SD308
COMMUNITY UNIT SCHOOL DISTRICT

February 9, 2017

Jared Rutecki
Digital Journalist
Better Government Association
223 W Jackson Blvd – Ste. 900
Chicago, IL 60606
312-821-9032

VIA EMAIL –jrutecki@bettergov.org

Re: FOIA Request Dated January 6, 2017 and received January 6, 2017

Subject: A request regarding access to documents such as collective bargaining agreements; administrator contracts; budget for 2016-17 school year; legal settlements entered into, signed or otherwise adopted from August 1, 2015 to present; and payroll.

Dear Mr. Rutecki:

This letter will serve as Community Unit School District 308's response to your January 6, 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 #17-2.*

Please be advised that to comply with your FOIA request, the district incurred the expense of **$415.90** comprised of the cost of labor and resources used to search for records responsive to your request. You are not legally required to reimburse the district for the amount incurred.

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

Brian Graves
Freedom of Information Officer

Name	Position	Annual Salary
ABELS, ALLISON M.	TEACHER	$40,500.00
ACERET, ERICA A.	TEACHER	$48,018.00
ACKLEY, THERESA M.	SPEECH PATHOLOGIST	$72,096.00
ACOSTA, RUBEN C.	MAINTENANCE	$45,049.49
ACUFF, DOMINIQUE S.	BUILDING NURSE	$31,750.04
ACUFF, KARI E.	TEACHER	$25,366.50
ADAMS, ANGELA K.	SPEECH PATHOLOGIST	$65,771.00
ADAMS, CHRISTINE M.	TEACHER ASSISTANT	$19,487.93
ADAMS, JENNIFER M.	TEACHER	$65,771.00
ADAMS, KELLIE J.	TEACHER	$37,285.35
ADORJAN, KIMBERLY A.	SECRETARY-12 MONTH	$46,279.07
AGNE , ANGELA K.	TEACHER	$88,191.00
AGORO, ATAKORA O.N.	CUSTODIAN 2ND SHIFT	$26,957.75
AGUILAR, LUZ E.	TEACHER	$52,255.00
AGUIRRE, SALLY A.	BUS DRIVER	$16,573.49
AISTER, ERIK K.	TEACHER	$50,733.00
ALADASI, RANYA M.	BUS MONITOR	$9,686.25
ALBERT, JULIE L.	TEACHER ASSISTANT	$17,199.42
ALBRIGHT, JILL N.	TEACHER	$46,428.00
ALCALA, CHRISTOPHER L.	TEACHER ASSISTANT	$17,476.83
ALESIA, CHRISTINE A.	TEACHER	$60,578.00
ALEXANDER, SHARON Y.	ADMINISTRATOR	$92,045.98
ALLEN , BRIAN S.	TEACHER	$90,836.00
ALLEN, JULIE K.	GUIDANCE COUNSELOR	$77,938.55
ALLEN, LINDSAY F.	ADMINISTRATOR	$86,849.00
ALLEN, RODNEY L.	TEACHER	$67,744.00
ALLEN, STEPHANIE L.	TEACHER	$51,345.00
ALLISON III, ROBERT R.	ADMINISTRATOR	$78,534.00
ALMANZA, LUZ M.	TEACHER	$50,941.00
ALONZO, JENNIFER R.	TEACHER	$45,731.00
ALONZO, REGENA R.	SCHOOL SOCIAL WORKER	$72,096.00
ALTERGOTT, RANDALL K.	BUS DRIVER	$17,317.05
ALZUETA-PYLES, ELIZABETH S.	TEACHER	$64,111.00
AMESQUITA, MARTIN S.	TEACHER	$36,401.60
AMMENHAUSER, KATIE A.	TEACHER ASSISTANT	$17,476.83
ANCEL, JODI L.	ADMINISTRATOR	$94,906.00
ANDERSON JR, MICHAEL R.	TEACHER	$64,111.00
ANDERSON, ALLISON R.	TEACHER	$52,255.00
ANDERSON, BRENT J.	ADMINISTRATOR	$101,387.99
ANDERSON, CATHLEEN	TEACHER	$93,561.00
ANDERSON, GREGORY W.	CUSTODIAN	$39,267.86
ANDERSON, JAMIE R.	GUIDANCE COUNSELOR	$62,009.57
ANDERSON, KARA J.	NON-BARGAINING SPECIAL ED POSITION	$39,832.50
ANDERSON, KARLENE K.	TEACHER ASSISTANT	$21,238.22
ANDERSON, KIMBERLY A.	TEACHER	$43,106.00
ANDERSON, LESLIE J.	TEACHER	$64,111.00
ANDERSON, MICHELE L.	BUS MONITOR	$10,456.27
ANDERSON, SUSAN A.	TEACHER	$69,618.00
ANDRADE, ALYSSA M.	TEACHER	$40,500.00
ANSCHICKS, RACHEL E.	TEACHER	$51,920.00
ANTONIOLLI, RHONDA R.	TEACHER ASSISTANT	$17,476.83

APA, BRITTANY L.	TEACHER	$65,622.00
APPLE, SHANDA L.	TEACHER	$64,212.00
ARBET, JEANNE A.	TEACHER ASSISTANT	$17,476.83
ARCHER, ANNE M.	TEACHER	$59,797.05
ARCHER, CRISTINA	TEACHER	$62,395.00
ARIANO, KAY M.H.	TEACHER	$61,317.09
ARIAS, GASPAR	TEACHER ASSISTANT	$17,476.83
ARMITAGE, AMANDA B.	TEACHER	$53,777.00
ARMSTRONG JR, DUNCAN	BUS DRIVER	$19,888.19
ARMSTRONG, DEBRA A.	BUS DRIVER	$19,430.32
ARRAMBIDE, ERIC D.	MANAGER / SUPERVISOR OR COORDINATOR	$63,321.71
ARROCENA, ALYSSA C.	TEACHER	$41,850.00
ARTEAGA, JOSE M.	CUSTODIAN 2ND SHIFT	$28,672.14
ASH, JENNIFER E.	DEPARTMENT CHAIR	$73,858.00
ASPEN, STACEY L.	TECH SPECIALIST	$46,301.36
AUGENSTEIN, LAURA L.	SECRETARY-10 MONTH	$31,730.29
AUGHENBAUGH, JENNIFER S.	TEACHER	$64,111.00
AUGUSTINE, ELIZABETH A.	TEACHER	$52,470.00
AUSTIN, JAIRNIECE A.	BUS MONITOR	$12,439.89
AVIGNONE, TRACY M.	TEACHER	$39,371.21
AYALA, ROSA L.	CUSTODIAN	$39,267.86
AYOUNG CHEE, RACHEL D.	TEACHER	$45,731.00
BABB, SANDRA J.	TEACHER	$47,103.00
BABLER, BRITTANY L.	TEACHER ASSISTANT	$16,921.17
BACHIO, JOHN A.	TEACHER	$64,111.00
BAGLEY JR, JAMES P.	DEAN'S ASSISTANT	$18,427.50
BAIER, VICKIE K.	TEACHER	$64,111.00
BAILEY, HEATHER P.	TEACHER	$41,850.00
BAILEY, MICHAEL R.	MAINTENANCE	$46,614.55
BAISDEN, BRANDON E.	ADMINISTRATOR	$60,194.16
BAJUSZ, MICHAEL J.	TEACHER	$69,618.00
BAKEL, MELISSA S.	TEACHER	$62,395.00
BAKER, GREGORY P.	ADMINISTRATOR	$83,000.00
BAKER, JESSICA J.	TEACHER	$76,074.00
BAKER, JOHN F.	TEACHER	$88,191.00
BAKER, STACEY M.	TEACHER	$43,106.00
BALEK, LORI M	TEACHER ASSISTANT	$16,552.13
BALES, AMY S.	TEACHER ASSISTANT	$17,199.00
BANFI, JACQUELINE L.	TEACHER ASSISTANT	$17,199.00
BANSCHBACH, KAREN E.	SECRETARY-EXEMPT	$64,975.99
BANSER, TRACY L.	BUS DRIVER	$17,904.07
BARA, ALISIA L.	SECRETARY-10 MONTH	$28,452.48
BARAJAS, SONIA I.	TEACHER	$55,437.00
BARESEL , BRETT M.	TEACHER	$71,707.00
BARKLEY, NANCY L.	BUS DRIVER	$17,529.75
BARNES, JOHN M.	MAINTENANCE	$51,578.03
BARNES, KATHLEEN J.	TEACHER	$66,139.00
BARNES, PURIM G.	TEACHER	$73,858.00
BARNETT, DANA L.	TEACHER	$64,212.00

BARR JR, CHARLES K.	SCHOOL SOCIAL WORKER	$58,763.00
BARR, MICHAEL J	ADMINISTRATOR	$109,927.70
BARRAGAN-ANAYA, JILLIAN M.	TEACHER ASSISTANT	$16,204.93
BARRAZA, MIRIAM	CUSTODIAN	$40,235.40
BARRERA, KAREN F.	BUS DRIVER	$17,904.07
BARRINGER, BETHANY A.	TRANSPORTATION-NON-BARGAINING	$38,250.00
BARRON, LESLI A.	TEACHER	$102,171.00
BARRY, CONOR P.	TEACHER	$73,858.00
BARRY, KATHERINE A.	TEACHER	$83,128.00
BARTLE, AMY E.	SECRETARY-10 MONTH	$29,459.00
BASSETT, LYNETTE A.	TEACHER ASSISTANT	$17,199.00
BATTAGLIA, SANDRA L.	SECRETARY-12 MONTH	$49,733.80
BATTISTA, FRANCESCO P.	BUS DRIVER	$18,221.06
BAUER, LINDA M.	SPEECH PATHOLOGIST	$65,771.00
BAUER, MICHAEL T.	TEACHER ASSISTANT	$17,476.83
BAUGHMAN, ALLISON M.	TEACHER	$57,100.00
BAUMANN, DAVID A.	BUS DRIVER	$17,904.07
BAUMRUCKER, KARL W.	BUS DRIVER	$18,549.79
BAUSTIAN, JESSICA R.	TEACHER ASSISTANT	$17,199.00
BAUTISTA, RUBEN	TEACHER ASSISTANT	$10,171.70
BEANE, JILL C.	TEACHER	$80,707.00
BECHINA, JAMIE M.	TEACHER	$66,139.00
BECK, ZACHARY W.	TEACHER	$55,530.00
BECKER, ASHLEY N.	TEACHER	$45,731.00
BECKER-JESSUP, LORETTA M.	TEACHER ASSISTANT	$17,476.83
BECVAR, CRISTY L.	TEACHER	$49,971.00
BEDELL, SCOTT L.	MANAGER / SUPERVISOR OR COORDINATOR	$49,326.83
BEDFORD, MELISSA D.	SPEECH PATHOLOGIST	$57,052.00
BEHLING, STEPHEN E.	TEACHER	$43,106.00
BEHLMAN, JEAN E.	TEACHER ASSISTANT	$17,807.58
BEHRMAN, BAILEY J.	SCHOOL SOCIAL WORKER	$50,733.00
BEINTUM, KRISTIN M.	SPEECH PATHOLOGIST	$60,526.00
BELKE, KATHRYN M.	TEACHER	$57,100.00
BELL, CHARLOTTE M.	BUS DRIVER	$20,888.08
BELLINGER, KIMBERLY A.	TEACHER	$20,525.00
BELOVSKY, KATHLEEN M.	TEACHER	$43,106.00
BELTRAN, ANA A.	CUSTODIAN 2ND SHIFT	$30,843.20
BEMBENEK, MATTHEW J.	GUIDANCE COUNSELOR	$60,526.00
BENAVIDES, DANIEL T.	DEAN'S ASSISTANT	$19,077.99
BENDA, CHRISTINE M.	TEACHER	$72,096.00
BENESHUNAS, KRISTEN M.	TEACHER	$52,255.00
BENKE, JAN PAUL	CUSTODIAN 2ND SHIFT	$29,757.67
BENNETT SR, JOSEPH D	CUSTODIAN 2ND SHIFT	$50,241.15
BENOIT, JULIE M.	TEACHER	$57,100.00
BENSON, CYNTHIA A.	TEACHER ASSISTANT	$17,476.83
BENSON, SUSAN M.P.	TEACHER	$64,111.00
BENTERS, BRANDON E.	TEACHER	$43,103.00
BEREZOWSKI, SHEILA D.	TEACHER ASSISTANT	$12,444.67
BERGAN, MAUREEN A.	SECRETARY-12 MONTH	$43,403.85

BERGFELD, SHARON M.	TEACHER	$53,777.00
BERLIN, DERRICK S.	ADMINISTRATOR	$109,863.83
BERRY, CONNIE J.	SECRETARY-10 MONTH	$34,694.67
BERRY, RACHEL E	TEACHER ASSISTANT	$16,921.17
BERRY, SARAH E.	TEACHER	$7,972.20
BIALAS, LAURA D.	SCHOOL PSYCHOLOGIST	$60,190.00
BIALEK, ANTHONY P.	TEACHER	$71,870.00
BIELANSKI, DAVID A.	BUS DRIVER	$21,901.67
BIERNAT, TIMOTHY R.	BUS DRIVER	$19,430.32
BIGUS, LINDA D.	TEACHER ASSISTANT	$17,807.58
BIHUN, CHRISTINA M.	TEACHER	$67,591.00
BILLMAN-GALUHN, ADAM C.	TEACHER	$44,399.00
BILTGEN-MORRISSETTE, LARA V.	TEACHER	$78,534.00
BINGHAM, LAURA C	ADMINISTRATOR	$69,920.00
BINKOWSKI, ALMA D.	SECRETARY-EXEMPT	$40,800.00
BISKYTE, VIKTORIJA	TEACHER	$41,850.00
BITNER, PAMELA A.	SECRETARY-12 MONTH	$44,629.72
BITTNER, BENJAMIN J.	TEACHER	$45,731.00
BIZZOCCHI, ALFREDO	TEACHER	$51,345.00
BJORK, MARIE E.	TEACHER ASSISTANT	$22,417.48
BLAIR, PATRICIA S.	BUILDING NURSE	$32,619.16
BLAIR, WALTER A.	TEACHER	$69,776.00
BLANKENBURG, JASON W.	TEACHER	$88,191.00
BLANKENBURG, ROSEMARY A.	TEACHER	$85,622.00
BLASZYNSKI, SAMANTHA A.	TEACHER	$60,578.00
BLAYLOCK, ALISHA R.	TEACHER	$44,399.00
BLAZEVIC, KATHLEEN L.	TEACHER	$52,255.00
BLOCKER, SUSAN M.	TEACHER	$97,772.00
BLUE , KATIE A.	TEACHER	$58,813.00
BLYTH, TAYLOR L.	TEACHER	$41,050.00
BOARDWINE, SUSAN J.	TEACHER	$41,050.00
BOBOSKY, ANDREA K	ADMINISTRATOR	$61,000.00
BOCHENSKI, ANNIKA L.	TEACHER	$46,428.00
BOCK, MICHAEL W.	TEACHER	$50,733.00
BOEHNKE, MARCELLA G.	TEACHER ASSISTANT	$17,199.00
BOHMAN, TARA C.	TEACHER	$37,013.00
BOIS, BRIDGET M.	TEACHER	$67,744.00
BONENBERGER, THOMAS W.	BUS DRIVER	$17,317.05
BONIE, KRISTEN E.	ADMINISTRATOR	$71,000.00
BORMANN, SARAH L.	TEACHER ASSISTANT	$17,199.00
BORNEMAN, JENNIFER M.	TEACHER	$60,526.00
BORNEMAN, MIRANDA L.	TEACHER	$41,850.00
BORNEMANN, DONNA J.	TEACHER	$67,591.00
BOROSA-RAJCEVIC, ZELJKA	TEACHER ASSISTANT	$18,858.61
BORREGO, STACEY L.	NON-BARGAINING SPECIAL ED POSITION	$38,932.50
BORROWMAN, MATTHEW J.	TEACHER	$83,128.00
BOSKELLY, KELSEY A.	BUILDING NURSE	$32,619.16
BOSOLD, TRACI J.	TEACHER	$60,578.00
BOSS, BETH A.	SPEECH PATHOLOGIST	$99,998.65

BOULDIN, SALLY S.	TEACHER ASSISTANT	$19,847.19
BOWERS, JOAN M.	TEACHER	$73,858.00
BOWERS, TODD D.	TEACHER	$64,111.00
BOWKER, MICHELLE L.	SCHOOL SOCIAL WORKER	$60,578.00
BOYD, KAITLIN E.	TEACHER	$50,733.00
BOYK, JESSICA J.	TEACHER	$44,399.00
BOYLE, CALLIE A.	BUS MONITOR	$9.75 / Hour
BOYLE, DEBRA A.	SECRETARY-10 MONTH	$32,874.44
BOYLE, TYLER F.	TEACHER	$44,399.00
BRACKETT, HEIDI L.	CUSTODIAN	$39,267.86
BRADLEY, QUINESHA N.	TEACHER ASSISTANT	$17,476.83
BRAKEALL, DEBORA L.	TEACHER ASSISTANT	$12,681.60
BRANDL, CHRISTINE A.	NON-BARGAINING SPECIAL ED POSITION	$34,905.00
BRANDWEIN, KIRSTEN L.	TEACHER	$71,707.00
BRAUN, JESSICA L.	TEACHER	$34,061.50
BRAUWEILER, NICOLE E.	TEACHER	$43,106.00
BRAVERMAN, SUSAN M.	MANAGER / SUPERVISOR OR COORDINATOR	$63,240.00
BRAZEAU, GERALYN M.	TEACHER ASSISTANT	$20,200.25
BRAZEN, TENA M.	SCHOOL PSYCHOLOGIST	$71,707.00
BREMS, GENNA F.	TEACHER	$52,210.00
BRESKE, DOROTHY M.	TEACHER ASSISTANT	$17,476.83
BRESTAN, LAUREN M.	TEACHER	$44,399.00
BREYNE, DANIEL R.	SCHOOL SOCIAL WORKER	$64,111.00
BRIDGE, HANA D.	TEACHER	$41,050.00
BRILLIANDT, KRISTEN E.	SCHOOL PSYCHOLOGIST	$61,995.00
BRISKI, LINDSAY E.	TEACHER	$60,190.00
BRITT, NICOLE R.	TEACHER ASSISTANT	$17,476.83
BROGAN, ANDREW J.	TEACHER	$55,437.00
BROLLEY, JILLIAN D.	TEACHER	$67,744.00
BROLLEY, ROSA E.	TEACHER	$60,526.00
BROOKS, JOSHUA J.	TEACHER	$70,167.00
BROSTOWITZ, SUZAN J.	SECRETARY-12 MONTH	$47,126.04
BROUGHAM, LISA L.	TEACHER	$55,437.00
BROWN, CYNTHIA L.	TEACHER	$64,111.00
BROWN, GARIN W.	MAINTENANCE BLDG ENGINEER	$42,852.65
BROWN, GRAHAM A.	TEACHER	$55,437.00
BROWN, KIMBERLY A.	TEACHER	$51,345.00
BROWN, LYNN B.	TEACHER	$74,207.84
BROWN, MARGO C.	BUS DRIVER	$18,230.75
BROWN, MATTHEW C.	TEACHER	$60,526.00
BROWN, SHAY C.	TEACHER	$55,437.00
BROWN, STANLEY F.	TEACHER	$58,813.00
BROWN, STEVEN J.	CUSTODIAN 2ND SHIFT	$15,421.60
BROWN, TORY B.	TEACHER	$41,050.00
BRUCHER, MICHELLE K.	TEACHER	$64,111.00
BRUMMEL, JULIE A.	TEACHER	$63,855.00
BRUNSCHEEN, JESSICA A.	TEACHER	$58,763.00
BUCKLEY, STEPHANIE L.	TEACHER	$49,457.00
BUDD, KELLEY L.	ADMINISTRATOR	$62,766.00

