. 	<ul style="list-style-type: none"> • Present to the BOE fact based conclusions of the analysis and recommendation for changes, if needed, with associated costs. 	<ul style="list-style-type: none"> • 3/24/14 	<ul style="list-style-type: none"> • 5%

Performance Goals for Dr. Wendt

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
Staff Development	• Develop a framework for a district wide professional learning community (PLC) program and present an implementation plan for execution in the 2014-2015 school year. The plan should address: new professional development plans, teacher collaboration times, and staff mentoring/coaching.	• Presentation to the BOE a complete framework and implementation plan that is executable for the 2014-2015 school year.	• 3/24/14	• 15 %
	• Develop and present to the Board a retention plan for our teachers and staff.	• Presentation to BOE.	• 5/12/14	• 5%
	• Develop and present to the board a plan for promoting internal online education and best practices for our teachers.	• Presentation to the BOE.	• 5/12/14	• 5%

Performance Goals for Dr. Wendt

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
District Wide	<ul style="list-style-type: none"> • Present a Strategic Plan for BOE approval. • Develop and present to the BOE for their review a comprehensive district wide communication plan for parents, teachers, staff, and district citizens. • Build a repeatable survey that will be issued to parents and staff every even school year and a student survey every odd school year. For clarity, school year is defined by the calendar year for which the first day of each school year starts. 	<ul style="list-style-type: none"> • Recommendation to the BOE for approval a Strategic Plan. • Presentation to the BOE. • Issue survey per schedule and present results to the BOE. 	<ul style="list-style-type: none"> • 6/9/14 • 4/14/14 • 5/12/14 	<ul style="list-style-type: none"> • 15 % • 5% • 5 %

Performance Goals for Dr. Wendt

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
District Wide	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • To issue repeatable Quarterly Reports which will be posted on district website no later than 15 days after the end each calendar quarter. 	<ul style="list-style-type: none"> • 1/27/14 	<ul style="list-style-type: none"> • 0 %

Notes:


The dates may be modified by the mutual agreement of the Parties.


Payment for successful goals will be distributed in the first pay cycle of June 2014.

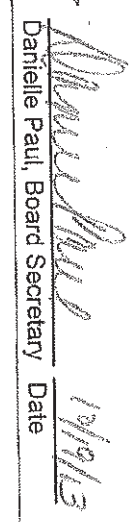
Calculation of Bonus Amount is based on the following:

Sum of the assigned Percentage for each goal that was successfully completed multiplied by \$22,500.

The Below signature represents proper authorization for execution and complete understanding and agreement of all terms and conditions within Paragraph K.


10/19/13
 Dr. Matthew Wendt Date /


10/19/13
 William P. Walsh, Board President Date /


10/19/13
 Danielle Paul, Board Secretary Date /

Performance Goals for Dr. Wendt for the Period of July 1, 2014 through June 30, 2015

As approved by the Board of Education on May 27, 2014, add the following as Paragraph 10 of Dr. Wendt's Superintendent Contract of Employment.

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
Financial Strength	<ul style="list-style-type: none"> • Ensure the 2014 – 2015 year ends with an operating cash surplus of not less than \$300,000. 	<ul style="list-style-type: none"> • Cash within all the operating funds must sum to no less than \$300,000 as of June 30, 2015, with a Proforma statement of operating funds to be submitted to the Board on or before June 8, 2015. 	<ul style="list-style-type: none"> • 6/8/15 	<ul style="list-style-type: none"> • 10%
Curriculum	<ul style="list-style-type: none"> • Create an Academically Gifted & Talented Task Force to Identify Recommendations to Improve Programming. If Approved by the BOE, then develop and implement programming for the 2015-2016 School Year. 	<ul style="list-style-type: none"> • Present to the BOE fact based conclusions of the analysis and recommendation for changes, if needed, with associated costs. 	<ul style="list-style-type: none"> • 10/20/14 	<ul style="list-style-type: none"> • 10%

Performance Goals for Dr. Wendt for the Period of July 1, 2014 through June 30, 2015