BUILTA, HALEY R.	TEACHER	$40,500.00
BUMBY, JENELL C.	TEACHER ASSISTANT	$19,152.00
BUONO, NICHOLAS R.	TEACHER	$57,100.00
BURGESS SR, JESSE P.	BUS DRIVER	$18,772.86
BURGESS, DEBORAH M.	TEACHER	$65,842.24
BURKE, LORETTA T.	TEACHER	$75,082.17
BURKE, RENAE T.	TEACHER ASSISTANT	$17,476.83
BURTON, RUTH A.	BUS MONITOR	$12,657.59
BUSS, BONNIE J.	DEAN'S ASSISTANT	$21,354.50
BUSTOS, JUAN	BUS DRIVER	$18,549.79
BUTERA, PHILLIP A.	TEACHER	$62,342.00
BUTKUS, MELISSA G.	TEACHER	$55,530.00
BUTT, TERESA L.	CERTIFIED NURSE	$20,585.64
BUTTRY, GEORGE R.	MAINTENANCE BLDG ENGINEER	$46,502.87
BYRD, JENNIFER C	TEACHER	$49,255.00
BYRNE, JESSICA M.	TEACHER ASSISTANT	$17,199.00
BYRNES, LARRY A.	MAINTENANCE BLDG ENGINEER	$45,497.86
CAFARELLA, MEGHAN E.	TEACHER	$48,018.00
CAFFARELLO , SARAH B.	TEACHER	$96,145.56
CAHILL, VIRGINIA E.	TEACHER	$43,103.00
CALABRESE, NICOLA	CUSTODIAN 2ND SHIFT	$26,948.11
CALIENDO, JAMES A.	DEAN'S ASSISTANT	$18,749.98
CALPIN, ANNEMARIE	SECRETARY-EXEMPT	$39,359.93
CALVERT, MELISSA A.	ADMINISTRATOR	$63,500.00
CALVEY, COLLEEN F.	DEPARTMENT CHAIR	$64,111.00
CALVILLO, MARTHA	TEACHER	$50,733.00
CAMPANARO, SANDRA L.	TEACHER	$65,771.00
CAMPASANO, COLLETTE C.	TEACHER	$73,290.96
CAMPBELL , MARK J	MAINTENANCE BLDG ENGINEER	$54,323.68
CAMPBELL, ABBY E.	SCHOOL SOCIAL WORKER	$55,390.00
CAMPBELL, PAMELA C.	TEACHER	$51,345.00
CAMPOS, ANDREA J.	TEACHER ASSISTANT	$17,476.83
CAMPOS, ROSA A.	TEACHER	$57,052.00
CANN IV, EDWARD C.	TEACHER	$41,050.00
CANNAVINO , SHARON S.	TEACHER	$97,772.00
CAPPAS, VICTORIA N.	TEACHER ASSISTANT	$17,476.83
CAPPS MASSARO , CAROLYN J.	TEACHER	$76,074.00
CARINO, MARCIA A.	TEACHER	$78,356.00
CARLISLE, DAVID M.	DEPARTMENT CHAIR	$83,128.00
CARLISLE, ELIZABETH A.	GUIDANCE COUNSELOR	$87,720.71
CARLISLE, TRAVIS L.	TEACHER	$85,622.00
CARLSON, ALEESHA M.	TEACHER	$40,500.00
CARLSON, DANIEL J.	MAINTENANCE	$59,586.14
CARLSON, JOHN M.	TEACHER	$64,111.00
CARLSON, SARAH A.	TEACHER	$57,052.00
CARLTON, CARI L.	TEACHER	$64,111.00
CARMODY, SUSAN M.	TEACHER	$64,111.00
CARR, JILL S.	TEACHER	$57,052.00
CARREON, TERESA	CUSTODIAN	$45,356.26

CARRETTO, ABRAHAM M.	TEACHER	$90,836.00
CARSON, AKIVA S.	ADMINISTRATOR	$80,000.00
CARSON, ASHLEY I.	TEACHER	$43,103.00
CARSTENSEN, TIMOTHY M.	TEACHER	$67,591.00
CARTER, DEBRA A.	TEACHER ASSISTANT	$18,858.61
CARTER, LEE A.	TEACHER ASSISTANT	$17,199.00
CASAS, JAVIER V.	CUSTODIAN 2ND SHIFT	$26,948.11
CASAS, MARIBEL G.	CUSTODIAN 2ND SHIFT	$26,948.11
CASTILLO, ARACELI C.	TEACHER ASSISTANT	$18,533.80
CASTON, KIMBERLY M.	TEACHER	$60,578.00
CATALANO, KELLI M.	TEACHER ASSISTANT	$17,476.83
CAUDILL, BRIDGET A.	TEACHER	$46,619.00
CAVANAUGH, LAURA B.	TEACHER	$72,096.00
CAVELLO, MICHAEL C.	TEACHER	$57,100.00
CEPEDA, ANASTASIA M.	TEACHER	$58,813.00
CERES, ROBIN J.	TEACHER	$73,858.00
CERMAK, LINDSEY M.	TEACHER	$41,050.00
CERVANTES, GABRIELA	TEACHER	$52,255.00
CERVEN, SHALISSE A.	TEACHER	$43,057.60
CHAMPINE, SHARLEEN A.	CUSTODIAN 2ND SHIFT	$26,948.11
CHAMPION, KELSEY L.	TEACHER	$50,733.00
CHANDLER, BRIAN W.	TEACHER	$55,437.00
CHAPMAN, KIM A.	CUSTODIAN 2ND SHIFT	$26,957.75
CHAREST, DOLLY A	BUS MONITOR	$9.75 / Hour
CHARLETT, JACQUELINE S.	DEAN'S ASSISTANT	$19,378.50
CHASE, CARA C.	ADMINISTRATOR	$60,000.00
CHAVANA, MARCO A	BUS DRIVER	$23,633.37
CHAVARRIA CHOI, ESTHER	TEACHER	$52,470.00
CHAVEZ, LILIANA A.	CUSTODIAN 2ND SHIFT	$26,957.75
CHAVOYA, ADRIANA G.	TEACHER	$31,070.99
CHEARO, ROBYN M.	NON-BARGAINING SPECIAL ED POSITION	$30,877.50
CHERRY, WANDA J.	BUS MONITOR	$10,456.27
CHERWIN, NICHOLAS J.	TEACHER	$41,850.00
CHISM, BARBARA A.	BUS MONITOR	$11,887.01
CHOCOLATL, STACY L.	TEACHER	$66,139.00
CHOI, THOMAS J.	TEACHER	$45,914.98
CHRISKE, TRISHA A.	TEACHER ASSISTANT	$17,476.83
CIACCIO, JESSICA L.	TEACHER	$52,210.00
CINQUEGRANI, KIMBERLY F.	SCHOOL SOCIAL WORKER	$50,733.00
CIRCELLI, LISA	TEACHER	$60,578.00
CIRINO, LAURA J.	TEACHER ASSISTANT	$18,067.76
CIRONE, RACHEL V.	TEACHER	$60,526.00
CISNEROS , ZENIA E.	SECRETARY-10 MONTH	$29,060.62
CLAIBORNE, LATRICE R.	TEACHER ASSISTANT	$16,921.17
CLARK, CAROLE G.	TEACHER	$117,470.08
CLARK, CYNTHIA M.	TEACHER ASSISTANT	$17,476.83
CLARK, KRISTIN A.	TEACHER	$40,353.50
CLARK, LISA A.	TEACHER	$76,074.00
CLARK, MICHELLE Y.H.	BUS DRIVER	$20,792.20

CLASEN, ALLEN K.	ADMINISTRATOR	$115,188.44
CLASON, THOMAS A.	TEACHER	$46,619.00
CLAUSEN, DANIEL O.	ADMINISTRATOR	$72,500.00
CLAUSEN, LYNN M.	TEACHER	$78,534.00
CLEMENS, HEATHER M.	TEACHER ASSISTANT	$17,199.00
CLEMENTS, JODI L.	SECRETARY-12 MONTH	$41,659.78
CLEVER, ALAN L.	MAINTENANCE	$52,340.27
CLEVER, MARITZA R.	TEACHER ASSISTANT	$17,926.53
CLOSE, JANETTE E.	TEACHER ASSISTANT	$20,906.38
COAN, URSULA	SECRETARY-EXEMPT	$78,534.00
COCHRAN, RHONDA J.	NON-BARGAINING SPECIAL ED POSITION	$38,932.50
COCHRAN, WAYNE A.	CUSTODIAN 2ND SHIFT	$26,948.11
CODE, KATHLEEN F.	TEACHER	$53,822.00
COIT, JAMIE M.	TEACHER	$40,500.00
COLEY, JASON R.	TEACHER	$93,561.00
COLLINS , DEAN A.	MAINTENANCE	$40,919.75
COLLINS, BEVERLY B.	TEACHER	$64,111.00
COLLINS, DENISE M.	TEACHER ASSISTANT	$16,473.52
COLLINS, JANE P.	TEACHER ASSISTANT	$17,199.00
COLLINS, KERRY A.	TEACHER	$64,111.00
COLLINS, SARAH E.	TEACHER	$45,260.00
COLLINS, THERESA A	CUSTODIAN	$41,250.13
COLLINS, TIMOTHY W.	BUS DRIVER	$12,521.25
COLLINS-CLARKE, CATHERINE A.	DEPARTMENT CHAIR	$56,536.80
COLVIN, JAYNE R.	SECRETARY-10 MONTH	$32,285.03
COMPERDA, NICOLLE R.	TEACHER ASSISTANT	$17,199.00
CONARD, TARA M.	SPEECH PATHOLOGIST	$58,437.00
CONAWAY, SILVIA	SECRETARY-12 MONTH	$46,279.07
CONFILIANO, CAROL J.	TEACHER	$90,836.00
CONFILIANO, WILLIAM D.	TEACHER	$43,106.00
CONNER, JESSICA M	TEACHER ASSISTANT	$14,324.80
CONNESS, WANDA S.	NON-BARGAINING SPECIAL ED POSITION	$30,877.50
CONRAD, BRUCE A.	TEACHER	$58,813.00
CONRAD, PETER J.	TEACHER	$55,530.00
CONSIDINE, DONNA L.	TEACHER	$107,024.00
CONSIDINE, KRISTIN T.	TEACHER	$62,395.00
CONTINO, TRACEY B.	TEACHER	$73,858.00
CONTOS, STEPHEN G.	BUS DRIVER	$17,904.07
CONTRERAS, MARGARITA G.	TEACHER	$46,619.00
CONVEY, DEBORAH	SPEECH PATHOLOGIST	$107,024.00
COOK , ANDREW J.	TEACHER	$62,342.00
COOK, ALLISON L.	TEACHER ASSISTANT	$15,652.00
COOK, JANEL K.	TEACHER	$55,437.00
COOK, LISA J.	TEACHER	$60,526.00
COOK, SANDRA L.	TEACHER	$63,855.00
COOL, JAMIE M.	TEACHER	$80,694.00
COONEY, BRIAN P.	ADMINISTRATOR	$74,829.00
COONEY, JULIE L.	TEACHER	$78,356.00
COOPER, KIMBERLY A.	SECRETARY-10 MONTH	$28,625.27

COPELAND, HEIDI J.	TEACHER	$49,971.00
COPPLE, JOSHUA C.	TEACHER ASSISTANT	$16,921.17
CORBEL, JENNIFER J.	TEACHER ASSISTANT	$17,199.00
CORRADI, REBECCA J.	TRANSPORTATION-NON-BARGAINING	$40,794.66
CORRAL, YARI V.	SECRETARY-12 MONTH	$42,289.42
CORREA, ALEXANDRA	TEACHER	$65,771.00
CORSELLO, LESAH K.	BUILDING NURSE	$36,036.12
COSTA, DIANNA K.	TEACHER ASSISTANT	$20,906.38
COSTA, JASON M	CUSTODIAN	$39,267.86
COSTA, NICOLE M	MAINTENANCE DRIVER	$41,250.13
COTTON, BRAD	CUSTODIAN	$45,356.26
COUNTRYMAN, KYLE R.	TEACHER	$44,399.00
COVELLI, BRIANNE N.	TEACHER	$43,943.00
COVERT, ASHLEY M.	TEACHER ASSISTANT	$17,476.83
COVIC, KELLY C.	TEACHER ASSISTANT	$16,921.17
COZIAR, MARK S.	MAINTENANCE BLDG ENGINEER	$52,742.59
CRAFT, AMY M.	TEACHER	$62,342.00
CRAIG, KAREN E.	TEACHER	$64,111.00
CRAIG, RANDY E.	TEACHER	$58,813.00
CRAIG, SUSAN M.	TEACHER	$64,111.00
CRAVEN, TAMMI J.	SECRETARY-12 MONTH	$40,569.84
CREEK, SAMUEL A.	TEACHER	$80,707.00
CREMA, CHRISTINA L.	TEACHER	$46,619.00
CROMER, JADE M.	SCHOOL PSYCHOLOGIST	$65,771.00
CRONIN, BRIAN T.	TEACHER	$80,707.00
CRONIN, JULIE A.	TEACHER	$64,111.00
CROTTY, MELISSA J	TEACHER ASSISTANT	$10,171.70
CROWE, JEANETTE A.	SCHOOL SOCIAL WORKER	$65,668.92
CROWLEY, NICHOLAS P.	BUS DRIVER	$20,203.22
CRUGER, DONNA J.	TEACHER	$88,191.00
CRUZ, ROSA I.	SECRETARY-12 MONTH	$47,973.00
CRYDER, SARAH R.	TEACHER	$76,246.00
CUAUTLE, YOLANDA	CUSTODIAN 2ND SHIFT	$29,757.67
CULJAN, JAMIE A.	TEACHER	$41,050.00
CULLEN, POLLY A.	TEACHER	$83,128.00
CUMBLAD, JULIE C.	TEACHER	$50,733.00
CUMMINGS, EMILY A.	TEACHER	$53,822.00
CUNNINGHAM, RICHARD K.	TEACHER	$67,591.00
CURRAN, SARA J.	TEACHER	$83,128.00
CURRY, CAITLIN J.	TEACHER ASSISTANT	$17,476.83
CURTIN, LINDSAY B.	TEACHER	$45,731.00
CURTIS, MICHAEL C.	TEACHER	$71,870.00
CZEPIEL, JANICE N.	TEACHER	$62,395.00
DA COSTA, EUGENIA T.	TEACHER ASSISTANT	$16,921.17
DAEHNKE, KURTIS R.	TEACHER	$76,074.00
DAGGETT, DERYL L.	TEACHER	$71,707.00
DALEIDEN, ANDREA M.	TEACHER	$58,813.00
DALEIDEN, SEAN M.	TEACHER	$68,123.00
D'ALEO , VICTORIA R	SECRETARY-EXEMPT	$49,228.15

D'ALESSIO, LISA C.	TEACHER ASSISTANT	$17,476.83
DALPINI, CRYSTAL E.	TEACHER ASSISTANT	$14,517.79
DALY, MICHELLE L.	TEACHER	$50,941.00
DALY, TERESA S.	TEACHER	$55,530.00
D'AMBROSIA, JANICE M.	TEACHER ASSISTANT	$19,152.00
DANNHEIM, KARLA A.	TEACHER ASSISTANT	$18,364.33
DANNO, SARA E.	TEACHER	$62,395.00
DARBY, BRUCE F	BUS DRIVER	$21,437.92
DARBY, EDWARD I.	BUS DRIVER	$19,430.32
DARBY, HEATHER L.	TEACHER	$45,731.00
DARNELL, MARGARET M.	ADMINISTRATOR	$79,500.00
DAVIES, SARAH E.	TEACHER	$50,733.00
DAVILA, AUBREY K.	SECRETARY-EXEMPT	$36,800.00
DAVILA, RUBEN A.	CUSTODIAN 2ND SHIFT	$20,215.05
DAVINI, LINDSAY M.	TEACHER	$58,185.22
DAVIS, CHERYL A.	TEACHER	$109,159.16
DAVIS, CLOYD E	MAINTENANCE DRIVER	$46,984.56
DAVIS, DONNICA C.	BUS DRIVER	$14,920.06
DAVIS, JESSICA M.	TEACHER	$41,850.00
DAVIS, LARRY C.	BUS DRIVER	$19,430.32
DAVIS, LESLIE A.	TEACHER ASSISTANT	$17,199.00
DAVIS, VIANCA M.	TEACHER ASSISTANT	$18,533.80
DAVIS, WILLIAM J.	TEACHER	$88,191.00
DAY, CASSANDRA D.	TEACHER	$70,167.00
DAY, SHANNON C.	TEACHER	$43,943.00
DE CICCO, JOSEPH T.	DEAN'S ASSISTANT	$18,749.98
DEAL, ANNA L.	SCHOOL SOCIAL WORKER	$52,534.07
DECAPUA, LAURA A.	BUILDING NURSE	$32,958.66
DECK, LUZ M.	TEACHER ASSISTANT	$17,476.83
DECKER, MARTIN J.	BUS DRIVER	$21,641.42
DECKER, ROSEMARY L.	MAINTENANCE	$41,698.50
DEE, PORTIA S.	BUS DRIVER	$17,904.07
DEHLER, MAUREEN M.	TEACHER	$60,578.00
DEIST, PEGGY A.	TEACHER ASSISTANT	$17,476.83
DELROSE, CHERYL L.	TEACHER	$70,167.00
DEMERATH, EMILY E.	TEACHER	$50,733.00
DEMERATH, PATRICIA J.	TEACHER	$78,534.00
DEMKE, LYNN M.	DEAN'S ASSISTANT	$21,354.50
DEMONT, JANET L.	ADMINISTRATOR	$89,696.00
DEMOSS, KRISTIN R.	TEACHER	$31,559.01
DEMPSEY, KATHERINE M.	TEACHER ASSISTANT	$17,476.83
DENBO, AMBER M.	TEACHER	$69,776.00
DERMOTT, MADELEINE M.	TEACHER ASSISTANT	$17,199.00
DEROSE, KATHLEEN A.	SECRETARY-12 MONTH	$54,882.45
DESIDERIO , DAVID P.	TEACHER	$88,191.00
DESIMONE, BRIANNA R.	SCHOOL PSYCHOLOGIST	$50,885.00
DETLIE, NICOLE J	TEACHER	$65,771.00
DEUTER, DIANE L.	TEACHER ASSISTANT	$17,476.83
DEVANUR LEKHA, SHEELA S.	TEACHER ASSISTANT	$12,086.55

DEVINE, JULIANNE	HOMEBOUND TEACHER	$17,195.00
DEVOL, LISA A.	TEACHER	$102,171.00
DEWITT, MARCIA A.	SECRETARY-10 MONTH	$34,694.67
DHUSE, SHERRI L.	TEACHER	$102,171.00
DI PASQUANTONIO, JOANN C.	BUS MONITOR	$13,400.17
DICKSON , VICTORIA M.	TEACHER	$60,526.00
DICOSOLA-VELASCO, JULIE C.	TEACHER	$57,100.00
DIETIKER, STEPHANIE M.	TEACHER	$45,731.00
DIFIORE, COURTNEY L.	TEACHER	$60,190.00
DILLMAN, BEATRIZ E.	TEACHER	$46,428.00
DILLON, AMY L.	TEACHER	$58,763.00
DIVELEY, ELAINE K.	DEPARTMENT CHAIR	$64,212.00
DIVITO, MELISSA D.	SCHOOL SOCIAL WORKER	$60,578.00
DIXON, BRENDA M.	ADMINISTRATOR	$107,754.00
DODE, JEAN A.	BUS MONITOR	$14,858.91
DOERR, MARY G	SECRETARY-12 MONTH	$56,821.56
DOERRER III, STEVEN S.	TEACHER	$60,243.31
DOLAN, KELSEY M.	TEACHER	$41,850.00
DOLENAK, KAITLYN M	SECRETARY-EXEMPT	$22,620.72
DONALDSON, JAMES D.	TEACHER	$57,100.00
DONNELLY, MICHELLE M.	TEACHER ASSISTANT	$9,468.93
DONOVAN, JOHN F.	TEACHER	$64,111.00
DORILIO, DONNA L.	TEACHER	$76,246.00
DOUGHERTY , RONALD E.	MANAGER / SUPERVISOR OR COORDINATOR	$70,181.28
DOVE, KATHLEEN R.	TEACHER ASSISTANT	$17,199.00
DOWNS, CONNOR M.	TEACHER	$41,850.00
DOYLE-O'BRIEN, COURTNEY E.	TEACHER	$46,428.00
DRAVILLAS, DIMITRIOS A.	CUSTODIAN	$41,250.13
DRAVILLAS, SPIROS A.	CUSTODIAN	$41,250.13
DUARTE, LUZ A.	CUSTODIAN 2ND SHIFT	$26,957.75
DUFFY, DERREK S.	TECH SPECIALIST	$37,145.52
DUFFY, SARA A.	TEACHER	$52,255.00
DUFOUR, BETH A.	TEACHER ASSISTANT	$16,921.17
DUNBAR, CAROLINE E.	TEACHER	$64,212.00
DUNBAR, DANIEL C.	TEACHER	$62,342.00
DUNHAM, ALLYSON R.	TEACHER ASSISTANT	$17,807.58
DUNN , NICHOLAS A.	TEACHER	$50,733.00
DUNN, JENNA E.	TEACHER	$58,763.00
DURKEE, DARCY A	SECRETARY-EXEMPT	$20,114.90
DURKIN, LINDSAY E.	SPEECH PATHOLOGIST	$58,437.00
DUTDUT , JENNIFER M.	TEACHER	$57,100.00
DUTTON, EVGENIYA J.	TEACHER ASSISTANT	$14,887.67
DUTTON, MICHAEL T.	TEACHER	$70,167.00
DUYM, NANNETTE M.	TEACHER	$52,470.00
DWYER, MARY R.	SCHOOL SOCIAL WORKER	$71,536.76
DWYER, THOMAS F.	TEACHER	$49,971.00
DYSON, ERIN K.	TEACHER	$41,850.00
DZIURA, AMANDA J.	TEACHER	$57,100.00
EARLEY, MICHELLE A.	TEACHER ASSISTANT	$18,170.38

EBNER, LISA A.	SPEECH PATHOLOGIST	$62,342.00
EDWARDS, JEFFREY S.	DEPARTMENT CHAIR	$64,111.00
EDWARDS, JOSHUA M.	TEACHER	$69,776.00
EFFRON, ANDREW	TEACHER ASSISTANT	$17,199.00
EFFRON, CINDY K.	SECRETARY-12 MONTH	$46,279.07
EGDORF, JILL E.	TEACHER	$90,836.00
EGELAND, KRISTA L.	TEACHER	$70,167.00
EILERS, MELANIE A.	ADMINISTRATOR	$87,499.99
EIMER, STEPHANIE P.	TEACHER	$50,733.00
EISBRENER, LYNN D.	TEACHER ASSISTANT	$20,200.25
ELLEBY, KIMBERLY S.	TEACHER ASSISTANT	$17,476.83
ELLIOTT, BETHANY L.	TEACHER	$97,772.00
ELLIOTT, JENNIFER L.	BUILDING NURSE	$32,619.16
ELLIS, TIMOTHY J	MAINTENANCE	$54,630.46
ELWOOD, ANNE M.	TEACHER	$97,772.00
ENGELHARDT, MATTHEW J.	TEACHER	$57,100.00
ENGFER , MARY H.	TEACHER	$60,578.00
ENGMARK, MARY E.	TEACHER ASSISTANT	$17,476.83
EPLEY, MICHAEL A.	TEACHER	$57,052.00
EPPERLEY, MATTHEW J.	ADMINISTRATOR	$67,413.65
EPSTEIN, KRISTIN K.	SCHOOL SOCIAL WORKER	$76,246.00
ERAZO, NAYELI	TEACHER ASSISTANT	$15,488.69
ERICKSON, CINDY A.	TEACHER	$50,941.00
ERICKSON, PAUL K.	TEACHER	$93,561.00
ERICSON, DIANE E.	TEACHER	$64,111.00
ESCHBACH, DALE F.	SCHOOL PSYCHOLOGIST	$107,024.00
ESPOSITO, IVETTE R.	TEACHER ASSISTANT	$17,476.83
ETHERIDGE, HILARY A	TEACHER ASSISTANT	$13,250.44
EUBANKS, MARIA A.	BUS DRIVER	$19,888.19
EUCKER, STACEY L.	SECRETARY-10 MONTH	$32,285.03
EVANS, CRAIG L.	DEAN'S ASSISTANT	$16,087.50
EVERSON, MICHAEL D.	TEACHER	$62,395.00
EWALT, MARILYN D.	TEACHER	$45,731.00
FABERE, KELLI N.	TEACHER	$40,500.00
FAIRALL, LINDSAY A.	TEACHER	$50,733.00
FAIRLESS, NICOLE A.	DEPARTMENT CHAIR	$50,690.00
FALLI, BRIAN M.	GUIDANCE COUNSELOR	$73,464.30
FANGMAN, DONNA J.	TEACHER ASSISTANT	$18,858.61
FANNIN, BETHANY R.	DEAN'S ASSISTANT	$21,145.84
FARLEY, DIANE E.	NON-BARGAINING SPECIAL ED POSITION	$50,079.27
FARRIES, BRENDA E.	TEACHER	$40,500.00
FATIG , BRITTAN E.	GUIDANCE COUNSELOR	$69,247.52
FAUTH, BRIAN D.	TEACHER	$85,622.00
FAVELA, JULIA A.	SECRETARY-10 MONTH	$28,452.48
FAWER BUAN, TERESA J.	TEACHER	$51,573.88
FEDANZO DUDLEY, AARON N.	TEACHER	$74,026.00
FEDANZO-DUDLEY, MARY BETH	TEACHER	$50,733.00
FEDERAU, MATTHEW S.	BUS DRIVER	$12,521.25
FEHRENBACHER, ANDREW T.	TEACHER	$50,733.00

FEHRENBACHER, MARGARET M.	TEACHER	$87,349.64
FEINEN, JAMIE D.	TEACHER ASSISTANT	$16,289.00
FELDT, AMANDA L.	TEACHER	$62,395.00
FELICIANO, JULIE A.	TEACHER	$58,813.00
FELL , ELIZABETH C.	TEACHER	$73,858.00
FELTEN, MICHELLE D.	GUIDANCE COUNSELOR	$55,794.64
FERGUSON, KAREN M.	TEACHER	$70,167.00
FERGUSON, SEAN M.	TEACHER	$73,858.00
FERKALUK, JENNIFER A.	TEACHER	$67,744.00
FERKO, CHRISTOPHER S.	ADMINISTRATOR	$70,000.00
FERRARO, BETSEY M.	TEACHER ASSISTANT	$17,199.00
FERRER MARIN, CARLOS A.	CUSTODIAN 2ND SHIFT	$26,948.11
FEULNER, AMY K.	ADMINISTRATOR	$60,999.99
FIACCHINO, MICHELLE A.	TEACHER ASSISTANT	$19,522.37
FICHTER , CASSANDRA M.	TEACHER	$50,941.00
FIGGINS, GAYLE J.	TEACHER ASSISTANT	$19,522.37
FIGUEROA, MARLENE A.	TEACHER ASSISTANT	$17,199.00
FILICICCHIA, MARGARET M.	TEACHER ASSISTANT	$17,476.83
FILKINS, DRU R.	TEACHER	$50,733.00
FINNEGAN, JAMES J.	BUS DRIVER	$17,904.07
FISCHER, ALISON J.	TEACHER	$85,622.00
FISHER, ANGELA M.	TEACHER	$55,530.00
FISHER, HEATHER R.	TEACHER	$46,619.00
FITZGERALD, RACHEL A.	TEACHER	$66,139.00
FLEAGLE, KELLY A.	TEACHER	$57,100.00
FLEMING, CODY J	TEACHER	$46,646.35
FLORES, ROBERTO J.	TEACHER	$53,777.00
FOLLEY , CORIE E.	GUIDANCE COUNSELOR	$69,404.76
FONSECA, GAIL B.P.	TEACHER ASSISTANT	$16,921.17
FORBES, KATIE C.	TEACHER	$46,619.00
FORDE, HAYLEY E.	TEACHER ASSISTANT	$15,936.34
FORDONSKI, MICHELLE M.	TEACHER ASSISTANT	$16,921.17
FOREMAN, MARTHA A.	TEACHER ASSISTANT	$13,608.56
FORNERO, MICHAEL A.	BUS DRIVER	$14,920.06
FORT, PAISLEY T.	TEACHER	$53,822.00
FOSTER, ALLISON A.	TEACHER	$60,578.00
FOSTER, CARRIE B.	TEACHER	$55,530.00
FOWLER, TARAH C.	ADMINISTRATOR	$89,523.00
FOXWORTHY, BRANDIE O.	BUS DRIVER	$18,772.86
FRAKES, ALEXA M.	SCHOOL SOCIAL WORKER	$47,821.00
FRANCIS, JOHN D.	ADMINISTRATOR	$72,486.48
FRANCIS, TIFFANY L.	TEACHER	$71,707.00
FRANCZYK, KATIE M.	TEACHER	$53,777.00
FRANTA, JOSEPH A.	TEACHER	$50,733.00
FRANTZ, MARK J.	BUS DRIVER	$16,726.50
FREESE JR, LARRY E.	MAINTENANCE	$53,002.17
FREISCHLAG, SCOTT A.	TEACHER	$64,111.00
FRENCH, LAURA	TEACHER	$55,530.00
FRESE, ALYSSA S	TEACHER ASSISTANT	$13,339.97

FREUND, JULENE S.	TEACHER	$73,858.00
FREUNDT, TRACI A.	SECRETARY-10 MONTH	$20,516.77
FRIEDLAND, TYLER M.	TEACHER	$43,106.00
FRIEDRICH, ALLISON A.	SCHOOL PSYCHOLOGIST	$63,711.00
FRIEL, SANDRA G.	TEACHER ASSISTANT	$17,476.83
FRIGO, MARLENE B.	DEAN'S ASSISTANT	$18,749.98
FROST, JEFFERY S.	BUS DRIVER	$14,920.06
FROST, TRICIA R.	TEACHER	$63,855.00
FU, LAURA C.	TEACHER ASSISTANT	$17,199.00
FUCHS, ELLIANNE M.	TEACHER	$43,563.11
FULKERSON, MELANIE J.	BUILDING NURSE	$31,559.92
FULTON, MEGHAN L.	TEACHER	$66,139.00
GABEHART, KRISTI A.	TEACHER	$71,707.00
GABRIS, MICHELLE L.	TEACHER	$60,578.00
GACA, CARRIE R.	TEACHER	$62,395.00
GAFFKE, MAUREEN M.	SPEECH PATHOLOGIST	$78,534.00
GAFFNEY, DARRICK R.	MAINTENANCE BLDG ENGINEER	$23,798.40
GALAN JR, WILFREDO	TEACHER ASSISTANT	$17,476.83
GALLAGHER, ROXANE R.	BUS MONITOR	$15,638.18
GALLARDO ESCOBEDO, GUADALUPE	TEACHER	$41,850.00
GALLEGOS, JOSE C.	MAINTENANCE BLDG ENGINEER	$48,707.25
GALLERY, DIANE E.	TEACHER	$63,707.57
GALLO, CATHLEEN M.	TEACHER ASSISTANT	$16,921.17
GALVAN, MANUEL J.T.	MAINTENANCE	$50,807.17
GAMBOA, MAIRA J.	BUS DRIVER	$18,230.75
GAMLIN, CHRISTINE A.	TEACHER	$65,771.00
GANDY, CRYSTAL L.	TEACHER ASSISTANT	$17,199.00
GANESAN, MELODY E.	TEACHER	$66,139.00
GANNON, CAITLIN M.	GUIDANCE COUNSELOR	$62,062.34
GARCIA, BRENDA N.	TEACHER ASSISTANT	$17,476.83
GARCIA, JACQUELINE	TEACHER	$46,619.00
GARDNER, JILL L.	TEACHER	$85,622.00
GARMON, CHRISTINE R.	TEACHER	$70,167.00
GARRABRANT, ANNE C.	TEACHER	$44,399.00
GARREN, RENE L.	TEACHER	$102,171.00
GARRISON, BARBARA A.	ADMINISTRATOR	$70,614.00
GARZA, TRACEY L.	TEACHER ASSISTANT	$17,476.83
GAST, ANDREA J	TEACHER ASSISTANT	$13,608.56
GATENBY, MEGHAN E.	TEACHER	$60,578.00
GATES, KARA M.	TEACHER	$39,178.00
GATLIN, LAURENE M.	TEACHER	$60,578.00
GBUR, OLGA M.	TEACHER	$80,694.00
GENGLER, SCOTT S.	TEACHER	$78,356.00
GENTZLER, MEGAN L.	TEACHER	$73,858.00
GERAGHTY, MARY P.	ADMINISTRATOR	$107,754.00
GERARD, JEFFREY L.	ADMINISTRATOR	$85,198.00
GERARD, SARA E.	TEACHER	$51,737.02
GERARDOT, MEREDITH L.	ADMINISTRATOR	$71,088.93
GERL, MICHAEL R.	TEACHER	$45,731.00

GERLINGER, SANDRA L.	TEACHER ASSISTANT	$17,476.83
GERRY, JACQUELINE M.	TEACHER	$43,106.00
GERTH, LUANN M.	TEACHER	$90,836.00
GETCHMAN, SUZANNE L.	BUS DRIVER	$18,230.75
GETTE, MALIA M.	TEACHER ASSISTANT	$15,743.00
GIACOMINO, MEGAN C.	TEACHER	$60,578.00
GIARRANTE, JOSEPH R.	TEACHER	$60,526.00
GIBSON, AMANDA M.	TEACHER	$50,733.00
GIBSON, AMY E.	TEACHER	$78,534.00
GIBSON, ANNA M.	TEACHER	$90,836.00
GIBSON, PAULA J.	SECRETARY-12 MONTH	$42,933.01
GILES, JAMES A.	TEACHER	$93,561.00
GILL, ANGELA R.	TEACHER ASSISTANT	$17,476.83
GILLFILLAN, BETH L.	TEACHER ASSISTANT	$17,476.83
GILLHAM, ELISABETH D.	ADMINISTRATOR	$73,000.00
GILLIAM, ABBY C.	TEACHER	$44,399.00
GILMOUR, JEFFREY R.	TEACHER	$49,255.00
GIOIOSA, ELIZABETH L.	TEACHER	$52,470.00
GIRARDOT, CAROL E.	TEACHER ASSISTANT	$20,539.19
GIVEN, CARLA S.	BUS MONITOR	$13,321.41
GLASER, JAMIE L.	TEACHER	$58,813.00
GLATT, KELLI M.	TEACHER	$73,858.00
GLEASON, ERIN M.	TEACHER	$73,858.00
GLEASON, MELISSA J.	GUIDANCE COUNSELOR	$90,352.50
GLENDE, SARAH J.	TEACHER	$51,345.00
GLYNN, ADAM A.	TEACHER	$47,103.00
GODDARD, RANDALL E.	CUSTODIAN 2ND SHIFT	$27,045.71
GODINEZ, CHANDRA D.	BUS DRIVER	$19,855.75
GODUTO, JOSEPHINE A.	TEACHER ASSISTANT	$17,199.00
GOEHRING, JENNIFER M.	TEACHER ASSISTANT	$16,921.17
GOMEZ, DEBRA J.	SCHOOL PSYCHOLOGIST	$78,330.25
GONT, JANICE L.	TEACHER	$62,395.00
GONZALEZ, LUISANA	TEACHER	$60,578.00
GOODALL , KIMBERLY A.	SECRETARY-10 MONTH	$30,083.41
GOODRICH, SARAH R.	TEACHER	$41,850.00
GOODYEAR, NICOLE M.	TEACHER	$70,167.00
GORDEY, GINA M.	TEACHER	$64,111.00
GORDON , CASSIE L.	TEACHER ASSISTANT	$17,771.18
GORDON, CHAREESE F.	BUS DRIVER	$12,521.25
GORDON, JENNIFER M.	TEACHER	$53,822.00
GORDON, JESSICA A.	TEACHER	$74,026.00
GORMAN, KAITLYN E.	TEACHER	$41,050.00
GORMAN-NOBLE, CHRISTEL N.	TEACHER ASSISTANT	$17,476.83
GORZNEY, MAUREEN G.	TEACHER	$81,976.23
GOSSETT, BRANDY R.	TEACHER	$69,776.00
GOSSETT, ROSEMARIE	BUS DRIVER	$20,792.20
GOTCHIE, TERRY L.	TEACHER ASSISTANT	$19,157.96
GOTHELF, ANDREW	TEACHER	$83,128.00
GRAMME, GORDON L.	CUSTODIAN 2ND SHIFT	$30,843.20