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
Curriculum (cont)	<ul style="list-style-type: none"> • Complete an Evaluation of the District's Kindergarten Program, including associated costs, staffing, student achievement and placement. If Approved by the BOE, then develop and implement programming for the 2015-2016 School Year. 	<ul style="list-style-type: none"> • Present findings to the BOE with recommendations for a long-term, sustainable Kindergarten Program. 	<ul style="list-style-type: none"> • 2/23/15 	<ul style="list-style-type: none"> • 20%
District Focused	<ul style="list-style-type: none"> • Develop and recommend a long-term Infrastructure Technology plan to support the digital academic needs of the District along with associated costs. 	<ul style="list-style-type: none"> • Present to the BOE a complete program recommendation with associated costs. 	<ul style="list-style-type: none"> • 4/27/15 	<ul style="list-style-type: none"> • 10 %

Performance Goals for Dr. Wendt for the Period of July 1, 2014 through June 30, 2015

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
District Focused (cont.)	<ul style="list-style-type: none"> • Complete and recommend a long-term Facilities Plan to ensure efficient utilization of all District Facilities. • Increase the Average Daily Attendance of the district by 0.5% for the 2014-2015 School Year 	<ul style="list-style-type: none"> • Present to the BOE a complete program recommendation with associated costs. • Based on the State of Illinois report regarding attendance, the Average Daily Attendance for the 2014-2015 School Year will be 0.5% greater than the 2013-2014 School Year. 	<ul style="list-style-type: none"> • 2/9/15 • 6/8/15 	<ul style="list-style-type: none"> • 10% • 5%
Staff Development	<ul style="list-style-type: none"> • Complete Phase 1 of the implementation plan for the PLC Program. 	<ul style="list-style-type: none"> • Provide the BOE a summary including staff of the PLC Phase 1 program implementation and validation of staff training. 	<ul style="list-style-type: none"> • 3/23/15 	<ul style="list-style-type: none"> • 15 %

Performance Goals for Dr. Wendt for the Period of July 1, 2014 through June 30, 2015

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
Student Achievement	<ul style="list-style-type: none"> • Increase ACT Composite Scores by .4% • Increase the number of students that score a 3 or better on the AP exam by 10% . 	<ul style="list-style-type: none"> • Compare Composite ACT scores of students who took the ACT Exam during the period of April 2014 verses scores of students who to the ACT exam during April 2015. • Compare the number of students that scored a 3 or better on their AP exam during the 2013-2014 school year to the number of students that scored a 3 or better on their AP exam during the 2014-2015 school year. 	<ul style="list-style-type: none"> • 6/8/15 • 6/8/15 	<ul style="list-style-type: none"> • 10 % • 10%

Performance Goals for Dr. Wendt for the Period of July 1, 2014 through June 30, 2015

Notes:

The dates may be modified by the mutual agreement of the Parties.

Payment for successful goals will be distributed in the last pay cycle of June 2015. In the event that a Goal can not be measured prior to the first pay cycle, payment will be made, if satisfactorily completed, in the second pay cycle of June, 2015.


Calculation of Bonus Amount is based on the following:

Sum of the assigned Percentage for each goal that was successfully completed multiplied by \$27,500.

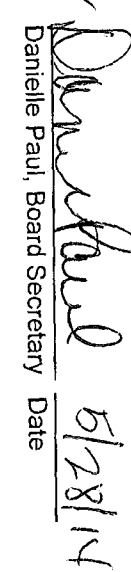
The Below signature represents proper authorization for execution and complete understanding and agreement of all terms and conditions within Paragraph 10 of the current employment contract between Dr. Wendt and the Oswego Community Unit School District #308.


Dr. Matthew Wendt

Date


William P. Walsh, Board President

Date


Danielle Paul, Board Secretary

Date

SUNGARD PENTAMATION
DATE: 02/23/2015
TIME: 11:20:30

OSWEGO COMMUNITY UNIT D
DETAIL DISTRIBUTION REPORT BY RECORD TYPE

SELECTION CRITERIA: detdist.code='078'

EMPLOYEE	NAME	TYPE	DATE	ORGN/PROJ	ACCOUNT	AMOUNT
078	SUPT PERFORMANCE BONUS					
73733	MATTHEW WENDT	O	06/13/2014	1023207020000	131	11,250.00
73733	MATTHEW WENDT	O	06/30/2014	1023207020000	131	11,250.00
SUPT PERFORMANCE BONUS TOTAL						22,500.00
TOTAL REPORT						22,500.00