GRAUER, MOLLY A.	TEACHER	$62,342.00
GRAVES, BRIAN T.	ADMINISTRATOR	$93,717.24
GRAY, BETH A.	TEACHER	$72,096.00
GRAYS, CHRISTOPHER L.	ADMINISTRATOR	$79,000.00
GREEN, DONNA E.	TEACHER ASSISTANT	$17,199.00
GREEN, MARK J.	TEACHER	$90,836.00
GREEN, SUSAN M.	SCHOOL PSYCHOLOGIST	$85,622.00
GREENE, KENDRA A.	TEACHER	$45,260.00
GREENFIELD, ANDREA L.	TEACHER ASSISTANT	$19,183.43
GREIFENKAMP, MARY K.	TEACHER	$60,578.00
GRIFFIN, KAYLEE A.	TEACHER	$46,619.00
GRIFFIN, KEITH F.	TEACHER	$72,096.00
GRIGSBY, SHELLEY M.	TEACHER	$43,943.00
GRIMES, KALVIN R.	CUSTODIAN 2ND SHIFT	$26,948.11
GRIMM, ELIZABETH A.	TEACHER ASSISTANT	$17,199.00
GRINNELL, TRACIE J.	TEACHER ASSISTANT	$17,199.00
GROVE, MELISSA L.	TEACHER	$68,123.00
GROVES, JENNIFER A.	ADMINISTRATOR	$85,164.00
GRUNT, ANNE E.	TEACHER	$60,526.00
GRYNIAK, TANYA M.	SCHOOL SOCIAL WORKER	$46,428.00
GRYSIEWICZ, VICTORIA L.	BUS MONITOR	$9,650.81
GUERRA, SUSAN W.	BUS DRIVER	$18,772.86
GUERRIERI, MATTHEW H.	TEACHER	$40,500.00
GUIDO, NICHOLAS P.	TEACHER	$60,190.00
GULBRO, KURTIS	DEPARTMENT CHAIR	$78,534.00
GULLICKSON, BRENDA	SCHOOL SOCIAL WORKER	$78,993.25
GUNTERMAN, PAMELA S.	BUS MONITOR	$10.68 / Hour
GUSTAFSON, ELIZABETH M.	TEACHER ASSISTANT	$14,503.86
GUZMAN JR, GABRIEL	CUSTODIAN 2ND SHIFT	$26,953.41
GUZMAN, GABRIEL L.	MAINTENANCE	$42,382.86
HAAS, MELODY A.	TEACHER ASSISTANT	$14,795.20
HADDOCK, PATRICK R.	ADMINISTRATOR	$82,717.78
HAFENRICHTER, CLINTON B.	TEACHER	$67,744.00
HAGER, JENNIFER A.	TEACHER	$76,246.00
HAKE, SHANNON C.	TEACHER	$44,399.00
HALDER, KELLY E.	TEACHER ASSISTANT	$17,771.18
HALE, COURTNEY A.	TEACHER	$22,751.00
HALES, NICOLE T.	BUS MONITOR	$11,887.01
HALLAHAN, DANIEL T.	TEACHER	$85,622.00
HALPER, JENNIFER L.	TEACHER	$41,050.00
HAMBRIC, DONALD B.	BUS DRIVER	$14,920.06
HAMITI, TIFFANY M.	TEACHER ASSISTANT	$17,199.00
HAMMER, ELIZABETH A.	TEACHER	$64,111.00
HAMPTON, HEATHER N.	TEACHER	$64,111.00
HANRATTY, CATHERINE J.	TEACHER	$49,457.00
HANSEN, ALICIA M.	TEACHER	$25,672.50
HANSON HALE, RUTH E.	TEACHER	$107,024.00
HARAZIN, JOHN T.	TEACHER	$88,191.00
HARDY, MARY V.	TEACHER	$64,212.00

HARKER, SUSAN K.	TEACHER	$88,191.00
HARLOW, ALEXIS M.	TEACHER	$55,390.00
HARMON , TAMMIE M.	ADMINISTRATOR	$86,247.00
HARPER, KRISTIN E.	TEACHER	$60,578.00
HARPER, STACY A.	TEACHER	$64,111.00
HARPER, TYLEEN M.	SCHOOL SOCIAL WORKER	$68,123.00
HARRELL, QIANA D.	TEACHER	$49,971.00
HARRIS, MARIA E.	TEACHER	$60,578.00
HARRIS, NOELLE C.	SPEECH PATHOLOGIST	$48,424.20
HARRIS, TIMOTHY J.	TEACHER	$58,813.00
HARRISON, CONSTANCE J.	TEACHER ASSISTANT	$17,590.28
HARRISON, DANIEL E.	TEACHER	$107,024.00
HARRISON, JENNIFER L.	TEACHER	$55,390.00
HARTER, NICOLE J.	TEACHER	$60,578.00
HARTIGAN, MARGARET M.	TEACHER ASSISTANT	$17,199.00
HARTKOPP, KATHRYN J.	TEACHER ASSISTANT	$17,476.83
HARTMAN, KRISTAL R.	TEACHER ASSISTANT	$17,476.83
HARTMAN, RANDY L.	CUSTODIAN 2ND SHIFT	$26,953.41
HARTMAN-PEREZ, TRACI L.	GUIDANCE COUNSELOR	$85,165.95
HARTNESS, REDA G.	BUS MONITOR	$10,456.27
HARTNETT, KIMBERLY A.	TEACHER	$60,578.00
HARTSOCK, ELIZABETH A.	TEACHER	$71,870.00
HATCH, LEIGH A.	TEACHER	$90,836.00
HATHAWAY, DONNA MARIE L.	SECRETARY-10 MONTH	$30,083.41
HAUGE, ROBERT B.	BUS DRIVER	$17,904.07
HAUPT, JENNIFER L.	TEACHER	$44,399.00
HAWKS, AMI M.	BUILDING NURSE	$34,949.10
HAWLEY, BRIAN W.	BUS DRIVER	$22,463.25
HAYNES, RONALD R.	MAINTENANCE	$41,698.50
HAYNES, STEVEN S.	GUIDANCE COUNSELOR	$107,815.81
HEALY, NOELL	BUILDING NURSE	$29,088.22
HEARNE, SUSAN M.	TEACHER	$52,255.00
HEATH, MICHAEL D.	TEACHER	$62,342.00
HEBERT, REBECCA A.	SPEECH PATHOLOGIST	$90,836.00
HEDMARK, JEAN E.	SPEECH PATHOLOGIST	$107,024.00
HEEMSTRA, LISA M.	TEACHER	$72,096.00
HEFNER, EMILY A.	TEACHER	$50,733.00
HEGSETH, LISA D.	TEACHER ASSISTANT	$17,671.72
HEIMSOTH, BETHANY A	TEACHER ASSISTANT	$13,223.21
HEINRICH, MERRITT N.	SECRETARY-12 MONTH	$40,569.84
HEINZ, JULIE R.	TEACHER ASSISTANT	$18,858.61
HEISIG, ANNETTE J.	TEACHER	$44,399.00
HEJJA, HADEEL S	TEACHER ASSISTANT	$8,415.82
HELLMUTH, ANNE M.	TEACHER	$53,349.69
HENAGHAN, KAITLYN M.	TEACHER	$41,050.00
HENDRICKSON, DANIEL P.	BUS DRIVER	$13.25 / Hour
HENNET, SANDRA L.	TEACHER ASSISTANT	$17,476.83
HENRICHS, KELLEY J.	TEACHER	$64,111.00
HENRICKS, AARON L.	TEACHER	$46,619.00

HENRICKSEN, JOSEPH D.	TEACHER	$83,128.00
HERBECK, KAREN T.	SCHOOL SOCIAL WORKER	$66,139.00
HERINK, TIM A.	MAINTENANCE	$39,257.75
HERKEL, JILL T.	TEACHER	$28,417.13
HERNANDEZ DE CRUZ, EVA	CUSTODIAN	$41,250.13
HERNANDEZ, CRISTINA	TEACHER	$72,096.00
HERNANDEZ, MARINA	CUSTODIAN 2ND SHIFT	$29,162.52
HERNDON, KIMBERLY A.	TEACHER ASSISTANT	$19,152.00
HERRICK, MELINDA A.	TEACHER	$64,111.00
HERRMANN, KATHERINE L.	SPEECH PATHOLOGIST	$61,995.00
HERTING, JONATHON E.	BUS DRIVER	$14,430.87
HERTZOG, CHRISTIANA M.	TEACHER	$52,255.00
HERZOG, DEBORA A.	BUS DRIVER	$19,888.19
HETTINGER, ENES J.	SECRETARY-12 MONTH	$47,973.00
HETTINGER, MICHAEL D.	TEACHER	$41,050.00
HETTINGER, SARAH R.	TEACHER	$48,516.00
HETTINGER, TAMARA M.	TEACHER	$46,619.00
HILDERBRAND, FLOREINE F.	GUIDANCE COUNSELOR	$95,537.66
HILDY , ELIZABETH A.	TEACHER	$62,342.00
HILES, TERESA L.	SCHOOL SOCIAL WORKER	$72,096.00
HILL, MARGARET M.	TEACHER	$47,821.00
HILL-CAMPBELL, RHONDA L.	TEACHER ASSISTANT	$11,558.75
HILLESLAND , BRENDA L.	SECRETARY-10 MONTH	$28,475.66
HILLMAN, JEREMY L.	TEACHER	$78,356.00
HILLMAN, LISA M.	TEACHER	$41,865.60
HILTENBRAND, ANN M.	SECRETARY-12 MONTH	$42,933.01
HINZ, DAWN L.	TEACHER	$107,024.00
HINZ, STEVEN J.	MAINTENANCE BLDG ENGINEER	$42,052.48
HISEY, MICHELLE J.	TEACHER	$44,399.00
HLAVACS, KELLY A.	GUIDANCE COUNSELOR	$28,397.80
HOCK, SANDRA L.	ADMINISTRATOR	$65,317.07
HODEL, ROBERT A.	MAINTENANCE	$50,996.30
HOFFER, LISA L.	BUS DRIVER	$14,182.68
HOFFERKAMP, BRIANNE N.	TEACHER	$58,813.00
HOFFMAN, JOSEPH M.	ADMINISTRATOR	$84,000.00
HOFFMAN, TAMMY J.	BUS DRIVER	$21,641.42
HOFNER, TIMOTHY J.	BUS DRIVER	$14,920.06
HOG, ANNA M.	TEACHER	$58,813.00
HOINKES, KARL	COACH	$3,407.15
HOINKES, KARLA H.	GUIDANCE COUNSELOR	$141,139.31
HOKE, KELLY L.	TEACHER	$71,707.00
HOLMAN, TRISTIN J.	TEACHER	$51,345.00
HOLPUCH, LAUREL A.	SECRETARY-10 MONTH	$29,459.00
HOLT, DIANE L	BUS MONITOR	$10.25 / Hour
HOLT, MEGIN C.	TEACHER	$41,050.00
HOLTZ, ERIN L.	TEACHER	$78,356.00
HOLUB, ANTHONY T.	TEACHER	$85,622.00
HOOVER, BRITTANY L.	TEACHER ASSISTANT	$11,997.02
HOPPENSTEADT, DEBORAH A.	SECRETARY-12 MONTH	$43,849.62

HORN, ZACHARY P.	TEACHER	$58,763.00
HOSLER, MICHAEL S.	MAINTENANCE BLDG ENGINEER	$42,852.65
HOSTERT, VICKI L.	SECRETARY-10 MONTH	$28,783.25
HOTAKI, CLAIRE V.	TEACHER	$53,822.00
HOTUYEC, MATTHEW T.	TEACHER	$24,300.00
HOUTZ, ROBIN W.	TEACHER ASSISTANT	$19,656.00
HOVIS, SUSAN C.	SUB TECHNOLOGIST	$21.01 / Hour
HOWARD, CELIA M.	TEACHER	$46,428.00
HOWARD, DARREN L.	ADMINISTRATOR	$91,186.00
HOWARD, MARGARET M.	TEACHER ASSISTANT	$17,476.83
HOWARD, NICHOLE R.	TEACHER ASSISTANT	$17,199.00
HOWE, SARAH A.	TEACHER	$57,100.00
HOWELL, DARLENE A.	TEACHER	$30,263.00
HOWELL, ERICA E.	TEACHER	$76,246.00
HOWELL, LAURA A.	TEACHER	$52,255.00
HOWELL, PAMELA M.	NON-BARGAINING SPECIAL ED POSITION	$59,453.11
HOWERTON, AMY M.	DEPARTMENT CHAIR	$80,694.00
HRANKA, PAMELA L.	TEACHER	$48,516.00
HROUDA, LISA M.	TEACHER	$62,395.00
HUBBARD, WILLYNE S.	BUS MONITOR	$14,192.64
HUBBLE, KIMBERLY M.	TEACHER	$64,111.00
HUBER, CHERYL L.	TEACHER	$64,111.00
HUDDLESTON, LAURA M.	TEACHER	$62,342.00
HUDDLESTUN, JILLIAN M.	TEACHER	$64,111.00
HUGHLETT, TERRI L.	BUS DRIVER	$23,202.89
HUNANYAN, GAYANE	TEACHER ASSISTANT	$19,847.19
HUNT, NICOLE J.	SCHOOL SOCIAL WORKER	$66,139.00
HUNTER, MARSHA A.	TECH SPECIALIST	$37,464.15
HUPKE, CHRISTOPHER J.	GUIDANCE COUNSELOR	$82,685.06
HURLEY, ELIZABETH A.	MANAGER / SUPERVISOR OR COORDINATOR	$34,915.66
HUSER, TREVOR B.	TEACHER	$41,050.00
HUTCHINGS, STEPHEN M.	CUSTODIAN 2ND SHIFT	$28,672.14
HUTCHISON, KATELYN R.	TEACHER	$65,771.00
HUTTEN, ANGELA R.	TEACHER	$70,167.00
HYNEK, ALLISON N.	TEACHER	$46,428.00
IDERAN, STEVEN J.	TEACHER	$44,399.00
IMBURGIA, CARRIE A.	TEACHER ASSISTANT	$17,476.83
INCANDELA, AMY C.	TEACHER	$47,821.00
INGLESE, AMANDA N.	TEACHER	$52,470.00
INGO, TERESE M.	TEACHER ASSISTANT	$17,199.00
IOVINO, NICOLAS M	CUSTODIAN	$43,174.79
IOVINO, SARAH E.	CUSTODIAN 2ND SHIFT	$29,757.67
ISLEY, TIFFANY A.	CERTIFIED NURSE	$43,699.72
ITTER, DANIELLE A.M.	TEACHER ASSISTANT	$17,251.92
IVANITZ, LINDA C.	TEACHER	$64,111.00
IVERSON, SANDRA L.	TEACHER ASSISTANT	$19,487.93
JABLONSKI, KIMBERLY S.	TEACHER ASSISTANT	$18,164.15
JACKSON, ASHLEY B.	TEACHER	$44,399.00
JACKSON, CASSIE D.	SCHOOL SOCIAL WORKER	$52,255.00

JACKSON, ROXANNE	ADMINISTRATOR	$67,000.00
JACOBS, JULIE C.	TEACHER	$49,457.00
JAECKEL, KARLA J.	TEACHER ASSISTANT	$17,476.83
JAMES, KIMBERLY A.	BUILDING NURSE	$32,619.16
JAMROZ, KACIE A.	TEACHER	$43,943.00
JANNUSCH, PENNY R.	TEACHER ASSISTANT	$17,476.83
JANOR, JACLYN M.	TEACHER	$71,707.00
JANSEN, NANCY R.	TEACHER	$73,858.00
JASINSKI, ROSA E.	TEACHER ASSISTANT	$17,476.83
JASKULA, GIA A.	BUILDING NURSE	$30,113.44
JEFFERS, DAVID S	CUSTODIAN 2ND SHIFT	$26,948.11
JENKINS, DANASHA N.	TEACHER ASSISTANT	$8,460.59
JENKINS, ERIN E.	TEACHER	$67,744.00
JENNINGS, JOHN J.	MANAGER / SUPERVISOR OR COORDINATOR	$46,192.78
JENSEN, BRANDI J.	TEACHER	$68,123.00
JESMAN, MARY J.	BUS DRIVER	$15,184.22
JESSUP, JEFF S.	TEACHER ASSISTANT	$16,025.87
JEZIOR, JACQUELINE R.	TEACHER ASSISTANT	$17,199.00
JOHANNS, RICHARD H.	TEACHER	$102,171.00
JOHNSEN, JOANNE B.	TEACHER ASSISTANT	$17,438.36
JOHNSEN, LUANN M.	BUS MONITOR	$14,192.64
JOHNSON, CAROL L.M.	TEACHER	$52,929.92
JOHNSON, DAVID T.	TEACHER	$64,111.00
JOHNSON, DAWN M.	DEPARTMENT CHAIR	$113,972.31
JOHNSON, DIANE R.	TEACHER	$51,345.00
JOHNSON, DIANE S.	TEACHER ASSISTANT	$16,921.17
JOHNSON, JAMES T.	TEACHER	$44,095.50
JOHNSON, KATELYN M.	TEACHER	$44,399.00
JOHNSON, LORI A.	TEACHER	$51,345.00
JOHNSON, MARC C.	TEACHER ASSISTANT	$15,936.34
JOHNSON, MARK D.	DEPARTMENT CHAIR	$88,191.00
JOHNSON, MARK E.	TEACHER ASSISTANT	$19,183.43
JOHNSON, REBECCA L.	TEACHER	$40,500.00
JOHNSON, SCOTT A.	TEACHER	$58,763.00
JOHNSON, TIA K.	TEACHER	$41,850.00
JOHNSON-HANSEN, JUDITH A.	SECRETARY-10 MONTH	$19,008.00
JOHNSTON, JANE A.	TEACHER	$52,616.80
JONES, CARRIE J.	TEACHER	$52,255.00
JONES, CHRISTIE J.	BUS DRIVER	$21,641.42
JONES, DAVID M.	ADMINISTRATOR	$75,000.00
JONES, DEREK W.	TEACHER	$41,850.00
JONES, MICHELLE M.	TEACHER	$72,096.00
JONES, TOIA S.	ADMINISTRATOR	$82,728.00
JORDAN, ALLEN L.	BUS DRIVER	$17,021.34
JORDAN, JOI M.	TEACHER	$50,733.00
JORDAN, KAREN L.	TEACHER	$49,971.00
JOYCE, MELISSA L.	TEACHER ASSISTANT	$17,199.00
JUAREZ, CRISTINA	CUSTODIAN	$39,267.86
JUMP, SARAH E.	BUS MONITOR	$10.25 / Hour

JURGENSEN, MEGAN M.	TEACHER	$39,575.83
JURKOVIC, MARKO	TEACHER	$78,534.00
KACHINSKY, MELANIE R.	TEACHER	$41,850.00
KACHINSKY, TAYLOR C.	TEACHER	$40,500.00
KAEGEBEIN, STEPHANIE L.	SECRETARY-10 MONTH	$19,548.00
KAHL, SHARON L.	TEACHER	$73,858.00
KAHLE, CARAH L.	TEACHER	$49,255.00
KAHN, MELANIE M.	TEACHER	$43,943.00
KAISER, PATRICIA L.	TEACHER ASSISTANT	$17,395.60
KAJTSA, ANGELA M.	NON-BARGAINING SPECIAL ED POSITION	$54,706.71
KALA, KAREN A.	BUILDING NURSE	$32,619.16
KALOUS, KATHLEEN J.	TEACHER ASSISTANT	$20,906.38
KALPAKE, MARY C.	BUS MONITOR	$10.87 / Hour
KALUSNIAK, BRIANNE L.	SCHOOL SOCIAL WORKER	$60,578.00
KAMIN, JOLENE N.	TEACHER	$51,106.08
KAMINSKI JR, ROBERT J.	ADMINISTRATOR	$85,000.00
KANANURA, JEAN CLAUDE	BUS MONITOR	$14,858.91
KANE, MATTHEW F.	SECRETARY-EXEMPT	$38,436.77
KAPELA, PHILLIP F.	TEACHER ASSISTANT	$17,199.00
KARANTONIS, SARA	BUILDING NURSE	$32,619.16
KARG, JENNIFER E.	TEACHER ASSISTANT	$15,997.31
KARVELIUS, JULIANNA E.	TEACHER	$46,619.00
KASPAR, STEPHANIE N.	TEACHER	$55,238.73
KATZEN, KIMBERLY S.	TEACHER	$50,733.00
KAUFFUNGER, BRITTANY N.	BUS DRIVER	$17,904.07
KAUFMAN, STEFANI R	TEACHER ASSISTANT	$13,608.56
KAUZLARICH, KRISTIN M.	TEACHER	$63,869.98
KAVCAR, LYNN M.	TEACHER ASSISTANT	$17,017.00
KEARNS, FRANCINE M.	TEACHER	$50,733.00
KECK, MEGAN E.	TEACHER	$62,395.00
KEENER, SHON M.	TEACHER	$83,128.00
KEERS, LAUREN G.	TEACHER ASSISTANT	$16,921.17
KEGALY, KATELYN T.	SCHOOL SOCIAL WORKER	$58,763.00
KEICHER, JENNIFER D.	TEACHER	$49,255.00
KELCH, KRISTINE K.	TEACHER	$71,870.00
KELLEHER, SEAN P.	TEACHER	$44,399.00
KELLER, ANTOINETTE	BUS MONITOR	$11.39 / Hour
KELLEY JR, MICHAEL F.	TEACHER	$55,437.00
KELLOGG, CAROLYN B.	TEACHER ASSISTANT	$17,476.83
KELLOGG, JENNIFER A.	TEACHER	$64,111.00
KELLY, KELLI A.	TEACHER ASSISTANT	$17,476.83
KELLY, SHARON L.	CERTIFIED NURSE	$50,823.22
KELZER, KRISTINA F.	SPEECH PATHOLOGIST	$51,920.00
KEMMER, SCOTT P.	CUSTODIAN 2ND SHIFT	$28,672.14
KEMP, ANGELA M.	TEACHER	$76,074.00
KENDALL, JORDAN	TEACHER ASSISTANT	$16,921.17
KENNY, DEBRA L.	TEACHER ASSISTANT	$17,584.52
KENSEK, BARBARA C.	TEACHER	$61,995.00
KENT, JULIANNE M.	TEACHER	$53,822.00

KENTROS, MATTHEW A.	BUS MONITOR	$10.87 / Hour
KENYON, DANNY L.	ADMINISTRATOR	$76,416.72
KEPKA, ERIN J.	TEACHER	$78,534.00
KERBACK, KATHERINE J.	TEACHER	$57,100.00
KERFOOT-MERISKO, CHERYL L.	TEACHER ASSISTANT	$17,476.83
KERN, JENNIFER L.	ADMINISTRATOR	$65,531.00
KERR, CATHERINE M.	TEACHER	$76,074.00
KERSTING, MARC A.	TEACHER	$88,191.00
KETTERHAGEN, SARAH A.B.	TEACHER	$67,591.00
KEYS, RACHEL C.	TEACHER ASSISTANT	$7,878.64
KEYVAN, CHANEL I.	TEACHER	$43,106.00
KHAN, KHADIJA	TEACHER ASSISTANT	$16,921.17
KICE, DESIREE L.	TEACHER ASSISTANT	$17,199.00
KIE, JENNIFER J.	TEACHER	$88,191.00
KIEFERT, KENNETH J.	TEACHER	$76,246.00
KIGER, AMIE R.	TEACHER ASSISTANT	$17,476.83
KIGER, BRENT A.	MANAGER / SUPERVISOR OR COORDINATOR	$80,583.14
KILISZEWSKI, MELISSA M.	SECRETARY-10 MONTH	$32,874.44
KILL, CHRISTINE M.	TEACHER	$62,342.00
KILLAM, REBECCA N.	TEACHER	$61,995.00
KIMPTON, AARON P.	TEACHER	$58,813.00
KING, ANNE C.	TEACHER	$64,111.00
KING, JACLYN M.	TEACHER	$43,943.00
KING, KANDI C.	MANAGER / SUPERVISOR OR COORDINATOR	$56,222.22
KING, KARA L.	TEACHER	$88,191.00
KING, LAURETTA M.	SECRETARY-EXEMPT	$49,720.59
KING, MICHELE D.	TEACHER	$45,260.00
KIRBERG, JENNIFER A.	TEACHER	$53,822.00
KIRBY, ROMNEY L.	BUS MONITOR	$12,095.03
KIRCHNER, JULIE A.	TEACHER	$62,137.99
KIRK, EUGENE R	BUS DRIVER	$18,549.79
KIRKWOOD, CHRISTINE M.	TEACHER	$65,991.82
KITTLER, PAUL W.	TEACHER	$63,855.00
KLEINMAIER, JULIE A.W.	TEACHER	$83,128.00
KLICK, PAMELA S.	TEACHER	$85,622.00
KLINE, CAROL L.	TEACHER ASSISTANT	$18,858.61
KLINGBERG, MICHELLE M.	TEACHER	$55,437.00
KLIX, ERICA A.	TEACHER	$58,813.00
KLOSE, LAURIE A.	TEACHER	$80,707.00
KLOSSING, MARY C.	TEACHER	$80,694.00
KLOTZ, JENNIFER L.	TEACHER	$50,733.00
KNAUF, JULIE A.	TEACHER	$85,622.00
KNIGHT, LISA A.	TEACHER ASSISTANT	$16,921.17
KNOECKLEIN JR, MAX H.	TEACHER	$88,191.00
KNOWLES, SUSAN M.	TEACHER	$60,578.00
KNUTSON, KAY K.	TEACHER	$73,858.00
KOBERNUS, JAMES F.	BUS DRIVER	$22,212.79
KOBERSTEIN, DEBORAH B.	TEACHER ASSISTANT	$17,476.83
KOCH, KRISTEN M.	TEACHER	$40,500.00

KOCHER, ERIN V.	TEACHER	$30,289.00
KOEHNE, VALERIE E.	TEACHER	$66,139.00
KOELLER, KIMBERLY A.	TEACHER ASSISTANT	$17,199.00
KOK, JENNIFER E.	TEACHER ASSISTANT	$17,962.37
KOKES, DANIEL H.	TEACHER	$88,191.00
KOKOT, RACHEL B.	TEACHER ASSISTANT	$17,476.83
KOKOT, STACY L.	TEACHER	$46,619.00
KOLKAY, AARON J.	TEACHER	$57,100.00
KOMES, STEPHANIE T.	TEACHER	$57,100.00
KONTOS, ANNA-MARIE	TEACHER	$64,111.00
KOONCE, LIA A.	TEACHER	$55,530.00
KORCZAK , ERIK N.	TEACHER	$55,437.00
KORCZAK, GINA R.	TEACHER	$57,100.00
KORMANIAK, KRISTY M.	ADMINISTRATOR	$64,000.00
KOT, LAURA L.	TEACHER	$58,813.00
KOVACH, KATHLEEN S.	BUS MONITOR	$12,792.60
KOVALENKO, BETH A.	TEACHER	$80,694.00
KOVARIK, CARRIE R.	SCHOOL PSYCHOLOGIST	$65,656.64
KOWALCZYK, LISA M.	TEACHER ASSISTANT	$18,533.80
KOWALSKI, CHRIS M.	TEACHER	$71,870.00
KRACHTUS, CYNTHIA R.	SECRETARY-EXEMPT	$45,276.99
KRAL, ELIZABETH A.	TEACHER	$55,437.00
KRAL, LARA H.	TEACHER ASSISTANT	$17,754.24
KRAMARCZYK, KELLY E.	SPEECH PATHOLOGIST	$28,367.50
KRANTZ, JERRY E.	MANAGER / SUPERVISOR OR COORDINATOR	$52,079.29
KRANTZ, LAURA M.	TEACHER	$88,191.00
KRAS, CELESTE M.	TEACHER ASSISTANT	$18,858.61
KRAUS, HEATHER L.	TEACHER	$64,111.00
KRAUSE, HANNAH B.	SCHOOL SOCIAL WORKER	$47,821.00
KREBS, MARK S.	DEPARTMENT CHAIR	$88,191.00
KREITZER , JULIE K.	TEACHER	$107,024.00
KRIER, AMY M.	TEACHER	$51,061.33
KROHN, ERIKA A.	TEACHER	$64,111.00
KROLL, KELLEY M.	TEACHER ASSISTANT	$16,921.17
KRUG, STEPHANIE C.	SCHOOL PSYCHOLOGIST	$107,024.00
KRYGOWSKI, STEVEN J.	TEACHER	$70,167.00
KRZEMINSKI, STEPHANIE M.	TEACHER	$58,813.00
KSIAZEK, KELLY A.	TEACHER	$41,850.00
KUCHEROV, ANDREY	THEATRE	$16,704.00
KUEKER, CHRISTINE T.	TEACHER	$58,813.00
KUESTER, SHAUNA J.	TEACHER	$50,941.00
KUFELDT, TINA M.	BUS DRIVER	$23,633.37
KUFFEL, CARRIE L.	TEACHER ASSISTANT	$17,199.00
KULOVITZ, LINDA R.	TEACHER	$72,096.00
KUNSCH, JENNIFER A.	TEACHER	$93,561.00
KURKAMP, MATTHEW B.	TEACHER	$71,707.00
KURTH, LESLEY LEANN	TEACHER ASSISTANT	$11,928.63
KWIATKOWSKI, JOSEPH S.	TEACHER	$41,050.00
LA VOY, DALE N.	BUS DRIVER	$13.25 / Hour

LAATZ, EVA V.	CERTIFIED NURSE	$39.83 / Hour
LACKEY, DALE R.	MAINTENANCE BLDG ENGINEER	$46,371.00
LAFFERTY, MICHELE L.	TEACHER ASSISTANT	$17,476.83
LAGGER, JESSICA F.	TEACHER	$45,731.00
LAGGER, JOSEPH T.	TEACHER	$44,399.00
LAKE, PATRICIA M.	TEACHER ASSISTANT	$17,476.83
LAM, JULIE H.	ADMINISTRATOR	$74,000.00
LAMB, ANNIE C.	TEACHER	$44,399.00
LAMB, MICHELLE L.	TEACHER ASSISTANT	$17,476.83
LANDEROS, JILL L.	TEACHER ASSISTANT	$19,183.43
LANDEROS, JUDITH	TEACHER ASSISTANT	$17,476.83
LANDEROS, MARGARITA	CUSTODIAN 2ND SHIFT	$26,957.75
LANDERS, KATIE M.	TEACHER	$62,342.00
LANG, NICOLE G.	TEACHER	$55,437.00
LANGENFELD, CHRISTINA L.	TEACHER	$80,694.00
LANGHURST, MICHAEL C	TEACHER	$21,614.92
LANSKY, ALYSON M.	TEACHER	$49,255.00
LANSKY, KAREN L.	SECRETARY-EXEMPT	$51,267.00
LARA, MAURICIO	TEACHER	$62,395.00
LARES LUNA, PAOLA A.	SECRETARY-12 MONTH	$40,778.64
LARGE, CAROL N.	TEACHER	$55,390.00
LARISON, ANTHONY D	BUS DRIVER	$13.25 / Hour
LARREA, THERESA A.	TEACHER ASSISTANT	$17,291.89
LARSEN, NICOLE J.	TEACHER	$74,026.00
LARSON , MOLLY C.	SPEECH PATHOLOGIST	$80,694.00
LARSON, KIMBERLY A.	TEACHER	$55,530.00
LASKY, JOHN G.	CUSTODIAN 2ND SHIFT	$28,672.14
LATHAM, CARLA D.	TEACHER ASSISTANT	$17,199.00
LATUSZEK, MARIA E	CUSTODIAN	$41,250.13
LATZKE, CARRIE D.	TEACHER	$57,052.00
LAVELLE, KRISTIN E.	TEACHER	$48,018.00
LAWLER, BRENDAN W.	TEACHER ASSISTANT	$16,921.17
LAWRENCE, RICARDO J.	CUSTODIAN 2ND SHIFT	$26,854.46
LAWRENCE, ROBERT	MAINTENANCE DRIVER	$45,592.25
LAYSECA HUERTA, INGRID	TEACHER ASSISTANT	$17,476.83
LAYTON, MARIA M.	BUS DRIVER	$12,521.25
LAZANSKY, KAITLIN N.	TEACHER	$41,850.00
LAZUKA, MICHAEL G.	SPEECH PATHOLOGIST	$72,096.00
LEACHMAN, TERRY	TEACHER	$52,255.00
LEADER, JASON A.	TEACHER ASSISTANT	$16,921.17
LEAKAKOS, TOMMY A.	TEACHER	$72,096.00
LEAL, JUAN	TEACHER	$48,018.00
LEALI, MICHAEL V.	TEACHER	$41,850.00
LEBEAU, LORI A	TRANSPORTATION-NON-BARGAINING	$44,650.50
LEBLANC, TYSON R.	TEACHER	$49,971.00
LECUYER-SYLVAN, GWEN R.	BUS MONITOR	$12,882.61
LEDEAUX, SAMUEL	ADMINISTRATOR	$75,000.00
LEDVINA, TERRI P.	BUS MONITOR	$12,792.60
LEE, DANIELLE M.	TEACHER	$58,813.00

LEE, JENNA N.	BUS MONITOR	$13,954.31
LEE, JILL M.	TEACHER	$52,255.00
LEE, MARIA W.	TEACHER	$83,128.00
LEECH, JOHN H.	BUS DRIVER	$18,549.79
LEEF, SUSAN M.	ADMINISTRATOR	$75,986.37
LEHMANN, WILLIAM N.	MAINTENANCE BLDG ENGINEER	$46,371.00
LEIGH, SEEMA M.	TEACHER	$67,744.00
LENZ, JULIE A.	ADMINISTRATOR	$81,500.00
LEON, ROSA I.	BUS MONITOR	$15,730.63
LEONE, MILICA A.	TEACHER	$44,399.00
LEPE, ANA M.	CUSTODIAN 2ND SHIFT	$30,843.20
LESKO, KRISTI K.	TEACHER	$64,111.00
LESLEY, KENNETH C.	MAINTENANCE	$44,695.50
LESTER, PAMELA J.	TEACHER	$83,128.00
LEUBNER, DERYL S.	TEACHER	$88,191.00
LEWANDOWSKI, BRITTANY A.	TEACHER	$50,733.00
LEWIS, CHAD P.	TEACHER ASSISTANT	$12,021.10
LEWIS, DEBRA L.	BUILDING NURSE	$34,543.02
LEWIS, KRISTINA E.	NON-BARGAINING SPECIAL ED POSITION	$59,117.01
LIBBY, DENISE R.	TEACHER ASSISTANT	$17,476.83
LIENHARDT, KIMBERLY M.	TEACHER	$62,395.00
LIEWALD, KRISTIN M.	TEACHER	$43,106.00
LILLY, TAMARA J.	TEACHER	$80,707.00
LIMBRICK, LAUREN A.	TEACHER	$43,106.00
LINDEMAN, BRITTANY L.	TEACHER	$41,050.00
LINDEN, MICHAEL L.	TEACHER	$83,128.00
LINDSTROM, ELIZABETH A.	TEACHER ASSISTANT	$17,199.00
LINK, LAURA J.	DEAN'S ASSISTANT	$18,427.50
LINKER, MEGAN N.	TEACHER	$40,500.00
LINTNER, MICHELE M.	TEACHER	$50,941.00
LIPSCOMB, SHERONDA S.	TEACHER ASSISTANT	$12,981.85
LIPTON, LINDSEY J.	TEACHER	$32,832.60
LISKUNAS, SUZANNE L.	SECRETARY-10 MONTH	$28,475.66
LIU, LIN	TEACHER	$62,342.00
LIVINGSTON, ANDREA J	TEACHER ASSISTANT	$11,638.90
LLORENS, SCOTT J.	TEACHER	$50,733.00
LOCKHART , JENNA R.	TEACHER	$73,858.00
LOCKHART, LORI A.	TEACHER ASSISTANT	$17,476.83
LOCKWOOD, REBEKAH A	TEACHER	$58,813.00
LOFFREDO, ELIZABETH R.	TEACHER	$51,345.00
LOFTUS , WILLIAM D.	TEACHER	$44,399.00
LOFTUS, JILL L.	TEACHER	$57,506.40
LONG, ROBERTA L.	TEACHER ASSISTANT	$21,235.20
LONG, STEPHANIE N.B.	TEACHER	$55,437.00
LOPEZ, ELIZABETH S.	TEACHER	$60,578.00
LOPEZ, MARIA C.	MAINTENANCE BLDG ENGINEER	$41,091.15
LOPEZ-VILLARINO, FATIMA	TEACHER	$97,772.00
LORCH, ELIZABETH J.	TEACHER	$43,106.00
LORENZ, ERICA A.	TEACHER	$78,356.00

LOSEY, MARIA G.	BUILDING NURSE	$40,471.93
LOSKOT, KATHY L	BUS MONITOR	$10.25 / Hour
LOSTUMBO, SHEILA L.	TEACHER	$66,139.00
LOWE, LINDSEY B.	TEACHER	$24,231.20
LOWELL, TRINA M.	TEACHER	$70,167.00
LOWRY, JULIE L.	BUS DRIVER	$17,904.07
LOWY, CHRISTOPHER D.	TEACHER ASSISTANT	$17,199.00
LOZANO, SARAH A.	BUILDING NURSE	$31,750.04
LUCAS-ANDERSON, THERESA L.	ADMINISTRATOR	$93,928.72
LUCHYN, ELIZABETH C.	TEACHER	$83,128.00
LUECK, DEBORAH A.	TEACHER ASSISTANT	$17,476.83
LUEDERS, SHANNON M.	ADMINISTRATOR	$96,388.00
LUJANO, LISA N.	TEACHER	$69,776.00
LUNA, LEONOR M.	BUS DRIVER	$24,257.57
LUND JR, MICHAEL G	ADMINISTRATOR	$40,461.84
LUND, KATHLEEN L.	SPEECH PATHOLOGIST	$31,855.50
LUND, MELISSA M.	TEACHER ASSISTANT	$17,476.83
LUNSFORD, TABITHA R.	TEACHER ASSISTANT	$12,355.14
LUPI, DIANE M.	SCHOOL SOCIAL WORKER	$77,382.27
LURQUIN, VALERIE M.	TEACHER	$43,943.00
LUTTRELL, RAYMOND A.	MAINTENANCE	$59,586.14
LUTZ, ANN M.	TEACHER	$63,855.00
LYNCH, KATHERINE M.	TEACHER	$80,707.00
LYONS, KRISTEN M.	TEACHER	$60,578.00
LYSENKO, ASHLEY M.	TEACHER	$47,103.00
MAASKE, AMY L.	TEACHER	$32,055.50
MAC KAY-SMITH, ABBY N.	TEACHER	$44,399.00
MACCONNACHIE, MEGAN	TEACHER ASSISTANT	$17,199.00
MACDONALD, KRISTINA M.	NON-BARGAINING SPECIAL ED POSITION	$42,960.00
MADAI, KRYSTAL L.	TEACHER	$50,733.00
MADDOX, TAMARAC A.	TEACHER	$64,111.00
MAHONEY, COLLEEN F.	TEACHER	$43,106.00
MAHONEY, CRYSTAL G.	TEACHER	$85,424.35
MAIER, LAURA L.	SPEECH PATHOLOGIST	$62,342.00
MAIN, JEREMY B.	TEACHER	$50,733.00
MAKOWSKY, DONNA J.	SECRETARY-10 MONTH	$32,874.44
MALKOWSKI, RENA S.	TEACHER ASSISTANT	$17,476.83
MALMSTROM, BRENT D.	TEACHER	$70,167.00
MALMSTROM, JENNIFER L.	TEACHER	$62,395.00
MALNATI, ADAM J.	TEACHER	$43,106.00
MALNICK, GREGORY P.	TEACHER ASSISTANT	$9,591.72
MALONE, JENNIFER M.	TEACHER	$58,813.00
MALONEY, JENNIFER L.	TEACHER	$64,111.00
MANCINI, DOLORES C.	BUS DRIVER	$25,914.92
MANCKE, AMANDA D.	TEACHER	$64,111.00
MANG, JULIE A.	TEACHER ASSISTANT	$17,880.33
MANN, JOSEPH C.	TEACHER	$83,128.00
MANN, MEGAN T.	TEACHER	$78,356.00
MANNA, KIMBERLY A	SECRETARY-12 MONTH	$49,733.80

MANNA, ROBERT A.	MAINTENANCE BLDG ENGINEER	$46,371.00
MANNING, TRACY L.	BUS DRIVER	$23,633.37
MANUEL, AMY M.	TEACHER	$70,167.00
MARCINKO, PATTI J.	GUIDANCE COUNSELOR	$118,849.86
MARCUCCI, JENNIFER L.	BUILDING NURSE	$32,875.97
MAREK, MARY A.	TEACHER	$48,516.00
MARES AGUILAR, JUAN J.	TEACHER ASSISTANT	$17,476.83
MARES, BETHANY R.	SECRETARY-10 MONTH	$27,900.32
MARLOWE, DESIREE L.	TEACHER ASSISTANT	$14,145.74
MARSDEN, STACI A	DEAN'S ASSISTANT	$11,895.00
MARSHALL, KARA D.	TEACHER	$53,777.00
MARSHALL, PATRICIA L.	TEACHER	$51,345.00
MARTIN, ANITA M.	TEACHER ASSISTANT	$17,251.92
MARTIN, BRANDI J.	TEACHER ASSISTANT	$17,476.83
MARTIN, JAMES L.	ADMINISTRATOR	$96,388.00
MARTIN, JESSICA L.	TEACHER	$71,707.00
MARTINEZ JR, RUBEN	TEACHER	$83,128.00
MARTINEZ, GLADYS D.	ADMINISTRATOR	$64,329.82
MARTINEZ, KATRYSSE M.	TEACHER ASSISTANT	$16,921.17
MARTINEZ, LIZETTE C.	TEACHER	$52,470.00
MARTINEZ, SANDRA	BUS MONITOR	$14,858.91
MASO, ERIN O.	SCHOOL PSYCHOLOGIST	$67,744.00
MASON, DONNA K.	SECRETARY-12 MONTH	$49,733.80
MASON, GREG A.	MAINTENANCE BLDG ENGINEER	$42,859.90
MASTRO, KIMBERLY L.	TEACHER ASSISTANT	$17,476.83
MASUD-KHAN, SHABANO	SCHOOL PSYCHOLOGIST	$80,707.00
MATEI, EMILY C.	TEACHER ASSISTANT	$8,692.18
MATEJA, JESSICA L.	SPEECH PATHOLOGIST	$55,082.00
MATEUS, MICAELA A.	TEACHER	$41,850.00
MATILE , SANDRA L.	SECRETARY-10 MONTH	$32,874.44
MATILE, DENNIS J.	BUS DRIVER	$19,888.19
MATILE, SARAH T.	TEACHER	$45,418.00
MATTES, DAVID E.	TEACHER	$55,530.00
MATTHEWS, CHRISTY L.	TEACHER	$85,622.00
MATTHEWS, JEANNE E.	TEACHER ASSISTANT	$18,858.61
MAURICIO, JUAN J	CUSTODIAN	$41,250.13
MAX, JAMIE R.	ADMINISTRATOR	$109,000.00
MAXWELL, RACHEL J.	TEACHER	$107,024.00
MAYA, JANETTE	SPEECH PATHOLOGIST	$38,868.18
MAYA, MIGUEL A	BUS DRIVER	$23,633.37
MAYER, JOANNE	BUS MONITOR	$13,715.20
MAYKUT, JENNIFER L.	TEACHER	$85,622.00
MAYO, JERICA M.	BUS DRIVER	$20,203.22
MAYO, STRIDER A.	MAINTENANCE	$50,815.79
MAYOR, HEATHER M.	TEACHER	$58,763.00
MAZZAFERRO-NIEDERKORN, PAMELA A.	TEACHER ASSISTANT	$20,200.25
MCBRAYER, JANIE B.	TEACHER	$38,037.00
MCCAFFERTY, KENNETH J.	TEACHER	$67,591.00
MCCARTHY, MARCIA M.	TEACHER ASSISTANT	$19,183.43

MCCARTHY, MEEGAN M.	TEACHER	$72,096.00
MCCASH, DONNA M.	TEACHER	$46,428.00
MCCLUCKIE, KAREN A.	TEACHER	$66,139.00
MCCOSKEY, KERRA M.	TEACHER	$32,055.50
MCCOY, SARA N.	TEACHER	$43,103.00
MCCOY, TAMMY M.	TEACHER	$47,821.00
MCCREE, ANDREW J.	ADMINISTRATOR	$80,460.00
MCCREE, CHRISTINE R.	TEACHER	$58,813.00
MCCRIMMON, LINDSEY N.	TEACHER ASSISTANT	$17,199.00
MCCULLOUGH, COURTNEY K.	TEACHER	$62,395.00
MCDERMOTT, JENNIFER A.	ADMINISTRATOR	$62,234.00
MCDERMOTT, MALLORY M.	TEACHER	$50,733.00
MCDONALD, ELIZABETH A.	TEACHER	$33,069.50
MCDONALD, JEAN E.	TEACHER ASSISTANT	$18,858.61
MCDOUGALL, SUSAN M.	ADMINISTRATOR	$73,000.00
MCDOWELL, MARIA E.	CUSTODIAN 2ND SHIFT	$29,757.67
MCDOWELL, MARICELA M	CUSTODIAN	$41,250.13
MCDOWELL, MELISSA K	ADMINISTRATOR	$93,000.00
MCELROY, JULIE A.	TEACHER	$51,084.82
MCGANN, KIMBERLY R.	TEACHER	$72,096.00
MCGANN, PATRICK F.	TEACHER	$80,707.00
MCGEE, JESSICA M.	SCHOOL PSYCHOLOGIST	$63,711.00
MCGHEE, SUSAN L	CUSTODIAN 2ND SHIFT	$26,948.11
MCGINNIS, JASON W.	TEACHER	$44,399.00
MCGOVERN, HEATHER R.	TEACHER	$52,255.00
MCILVAINE, AMY B.	TEACHER	$64,111.00
MCKENZIE, BRIAN D.	TEACHER	$63,855.00
MCKENZIE, MICHELE M.	TEACHER	$64,212.00
MCKEOWN, COLEEN	TEACHER ASSISTANT	$15,488.69
MCKINNEY, AMANDA C.	SPEECH PATHOLOGIST	$62,342.00
MCLAUGHLIN, CATHERINE J.	TEACHER ASSISTANT	$17,476.83
MCMAHON, SUSAN L.	TEACHER ASSISTANT	$16,921.17
MCMEEN, ALISON M.	SPEECH PATHOLOGIST	$53,777.00
MCNAMARA, ELIZA D.	NON-BARGAINING SPECIAL ED POSITION	$34,905.00
MCNAMARA, NICOLE A.	TEACHER	$40,500.00
MCNANNA , CHRISTINA K.	SECRETARY-12 MONTH	$51,583.75
MCQUAID , MARY E.	SECRETARY-10 MONTH	$30,083.41
MCWETHY, MORGAN L.	TEACHER	$40,500.00
MEAD, JUDITH A.	BUS MONITOR	$15,730.63
MECKLENBURG, JACQUELINE E.	ADMINISTRATOR	$63,818.63
MEDERICH, JANIS K.	TEACHER	$107,024.00
MEDINA, ELIZABETH	TEACHER	$40,500.00
MEEDER, JOANNE M.	TEACHER	$48,224.59
MEHANTI, ALI Z.	ADMINISTRATOR	$150,000.00
MEIER, ELIZABETH E.	TEACHER	$71,870.00
MEISMER, COLLEEN M.	TEACHER	$58,813.00
MEISMER, PETER R.	TEACHER	$44,399.00
MEIXENSPERGER , REBECCA A.	TEACHER	$85,622.00
MELLAS, ROBYN A.	TEACHER	$60,053.00

MELZER, JEFFREY P.	CUSTODIAN 2ND SHIFT	$26,957.75
MELZER, JESSICA M.	TEACHER	$40,500.00
MENDEZ, ERIKA	SECRETARY-10 MONTH	$28,858.48
MENDOZA, JULIAN	MAINTENANCE	$45,993.42
MENZEL, BARBARA A.	TEACHER	$68,123.00
MERCER, MELANIE M.	TEACHER ASSISTANT	$17,476.83
MERKIN, ALAN D.	TEACHER	$43,103.00
METCALF, DEBRA L	CUSTODIAN	$45,356.26
METOYER, CHARLES J.	TEACHER ASSISTANT	$16,921.17
MEYER, LINDSAY D.	SPEECH PATHOLOGIST	$63,711.00
MEYER, SARA A.	TEACHER	$92,341.57
MEYERS , DINAH L.	BUILDING NURSE	$36,036.12
MEYERS, AMY T.	TEACHER	$64,111.00
MEYERS, CAROL L	BUS DRIVER	$25,010.91
MEYERS-SCHAEFER, NYAH M.	TEACHER	$64,212.00
MICHALEK, MICHAEL R.	CUSTODIAN 2ND SHIFT	$28,672.14
MIDDENDORF, LAURIE L.	TEACHER ASSISTANT	$17,476.83
MIDURA, LAURIE A.	GUIDANCE COUNSELOR	$55,142.02
MIELOSZYK, HEATHER J.	TEACHER ASSISTANT	$16,921.17
MIHM, JENNIFER J.	TEACHER	$71,707.00
MIKALAJUNAS, JOSEPH R	MAINTENANCE BLDG ENGINEER	$57,438.68
MIKOLAY, ELIANA	TEACHER	$62,342.00
MIL, BRIAN K.	TEACHER	$41,850.00
MILES, DANA M.	TEACHER	$35,853.50
MILKA, DAWN L.	NON-BARGAINING SPECIAL ED POSITION	$42,960.00
MILLER, APRIL L.	BUS DRIVER	$20,888.08
MILLER, BETTY A.	BUS MONITOR	$9,686.25
MILLER, CARI J.	TEACHER	$47,103.00
MILLER, CHRISTINE R.	TEACHER ASSISTANT	$15,997.31
MILLER, COLLEEN M.	TEACHER ASSISTANT	$17,476.83
MILLER, CYNTHIA A.	TEACHER	$83,128.00
MILLER, ERIKA D.	TEACHER ASSISTANT	$17,476.83
MILLER, FRED J.	TEACHER	$111,011.06
MILLER, HEIDI L.	TEACHER	$46,619.00
MILLER, JOHN R.	TEACHER	$55,530.00
MILLER, JORDAN L.	BUS DRIVER	$19,514.25
MILLER, KENNETH L.	ADMINISTRATOR	$78,534.00
MILLER, KRISTY R.	TEACHER	$69,618.00
MILLER, RONALD G.	BUS MONITOR	$11,887.01
MILLER, SANDRA M.	SECRETARY-12 MONTH	$40,569.84
MILLER, SARAH B.	SECRETARY-12 MONTH	$45,454.39
MILLER, TAMMY L.	TEACHER	$61,094.95
MILLER, TIFFANY L.	TEACHER	$49,255.00
MILNER, JAMES W.	TEACHER	$55,437.00
MILOS, DAVID S.	SCHOOL PSYCHOLOGIST	$93,561.00
MINICK, MARYJO E.	TEACHER ASSISTANT	$17,476.83
MINNECI, SHANNON L.	TEACHER	$44,399.00
MINOR, JUDITH A.	ADMINISTRATOR	$175,000.00
MIRAVETE, LARIZA T.	TEACHER ASSISTANT	$17,476.83

MISICKA, REBECCA A.	TEACHER ASSISTANT	$17,476.83
MITCHINSON, MICHAEL S.	ADMINISTRATOR	$92,352.00
MOCH, TRACY R.	SECRETARY-10 MONTH	$27,494.32
MOCKENHAUPT, DOROTHY H.	SCHOOL SOCIAL WORKER	$53,777.00
MODAFF, JENNIFER L.	GUIDANCE COUNSELOR	$35,943.35
MODAFF, STEPHANIE L.	TEACHER	$38,037.00
MOGLE , DEBRA D.	TEACHER	$93,561.00
MOLINARI, PATRICK D.	TEACHER	$60,578.00
MONDAY, TINA L.	TEACHER ASSISTANT	$16,921.17
MONDI, MELISSA C.	TEACHER	$62,395.00
MONJARAZ, REBECCA J.	TEACHER	$78,534.00
MONN, WENDY L.	TEACHER	$88,191.00
MONROE, MARY L.	TEACHER ASSISTANT	$17,476.83
MONTGOMERY, KATHERINE S.	TEACHER ASSISTANT	$17,199.00
MONTGOMERY, LAQUINTA N.	TEACHER	$63,711.00
MONTI, MICHELLE L.	TEACHER	$102,171.00
MOORE, DANA A.	TEACHER	$64,111.00
MOORE, KENDY R.	TEACHER	$79,530.78
MOORE, MEGAN K.	TEACHER	$41,850.00
MOORMAN, KIMBERLY D.	TEACHER	$68,123.00
MORA, MARIA T.	CUSTODIAN 2ND SHIFT	$26,957.75
MORAIN, CYNTHIA S.	TEACHER	$54,498.40
MORALES, MONICA	TEACHER	$46,619.00
MORALES, ROBIN C.	BUS DRIVER	$18,549.79
MORALES, TATIANA H.	TEACHER	$41,850.00
MORAN, COLLEEN M.	TEACHER	$64,111.00
MORAN, KERRI T.	TEACHER	$83,128.00
MORELLI, BRITTANY P.	TEACHER	$53,822.00
MORELLI, TIFFANY M.	TEACHER	$45,717.53
MORENO DE MUNIZ, CLAUDIA A.	CUSTODIAN 2ND SHIFT	$27,352.33
MORGANEGG, HAYLEY M.	TEACHER	$78,356.00
MORLAND, PHILLIP W.	BUS DRIVER	$17,019.21
MORRICK, CHANTE A.	TEACHER ASSISTANT	$17,476.83
MORRISON, JAMES S.	TEACHER	$49,971.00
MORRISON, RACHEL E.	TEACHER	$48,018.00
MORROW, SCOTT A.	TEACHER	$57,100.00
MOSHER, KATE E.	SPEECH PATHOLOGIST	$60,190.00
MOSLEY, GARY L.	TEACHER	$67,591.00
MUELLER, JESSICA LEE	TEACHER	$52,255.00
MULDOON, DAWN M.	TEACHER	$62,395.00
MUNDSINGER, ANDREW G.	DEPARTMENT CHAIR	$88,191.00
MUNDSINGER, JOAN D.	TEACHER	$93,561.00
MUNIZ-EISELE, ERNESTO X.	TEACHER	$50,733.00
MUNOZ, CRISTINA	CUSTODIAN	$39,267.86
MUNSON, LAUREN K.	TEACHER	$48,018.00
MUNZ, CHRISTINE M.	TEACHER	$48,018.00
MURGAS, KRISTIN J.	TEACHER	$72,105.31
MURPHY, BREDA A.	TEACHER	$60,053.00
MURPHY, BRENNA R.	GUIDANCE COUNSELOR	$50,463.04

MURPHY, BRIAN J.	TEACHER	$83,128.00
MURPHY, MARY F.	TEACHER	$64,212.00
MURPHY, MELODY A.	TEACHER ASSISTANT	$17,199.00
MURRAY, JAY J.	CUSTODIAN 2ND SHIFT	$27,352.33
MURRAY, JEFFREY W.	MAINTENANCE	$52,340.27
MURRAY, PHILIP F.	ADMINISTRATOR	$90,446.00
MUSOLF, AMANDA M.	TEACHER	$41,050.00
MUTH, MATTHEW T.	TEACHER	$40,500.00
MUZIKA, KATHLEEN L.	TEACHER ASSISTANT	$16,921.17
MYINT, MARIBETH Y.	SECRETARY-10 MONTH	$27,900.32
NAGEL, JENNY L.P.	TEACHER	$57,100.00
NAHAS HARPER, KAYLA S.	TEACHER	$44,399.00
NAJDZION, MARY E.	TEACHER ASSISTANT	$17,476.83
NAMECHE, MARY L.	TEACHER	$62,342.00
NANCE, MICHELLE L.	TEACHER	$64,111.00
NANIA, JULIANNA G.	TEACHER	$40,500.00
NASER, SALINA	TEACHER	$48,018.00
NASSIS, GEORGIOS E.	TEACHER	$60,053.00
NAUERT, DAWN L.	TEACHER	$64,111.00
NAVAR, HEATHER A.	TEACHER	$62,101.08
NAWRACAJ, KRISTEN M.	SPEECH PATHOLOGIST	$72,096.00
NEAHRING, JEFFREY M.	TEACHER	$93,561.00
NEAL, WALLACE W.	TEACHER	$41,850.00
NEITZEL, CHRISTOPHER S.	TEACHER	$107,024.00
NEITZEL, KRISTA J.	TEACHER	$107,024.00
NELSON, CHRISTINE E.	SCHOOL SOCIAL WORKER	$38,211.62
NELSON, NANCY J.	SCHOOL SOCIAL WORKER	$30,174.72
NELSON, REBECCA E.	TEACHER	$46,428.00
NEMETZ, LAURA L.	TEACHER	$94,472.14
NERAD, ROY A.	BUS DRIVER	$17,293.50
NERVIS, DEBORAH A.	SECRETARY-12 MONTH	$49,734.02
NEVAREZ , MICHELLE B.	GUIDANCE COUNSELOR	$75,668.71
NEVAREZ, ROSALIO	CUSTODIAN 2ND SHIFT	$15,421.60
NEVELS, CECILIA L.	BUS DRIVER	$18,230.75
NEVILLE, ANN M.	TEACHER	$107,024.00
NEVILLE, ERICA L.	GUIDANCE COUNSELOR	$73,464.30
NEWCOMER, PEGGY E.	BUS MONITOR	$14,858.91
NEWCOMER, RONALD D.	BUS DRIVER	$24,257.57
NGUYEN, HEIDI T.	TEACHER ASSISTANT	$17,476.83
NICHOLS, JAMES T.	TEACHER	$107,024.00
NICHOLS, JAMIL R.	TEACHER	$61,995.00
NIEDERT, MELISSA C.	GUIDANCE COUNSELOR	$120,408.21
NIESLUCHOWSKI, MICHELLE C.	TEACHER	$51,345.00
NIESSNER, HEATHER M.	TECH SPECIALIST	$37,385.94
NIEWINSKI, BRANDON M.	TEACHER	$60,526.00
NILES, BEN E.	TEACHER	$85,622.00
NILES, CYNTHIA R.	TEACHER	$88,191.00
NOLL, SARAH L.	SCHOOL SOCIAL WORKER	$64,111.00
NORTON, GENI L.	BUS DRIVER	$18,772.86

NOVAK, SCOTT A.	CUSTODIAN 2ND SHIFT	$26,948.11
NOVOROLSKY, KATHLEEN L.	TEACHER	$43,103.00
NUNAMAKER, WILLIAM A	ADMINISTRATOR	$80,980.00
NURSE, DEIGHTON S.	BUS DRIVER	$18,230.75
NUSSLE, LAURA C.	DEPARTMENT CHAIR	$80,694.00
NYE, DAVID A.	BUS DRIVER	$15,458.16
O'BRIEN, DEBORAH	TEACHER	$67,744.00
O'BRIEN, SHEILA C.	TEACHER	$59,978.69
OCAMPO, AMY B.	TEACHER	$62,395.00
OCHOA, JILL E.	TEACHER ASSISTANT	$17,476.83
OCHOA, TIMOTHY I.	TEACHER	$67,591.00
O'CONNELL JR, DALE G.	BEHIND THE WHEEL	$30.00 / Hour
O'CONNELL, CASEY D.	ADMINISTRATOR	$65,301.00
O'DRISCOLL, ERICA J.	TEACHER ASSISTANT	$15,667.75
ODUM, KRISTIN J.	TEACHER ASSISTANT	$18,858.61
OESER, JESSICA M.	TEACHER ASSISTANT	$17,476.83
O'HARA, KIMBERLY A.	MANAGER / SUPERVISOR OR COORDINATOR	$69,424.06
OKEL, KELLY S.	SPEECH PATHOLOGIST	$71,707.00
OKOREN, DANIEL E.	DEPARTMENT CHAIR	$76,074.00
OLIVARES, EDUARDO	CUSTODIAN 2ND SHIFT	$27,043.85
OLSEN, JESSICA L.	TEACHER ASSISTANT	$17,199.00
OLSEN, MORGAN E.	TEACHER	$41,050.00
OLSON, KATHERINE A.	TEACHER	$32,680.99
OLSON, KRISTEN A.	SPEECH PATHOLOGIST	$67,744.00
OLSON, MICHELLE L.	TEACHER ASSISTANT	$17,476.83
OLSON, STEVEN M.	TEACHER	$64,111.00
OLVERA, SAMANTHA A.	TEACHER ASSISTANT	$19,338.48
O'MARA-CROFT, PATRICIA M.	TEACHER	$51,345.00
O'NEAL, JILL M.	SECRETARY-10 MONTH	$32,874.44
O'NEAL, PATRICIA W.	BUS MONITOR	$14,858.91
O'NEILL, HEATHER J.	TEACHER	$52,255.00
O'NEILL, KELLY E.	TEACHER	$76,074.00
O'NEILL, SEAN	TEACHER	$64,111.00
OPPE , KATHRYN A.	TEACHER ASSISTANT	$18,852.75
O'REILLY, JENNIFER L.	TEACHER	$57,100.00
ORLIK, ELIZABETH A.	TEACHER ASSISTANT	$17,199.00
ORMSBEE, ROBIN L.	TEACHER	$51,345.00
OROZCO, VALENTIN	CUSTODIAN 2ND SHIFT	$27,586.62
ORR , RICHARD H.	TEACHER	$67,591.00
ORR, TERRI L.	SECRETARY-10 MONTH	$30,620.82
ORTEGA, BLANCA S.	TEACHER ASSISTANT	$17,476.83
ORTIZ, MAYRA E.	SECRETARY-12 MONTH	$48,842.26
ORTIZ, YVETTE	TEACHER ASSISTANT	$16,921.17
OSBORNE, BONNIE B.	ADMINISTRATOR	$65,500.00
OSLOS, AMY L.	TEACHER	$73,858.00
OSUCH, MARYAM Y.	TEACHER	$60,578.00
OTTO-CLASSON, DAVID W.	TEACHER	$45,731.00
OVERSTREET, AMY L.	TEACHER ASSISTANT	$17,476.83
OWEN, ANETA	TEACHER	$52,255.00

OWENS, CHRISTINA C.	TEACHER	$36,310.28
PACHOLSKI, KEVIN M.	TEACHER	$72,096.00
PAGORIA , JAYNE M.	TEACHER	$55,530.00
PAIGE, BRANDON L.	CUSTODIAN	$26,953.41
PAISLEY, SHEILA M.	TEACHER ASSISTANT	$18,237.23
PAKDAMAN, KATRINA G.	TEACHER ASSISTANT	$17,199.00
PALATINE, ELIZABETH J.	TEACHER	$107,024.00
PALOMO, ALFREDO	CUSTODIAN 2ND SHIFT	$26,948.11
PALOMO, SARA	CUSTODIAN	$45,356.26
PALUCH, LISA L.	TEACHER	$80,707.00
PALUCH, NICHOLAS P.	CUSTODIAN 2ND SHIFT	$26,953.41
PALUMBO, DIANNA ALDABA	TEACHER	$55,437.00
PANZECA, VINCENZA	TEACHER	$56,735.00
PAPP, RACHEL M.	TEACHER	$41,050.00
PAQUETTE, MONICA M	TEACHER	$90,836.00
PARADISE , RANDY S.	TEACHER	$83,128.00
PARAS, JENNIFER A.	TEACHER ASSISTANT	$17,476.83
PARENTE, KATHERINE S.	TEACHER ASSISTANT	$17,476.83
PARFITT, MEGAN L.	TEACHER	$44,399.00
PARKER, EBERLY A.	BUS DRIVER	$19,430.32
PARKER, KEOCHIA R.	BUILDING NURSE	$32,171.02
PARLIER, CLAIRE M.	TEACHER	$65,771.00
PARLIER, DENISE E.	TEACHER	$85,622.00
PARLIER, TROY T.	TEACHER	$69,618.00
PARNELL, ANTWAUN L	BUS MONITOR	$10.25 / Hour
PARPART, JUILEE A.	TEACHER	$50,733.00
PARR, RYAN M.	TEACHER	$54,044.00
PARSONS, ANDREA R	SECRETARY-10 MONTH	$22,285.44
PARTINGTON, MARGO A.	TEACHER	$41,050.00
PASAKARNIS, NANCY A.	TEACHER ASSISTANT	$20,906.38
PASKVAN III, JACOB S.	ADMINISTRATOR	$63,000.00
PASSARELLI, STEFANIE L.	TEACHER	$57,100.00
PASSIALIS, KARA L.	TEACHER ASSISTANT	$16,921.17
PASTIAK, MAXXWELL J.	TEACHER	$45,260.00
PASTIRIK BANKOWSKI, LAURA M.	ADMINISTRATOR	$91,500.00
PATRICK, KARA L.	CERTIFIED NURSE	$52,763.37
PATTEN, STEVEN J.	DEAN'S ASSISTANT	$18,749.98
PATTERSON, CAROL S.	TEACHER	$57,063.98
PATTERSON, JENNIFER K.	TEACHER	$68,123.00
PATTERSON, VALERIE M.	ADMINISTRATOR	$114,096.00
PAUL, MARIE A.	TEACHER ASSISTANT	$17,476.83
PAVELKA, CHERYL A.	TEACHER	$67,591.00
PAYNE, MICHELE L.	TEACHER ASSISTANT	$17,476.83
PAYTON, KIMBERLY S.	ADMINISTRATOR	$83,787.38
PEAKE, SHANA L	TEACHER ASSISTANT	$17,199.00
PEARLMAN, ERIN M.	SCHOOL SOCIAL WORKER	$60,578.00
PEAT, DANIEL J.	TEACHER	$63,855.00
PEAT, MICHELE L.	DEPARTMENT CHAIR	$74,026.00
PEC, RILEY C.	TEACHER	$52,255.00

PELKA, GARY R.	BUS DRIVER	$18,221.06
PELLETIER, ADRIANA	TEACHER ASSISTANT	$17,807.58
PELZER, GREGORY K.	TEACHER	$93,561.00
PENLEY, CARRIE L.	TEACHER ASSISTANT	$19,847.19
PENNINGER, DAVID B.	BUS DRIVER	$18,549.79
PENTARIS, DEAN A.	TEACHER	$47,821.00
PENTZIEN, RYAN D.	TEACHER	$49,255.00
PERDUE, MARY JO	TEACHER	$64,111.00
PEREZ, KATHLEEN L.	TEACHER ASSISTANT	$17,395.60
PERGLER, JENNIFER A.	TEACHER	$102,171.00
PERRY, EDWARD T.	TEACHER	$65,771.00
PERRY, NICOLE	TEACHER	$45,260.00
PERSCHBACHER, MEGAN L.	TEACHER	$51,821.95
PESCETTO, STEVE P.	TEACHER	$51,345.00
PETERS, GREGORY E.	DEAN'S ASSISTANT	$19,359.51
PETERS, SARA M.	TEACHER	$49,971.00
PETERSOHN, KRISTEN A.	TEACHER	$57,100.00
PETERSON, JAY M.	SCHOOL SOCIAL WORKER	$60,578.00
PETERSON, JENNIFER L.	TEACHER	$51,345.00
PETERSON, JULIE ANN	TEACHER	$64,111.00
PETERSON, JULIE C.	TEACHER	$41,564.00
PETERSON, KEVIN S	MAINTENANCE	$52,009.19
PETERSON, MARY K.	TEACHER	$99,068.75
PETHOUD, ANDREA L.	TEACHER	$58,813.00
PETRI, TONI A.	TEACHER	$49,255.00
PEURA, LISA A.	BUS MONITOR	$12,657.59
PFAFF, ROBERT G.	TEACHER	$57,100.00
PFALZGRAF, KARLIENE J.	TEACHER	$45,731.00
PFEIFFER, KATHLEEN L.	TECH SPECIALIST	$46,301.36
PHELPS, PAMELA	TEACHER	$85,622.00
PHILLIPS, ANDREA C.	SCHOOL PSYCHOLOGIST	$107,024.00
PHILLIPS, KATIE L.	TEACHER	$65,771.00
PHILLIPS, TRACY M.	TEACHER	$50,733.00
PICTON, DONALD G.	CUSTODIAN 2ND SHIFT	$26,957.75
PIECHOWSKI, AMBER L.	TEACHER	$80,707.00
PIENKOS, JENNIFER L.	CERTIFIED NURSE	$43,699.72
PIERCE, SHERRY L.	TEACHER ASSISTANT	$17,476.83
PIERSKI, SUEANN R.	TEACHER ASSISTANT	$17,476.83
PIETRAROSSO, DANETTE M.	SECRETARY-EXEMPT	$44,423.69
PIETRYSZEK, ANNA M.	TEACHER ASSISTANT	$19,973.52
PINE, JAIMEE A.	TEACHER	$67,591.00
PIPER, JAMIE E	TEACHER	$73,858.00
PISHARODY, LATHA N.	TEACHER ASSISTANT	$17,199.00
PLAZA, MELISSA M	BUS MONITOR	$9.75 / Hour
PODJASEK , HEIDI L.	ADMINISTRATOR	$102,604.48
PODRASKY, NANCY J.	BUILDING NURSE	$30,601.48
POHLMANN, CHAD C.	TEACHER	$70,167.00
POLITO, LYNN M.	TEACHER ASSISTANT	$15,534.96
POLK, PHYLLIS A.	SECRETARY-12 MONTH	$45,454.39

POLL, JORDAN W.	SCHOOL PSYCHOLOGIST	$53,861.00
PONCE AGUILERA, LUIS A.	TEACHER	$54,044.00
PONCE, KELISSA K.	DEAN'S ASSISTANT	$18,427.50
PONZIANI, DONNA M.	BUS MONITOR	$10.25 / Hour
POOL, CADI M.	TEACHER	$64,111.00
POPLAWSKI, ELLEN M.	TEACHER	$107,024.00
POPP, CANDACE A.	TEACHER	$64,111.00
PORREY, DONNA C.	TEACHER	$71,870.00
PORTER, JENNIFER R.	TEACHER	$74,026.00
PORTER, LISA A.	TEACHER ASSISTANT	$17,476.83
POSS, KIRBIE L.	TEACHER	$63,855.00
POTTER, KATHLEEN M.	TEACHER	$76,074.00
PRANGA, JANA A.	TEACHER	$72,096.00
PRAUGHT, ANDREA S.	TEACHER	$72,096.00
PRAUGHT, BRIENNA M.	SPEECH PATHOLOGIST	$48,232.00
PREDL, COLLEEN E.	TEACHER	$41,850.00
PRIGODICH, ELIZABETH A.	TEACHER	$78,534.00
PROCZKO, NATALIE A.	TEACHER	$72,096.00
PROSEK, VANESSA K.	TEACHER ASSISTANT	$18,170.38
PROSS, LAURIE A.	TEACHER ASSISTANT	$17,476.83
PROVOW, MARIANNE	TEACHER	$51,345.00
PRYOR, ISABEL MACIAS	CUSTODIAN	$45,356.26
PUCKETT , COREY R.	TEACHER	$43,106.00
PUCKETT, CHRISTOPHER R.	TEACHER	$72,096.00
PUGH, LEAH N.	TEACHER	$52,255.00
PULSA, KRISTIN A.	TEACHER	$83,128.00
PURACCHIO, KATHLEEN L.	SECRETARY-12 MONTH	$42,426.49
PURGATORIO, MARILYN J	BUS MONITOR	$16,696.77
PUSKARIC, JEANNE M.	TEACHER	$55,530.00
PUSKAS, LAJOS C.	BUS DRIVER	$15,600.95
PYLE, SHERRI L.	TEACHER ASSISTANT	$17,476.83
QUAN, JOHN R.	TEACHER	$57,100.00
QUATTROCCHI, GIANNA R.	TEACHER	$50,733.00
QUEEN JR, WILLIAM E.	MAINTENANCE	$39,249.81
QUERY, JUSTIN H.	TEACHER	$76,246.00
QUICK, RALEEN A.	SECRETARY-12 MONTH	$45,454.39
QUIGLEY JR, FRED J.	BUS DRIVER	$17,317.05
QUIGLEY, KATHLEEN A.	CUSTODIAN 2ND SHIFT	$27,888.87
QUINN, CARRIE A.	TEACHER	$71,707.00
QUIROZ, BERTHA A	CUSTODIAN	$39,267.86
QUIROZ, JORGE	CUSTODIAN 2ND SHIFT	$29,757.67
RABER , ALEXANDRA M.	TEACHER ASSISTANT	$17,476.83
RABICK, DEBORAH E.	CERTIFIED NURSE	$43,006.08
RADIF, CHRISTINE R.	BUS DRIVER	$19,172.03
RADZIEWICZ, SARAH E.	TEACHER	$43,103.00
RAHMAN, UZMA	TEACHER ASSISTANT	$20,200.25
RAICES, ANA M.	TEACHER ASSISTANT	$16,921.17
RAINALDI, JEFFREY R.	ADMINISTRATOR	$58,543.69
RAINALDI, JULIE E.	TEACHER	$34,061.50

RALEIGH , ERIN E.	TEACHER	$57,063.98
RAMIREZ, CATALINA E.	CUSTODIAN 2ND SHIFT	$26,957.75
RAMIREZ, EMMA	CUSTODIAN	$39,267.86
RAMIREZ, ESMERALDA	SECRETARY-EXEMPT	$17,491.09
RAMIREZ, LIRIO	TEACHER	$62,342.00
RAMIREZ, ROSE L.	TEACHER ASSISTANT	$17,476.83
RAMNARINE, EON J	MANAGER / SUPERVISOR OR COORDINATOR	$66,279.48
RAMOS, EDGAR	TEACHER	$53,777.00
RAMSBOTTOM, ELIZABETH A.	TEACHER	$52,255.00
RANDAZZO, SUSAN J.	TEACHER	$88,191.00
RANNOCHIO, ALISA R.	TEACHER ASSISTANT	$19,683.84
RANSOM, SHARON E.	TEACHER ASSISTANT	$17,476.83
RASTI, ROYA M.	TEACHER ASSISTANT	$17,476.83
RATIGAN, MELISSA L.	BUS DRIVER	$21,641.42
RAUCH, CATALINA B.	TEACHER ASSISTANT	$17,476.83
RECCHIA, KRISTEN M.	TEACHER ASSISTANT	$18,533.80
RECKLES, ABIGAIL S.	TEACHER ASSISTANT	$17,880.33
REDDOCH, AARON M.	MAINTENANCE	$32,743.49
REED, KATIE B.	TEACHER	$48,516.00
REED, RONELL	TEACHER ASSISTANT	$17,108.00
REESE, JEAN W.	TEACHER ASSISTANT	$17,476.83
REGAS , AMY R.	TEACHER	$70,167.00
REHAK, TIFFANY D.	TEACHER	$45,260.00
REIDY, PAULA R.	SECRETARY-12 MONTH	$41,530.32
REIFSTECK, LORI K.	TEACHER ASSISTANT	$8,460.59
REISWIG, ANN C	MAINTENANCE	$45,568.65
REITZ, HALEIGH M.	TEACHER ASSISTANT	$17,962.37
REMPALA, JEAN C.	TEACHER	$73,858.00
RENDULICH, JAMES T.	TEACHER	$70,167.00
RENFUS, LAURA A.	TEACHER	$64,111.00
RENIER, MELINDA J.	ADMINISTRATOR	$94,926.00
RENTERIA JR, JESUS J	MAINTENANCE BLDG ENGINEER	$42,850.11
RENZ, KATHERINE R.	ADMINISTRATOR	$60,500.00
RERYCH, ERIKA D.	TEACHER	$55,082.00
RESTIVO, ROSA V.	SECRETARY-12 MONTH	$48,687.77
RESTKO, MICHELLE D.	SCHOOL PSYCHOLOGIST	$53,861.00
RESUALI, ANGELA S.	BUILDING NURSE	$26,532.80
RETTERER, RENEE	TEACHER	$55,530.00
REUTER, JENNIFER E.	TEACHER	$50,733.00
REXROAT, STEVAN H.	TEACHER	$43,106.00
REYES, NADIA M.	TEACHER	$58,813.00
REYNOLDS, BRANDY M.	TEACHER ASSISTANT	$17,199.00
REYNOLDS-WHITAKER, SHERRY L.	ADMINISTRATOR	$83,853.36
REYNOSO, BERTHA A.	SECRETARY-EXEMPT	$30,044.00
RHOADES, CHELSEA M.	TEACHER	$41,850.00
RICCA, HEATHER K.	TEACHER	$45,731.00
RICHARDSON, CHERYL E.	TEACHER ASSISTANT	$17,476.83
RICHARDSON, JULIE A	TEACHER ASSISTANT	$18,533.80
RICHMILLER-ZINN, KIMBERLY K.	SPEECH PATHOLOGIST	$70,167.00

RICHMOND, BARBARA A.	TEACHER	$93,561.00
RICKEN, TANIA E.	TEACHER	$88,191.00
RIESER, KELLY L.	TEACHER	$64,111.00
RIFKIN, NICOLE M.	SECRETARY-12 MONTH	$34,984.32
RILEY, BRITTANI D.	TEACHER	$50,733.00
RINK, KATIE A.	TEACHER	$47,103.00
RISKUS, TRACY	TEACHER ASSISTANT	$17,476.83
RIVAS, MARIA C.	BUS MONITOR	$14,858.91
RIVERA, EVELIA	TEACHER ASSISTANT	$17,476.83
ROBERTS , PAUL A.	DEPARTMENT CHAIR	$88,191.00
ROBERTS, JESSICA L.	TEACHER	$52,790.09
ROBERTS, JOHN A.	BUS DRIVER	$15,025.50
ROBINSON, ANGELA C.	TEACHER	$93,561.00
ROBINSON, KAREN J.	TEACHER	$64,111.00
ROBINSON, MICHELE T.	TEACHER	$55,437.00
ROBINSON, TASHA L.	TEACHER ASSISTANT	$16,921.17
ROBLEDO, MARIA L.	TEACHER ASSISTANT	$17,476.83
ROBUCK, GINA L.	SCHOOL PSYCHOLOGIST	$71,707.00
ROCHE, SUSAN L.	TEACHER ASSISTANT	$18,858.61
RODGERS, APRIL L.	TEACHER ASSISTANT	$17,476.83
RODGERS, DENISE M.	ADMINISTRATOR	$63,819.00
RODINO, KRISTA J.	TEACHER ASSISTANT	$18,858.61
RODRIGUEZ, ALEJANDRO	TEACHER	$78,356.00
RODRIGUEZ, AMANDA M.	DEAN'S ASSISTANT	$15,999.27
RODRIGUEZ, ANGEL E.	BUS MONITOR	$14,858.91
RODRIGUEZ, DESIREE M.	TEACHER	$60,053.00
RODRIGUEZ, MARIA G.	SECRETARY-12 MONTH	$41,530.32
RODRIGUEZ, SERGIO	DEAN'S ASSISTANT	$19,009.53
ROEDER, DAWN A.	TEACHER ASSISTANT	$12,298.51
ROEHN, STEPHANIE J.	TEACHER ASSISTANT	$17,476.83
ROGERS, ALEXANDER D.	TEACHER	$70,167.00
ROGERS, KATHERINE D.	TEACHER	$68,123.00
ROGERS, NICOLE A.	TEACHER	$20,250.00
ROGERS, THOMAS W.	CUSTODIAN 2ND SHIFT	$26,953.41
ROGERS-TECKENBROCK, LEANN M.	SECRETARY-12 MONTH	$41,530.32
ROGUS JR, CHESTER J.	BUS MONITOR	$10.69 / Hour
ROHRER, MARIANNE C.	SECRETARY-12 MONTH	$45,454.39
ROHRER, MICHAEL S.	MAINTENANCE BLDG ENGINEER	$46,502.87
ROMANO, LUKE	TEACHER ASSISTANT	$14,682.92
ROMANOVICH III, JOHN J.	TEACHER	$41,850.00
ROMERO, ALFREDO	CUSTODIAN	$45,356.26
RONKOVITZ, FRANK A.	MAINTENANCE	$44,533.74
ROSCOE, ROSEMARY	CUSTODIAN 2ND SHIFT	$28,672.14
ROSE, DORIS J.	BUS MONITOR	$12.03 / Hour
ROSE, JOHNNY K.	BUS DRIVER	$12,521.25
ROSE, KELLY M.	BUILDING NURSE	$32,619.16
ROSKOPF, JULIE L.	TEACHER ASSISTANT	$18,858.61
ROSS, AMY B.	TEACHER	$85,622.00
ROSS, MELISSA L.	TEACHER ASSISTANT	$16,644.60

ROST, SUSAN K.	TEACHER	$62,342.00
ROSZKOWIAK, CHERYL A.	TEACHER	$58,763.00
ROTHMAN, CAROLYN A.	TEACHER	$64,111.00
ROUDIS, ANGELA M.	TEACHER	$44,399.00
ROUNDS, LITANIA M	BUS DRIVER	$20,888.08
ROWAN, SAVANNA S.	TEACHER ASSISTANT	$15,130.57
ROWE, LEANN J.	TEACHER	$40,500.00
RQUIBI, DOMINIQUE M.	TEACHER	$68,123.00
RUAN, BING	TEACHER	$27,856.80
RUBOLINO, MICHAEL R.	CUSTODIAN 2ND SHIFT	$31,598.36
RUDDY, SUSAN M.	TEACHER	$51,345.00
RUDE, KRISTIN M.	TEACHER	$80,694.00
RUDIN, ELISABETH A.	BUS DRIVER	$19,254.21
RUDNICK, NATASHA M.	TEACHER	$48,516.00
RUEB, JULIE A.	NON-BARGAINING SPECIAL ED POSITION	$34,905.00
RUFFIN, RAHMON F	DEAN'S ASSISTANT	$14,728.65
RUIZ, GERARDO G.	BUS DRIVER	$14,430.87
RUIZ, NORMA A.	CUSTODIAN 2ND SHIFT	$28,653.21
RUNDE, SARA L.	TEACHER ASSISTANT	$17,476.83
RUOPOLI, STEPHANIE L.	TEACHER	$67,591.00
RUPKEY, DONNA M.	TEACHER ASSISTANT	$17,199.00
RUSIN, JENNIFER A.	TEACHER	$72,096.00
RUSSELL, CAROLYN R.	BEHIND THE WHEEL	$17,195.00
RUTER, DEBORAH B.	TEACHER	$52,210.00
RUWE, LORI J.	SPEECH PATHOLOGIST	$72,096.00
RUX, AMY A.	GUIDANCE COUNSELOR	$85,152.23
RYAN, AMY M.	ADMINISTRATOR	$66,834.00
RYAN, LAUREN A.	TEACHER	$57,100.00
RYDER, JEFFREY C.	ADMINISTRATOR	$99,471.16
RYTKONEN, KATIE J.	SCHOOL PSYCHOLOGIST	$69,776.00
RZEPPA, SHERYL L.	TEACHER	$55,530.00
SACKMANN, PAMELA A.	TEACHER	$97,772.00
SADEK, ZACHARY P.	TEACHER	$51,345.00
SADLER, MAGGIE R.	TEACHER	$71,707.00
SAJDER, STACY A.	TEACHER	$65,622.00
SALDANA, SARAH A.	TEACHER	$63,855.00
SALERNO JR, MICHAEL A.	TEACHER	$48,018.00
SALINS, JENNIFER S.	TEACHER ASSISTANT	$17,476.83
SALISBURY , DENISE S.	BUILDING NURSE	$33,495.16
SALISBURY, JOSHUA A.	TEACHER ASSISTANT	$17,476.83
SALISBURY, KELLY R.	BUS DRIVER	$19,172.03
SALTER, KIRSTIN J.	TEACHER	$64,111.00
SAMPLE, LAUREN J.	TEACHER	$50,733.00
SAMUILIS, AMBER L.	TEACHER	$60,578.00
SAN ROMAN, STEPHANIE L.	TEACHER	$69,618.00
SANBORN, DOROTHY K.	TEACHER	$90,836.00
SANBORN, JOANNE G.	TEACHER ASSISTANT	$17,476.83
SANCHEZ, CARLA	TEACHER ASSISTANT	$17,476.83
SANCHEZ, ESTEFANY M.	THEATRE	$18,792.00

SANDERS, MISCHELLE S.	TEACHER	$62,395.00
SANDERS, ROXANA	ADMINISTRATOR	$122,000.00
SANDERS, SUSAN P.	TEACHER	$53,822.00
SANDERSON, NICKLAUS M.	CUSTODIAN 2ND SHIFT	$26,957.75
SANDS, MICHELLE M.	ADMINISTRATOR	$61,000.00
SANMANN, MICHELLE A.	BUS DRIVER	$17,019.21
SANTANA, CHARLOTTE R.	BUS MONITOR	$10.25 / Hour
SANTHIRAJ, CHRYSTAL M.	TEACHER	$51,345.00
SANTOYO, THOMAS A	TEACHER	$60,578.00
SARTAIN, MELANIE A.	TEACHER	$62,395.00
SASSANELLI, NICK M	CUSTODIAN	$45,356.26
SAUBER, ALLISON M.	TEACHER ASSISTANT	$17,199.00
SAUER, SHARON M.	SECRETARY-EXEMPT	$42,724.62
SAVAGE, SCOTT L.	ADMINISTRATOR	$118,685.97
SAVAGLIO, JULIE L.	TEACHER	$57,100.00
SCANLON, RUTH M.	TEACHER	$82,936.48
SCAPINO, STEPHANIE L.	TEACHER	$88,191.00
SCARPINO III, FRANK J.	TEACHER	$83,128.00
SCHAACK, ALYSSA J.	SPEECH PATHOLOGIST	$50,885.00
SCHAEFFER, BRIAN W.	TEACHER	$48,018.00
SCHARBERT, ANGELA M.	TEACHER	$50,733.00
SCHERER, STEPHANIE L.	TEACHER	$52,470.00
SCHIKORA, DANIELLE I.	TEACHER	$45,731.00
SCHILLING, BARBARA L.	TEACHER	$83,449.60
SCHILLINGER, JEANINE M.	TEACHER	$83,128.00
SCHINTGEN, EILEEN	SECRETARY-10 MONTH	$28,452.48
SCHLECHTE, ASHLEY A.	TEACHER	$53,777.00
SCHMIDT, AMY E.	TEACHER	$64,111.00
SCHMIDT, DEBORAH A.	TEACHER	$45,502.00
SCHMIDT, ROBYN J.	TEACHER ASSISTANT	$16,921.17
SCHMIDT, STEFANIA P.	TEACHER ASSISTANT	$17,472.00
SCHMIT, MICHELLE L.	TEACHER	$90,836.00
SCHNABLE, DINA M.	SCHOOL SOCIAL WORKER	$72,096.00
SCHNEIDER, KRISTEN R.	TEACHER	$41,050.00
SCHOEN, DEMITRA	TEACHER ASSISTANT	$9,431.94
SCHOENBACH, KEVIN A.	TEACHER	$76,246.00
SCHOENECKER, KYLIE A.	TEACHER	$41,850.00
SCHOENSEE, ONDRE A	MAINTENANCE	$53,969.71
SCHOFIELD, MELINA S.	BUS MONITOR	$12,950.12
SCHOLLE , TIFFANY L.	TEACHER	$67,591.00
SCHOLTES, MARY KAY	SECRETARY-10 MONTH	$35,811.04
SCHRAMM, ERICA L.	ADMINISTRATOR	$78,000.00
SCHRAMM, JACLYN A.	SCHOOL SOCIAL WORKER	$46,428.00
SCHREIER, KELLY B.	TEACHER	$65,771.00
SCHREINER, MATTHEW C.	TEACHER	$45,260.00
SCHREMP, NICOLE M.	TEACHER	$45,731.00
SCHUENEMANN, CAROL J.	TEACHER ASSISTANT	$17,476.83
SCHUERMAN, KRISTI R.	TEACHER ASSISTANT	$17,476.83
SCHULTZ, AMY R.	TEACHER	$52,255.00

SCHULTZ, CHRISTINE M	TEACHER ASSISTANT	$17,476.83
SCHULTZ, KACEY L.	TEACHER	$53,822.00
SCHULTZ, KELLY C.	TEACHER	$88,191.00
SCHULTZ, THERESA M.	TEACHER ASSISTANT	$20,906.38
SCHULZ MAA, WENDY J.	BUS DRIVER	$19,172.03
SCHUMACHER, KELLIE L.	TEACHER	$58,813.00
SCHUMACHER, LISA N.	TEACHER	$64,111.00
SCHUMACHER, REBECCA M.	TEACHER	$38,258.45
SCHWEERS, STEPHANIE N.	TEACHER	$35,083.50
SCHWERDTFEGER, ALLISON J.	TEACHER	$41,050.00
SCHWERIN, KATHRYN M.	TRANSPORTATION-NON-BARGAINING	$38,682.83
SCHWERT, AMY M.	TEACHER ASSISTANT	$17,476.83
SCHWERTLEY, TRACIE L.	TEACHER	$72,096.00
SCOBBIE, FAITH K.	TEACHER	$58,813.00
SCOTT, GREGORY A.	TEACHER	$90,836.00
SCOUGHTON, LEIGH A.	BUS DRIVER	$19,888.19
SEARL, KARLA A.	BUS DRIVER	$18,690.67
SEBBY, BRUCE D	CUSTODIAN	$45,356.26
SECONDE, SARAH	TEACHER	$50,733.00
SEDLACEK, KRISTIN M.	TEACHER	$63,855.00
SEIPLE, JESSICA L.	TEACHER	$80,703.45
SELLEN, BETTY A.M.	SECRETARY-EXEMPT	$45,000.00
SELVIG, DEANNA M.	TEACHER ASSISTANT	$17,476.83
SENFFNER, JASON E.	TEACHER	$72,096.00
SENO, DAWN M.	SECRETARY-12 MONTH	$42,052.32
SENO, GIANNA N	SPEECH PATHOLOGIST	$50,885.00
SEPSEY, ELIZABETH M.	TEACHER	$76,074.00
SERIO, KRISTEN M.	TEACHER	$55,437.00
SETTE, VALERIE M.	TEACHER	$76,074.00
SEVATSON, MEGAN M.	TEACHER	$41,850.00
SEWRUK, KERRY L.	TEACHER ASSISTANT	$17,476.83
SHADLE, TAMARA R.	TEACHER	$76,074.00
SHAMBAUGH, SUSAN R.	TEACHER ASSISTANT	$16,025.87
SHAMMAS , NOOR Z.	TEACHER	$63,855.00
SHANAHAN ALLMART, RUTH M.	TEACHER ASSISTANT	$17,199.00
SHARP, CORY S.	TEACHER	$41,850.00
SHAW PORONSKY, COREY B.	CUSTODIAN 2ND SHIFT	$26,953.41
SHAW, AMY E.	GUIDANCE COUNSELOR	$67,653.04
SHAW, HOWARD D.	TEACHER	$64,111.00
SHAY, BRENDA J.	TEACHER	$71,870.00
SHEBLE, RYAN K.	TEACHER	$41,850.00
SHELDON, LORI J.	SECRETARY-12 MONTH	$49,733.80
SHEPHERD, TANIA V.	ADMINISTRATOR	$84,322.00
SHIELDS, GRANT G.	TEACHER	$47,103.00
SHIELDS, JESSICA L.	TEACHER	$45,731.00
SHIMP, SUSAN M.	TEACHER	$43,106.00
SHORE, JOHN PAUL	TEACHER	$57,100.00
SHORT, KIMBERLY R.	TEACHER	$57,100.00
SHRUM, SHELLEY A.	SECRETARY-12 MONTH	$48,842.26

SHUGARMAN, SHAWNEE L.	BUS MONITOR	$10.68 / Hour
SHULMAN, LISA M.	DEPARTMENT CHAIR	$78,356.00
SHUMA , KATHLEEN C.	TEACHER	$50,733.00
SHUMATE, JOYCE A.	TEACHER	$76,074.00
SIBON, BRENDA D.	SPEECH PATHOLOGIST	$36,164.26
SIEBEL, JULIE K.	TEACHER	$78,534.00
SIEDLECKI, PHILIP J.	BUS DRIVER	$19,430.32
SILLS, SAMANTHA R.	BUS MONITOR	$11,887.01
SILVA, LILY N.	CUSTODIAN 2ND SHIFT	$29,757.67
SIMELTON, LATONYA V.	MANAGER / SUPERVISOR OR COORDINATOR	$22,891.20
SIMMONS, ANN M.	TEACHER	$69,618.00
SIMMONS, MICHELE R.	TEACHER	$50,733.00
SIMMONS, TIFFANI R.	TEACHER	$97,772.00
SIMON, ERIC S.	MAINTENANCE BLDG ENGINEER	$52,978.57
SIMON, JENNIFER D.	TEACHER ASSISTANT	$17,476.83
SIMON, SHARON L.	TEACHER	$65,929.08
SIMOSKY, DAWN M.	MANAGER / SUPERVISOR OR COORDINATOR	$48,093.00
SIMPSON, DEBRA S.	SECRETARY-12 MONTH	$42,052.32
SINOVICH, SAMANTHA L.	ADMINISTRATOR	$61,500.00
SINTES, REBECCA L.	TEACHER ASSISTANT	$13,877.15
SISSON, KAITLIN D.	SPEECH PATHOLOGIST	$21,510.80
SKAGGS, ERIN D.	TEACHER	$83,128.00
SKOLEK, SCOTT A.	MAINTENANCE	$50,991.21
SKULSTAD, ELSE B.	TEACHER ASSISTANT	$17,476.83
SKURA, MICHAEL J.	DEPARTMENT CHAIR	$88,191.00
SLASOR, JEAN M.	BUS DRIVER	$17.13 / Hour
SLAVIN, LYNN M.	SCHOOL PSYCHOLOGIST	$91,194.39
SLEYKO, JANDY J.	TEACHER	$60,578.00
SLINGER, MARGUERITE T.	SCHOOL SOCIAL WORKER	$46,428.00
SLOAN, ALISA M.W.	GUIDANCE COUNSELOR	$48,993.08
SLOBODA, CARRIE A.	TEACHER	$57,197.39
SMALL, WILLIAM B.	BUS MONITOR	$9.75 / Hour
SMITH , MARY R.	BUILDING NURSE	$34,410.23
SMITH, ALISON M.	SPEECH PATHOLOGIST	$53,478.00
SMITH, CHERYL A.	BUS DRIVER	$19,888.19
SMITH, CHRISTINE M.	TEACHER	$107,024.00
SMITH, DEBORAH L.	SECRETARY-EXEMPT	$69,736.23
SMITH, HEATHER	ADMINISTRATOR	$64,000.00
SMITH, JAMES E.	BUS DRIVER	$14,182.68
SMITH, JAMES R.	TEACHER	$60,578.00
SMITH, JENNIFER T.	TEACHER ASSISTANT	$11,280.78
SMITH, JENNIFER T.	TEACHER ASSISTANT	$14,324.80
SMITH, KARI J.	BUS DRIVER	$17,904.07
SMITH, KATHALYNN A.M.	BUS MONITOR	$10.25 / Hour
SMITH, LARRY D.	CUSTODIAN 2ND SHIFT	$26,953.41
SMITH, LISA L.	ADMINISTRATOR	$127,000.00
SMITH, MARTHA M.	TEACHER ASSISTANT	$17,476.83
SMITH, MICHELLE L.	TEACHER	$43,943.00
SMITH, RAMONA T.	SECRETARY-12 MONTH	$45,454.39

SMITH, ROBIN A.	TEACHER	$69,554.71
SMITH, SEAN P.	ADMINISTRATOR	$82,717.78
SMITH, STACY A.	SECRETARY-12 MONTH	$42,289.42
SMITH, THOMAS R.	TEACHER	$40,500.00
SMITH, TINA M.	SPEECH PATHOLOGIST	$64,111.00
SNELL, JILL M.	TEACHER	$60,578.00
SNOW, FELICA A.	SECRETARY-12 MONTH	$56,821.56
SOHAIL, ALIYA	TEACHER ASSISTANT	$17,476.83
SOMMERFELD, KATY A.	TEACHER	$83,128.00
SOMMERFIELD, KATHLEEN J.	SCHOOL SOCIAL WORKER	$46,428.00
SONDGEROTH, RAGGIN A.	TEACHER	$74,026.00
SOSA, AGUSTINA	CUSTODIAN 2ND SHIFT	$28,672.14
SOSA, MARIA M.	CUSTODIAN 2ND SHIFT	$23,301.12
SOSH, CARRIE R.	CUSTODIAN 2ND SHIFT	$29,757.67
SOTO III, JOSE M.	CUSTODIAN 2ND SHIFT	$26,948.11
SOTO, JANICE M.	SECRETARY-EXEMPT	$46,013.12
SOTO, MARTA	TEACHER ASSISTANT	$16,921.17
SOTO, MELVIN	TEACHER	$58,001.77
SOUMAR, KERRI E.	TEACHER	$70,167.00
SOUTHWELL, PAUL C.	ADMINISTRATOR	$63,266.00
SPANG, DAVID T.	MAINTENANCE BLDG ENGINEER	$46,349.53
SPARACINO, GENNA R.	TEACHER	$41,850.00
SPARLIN, JOHN W.	ADMINISTRATOR	$200,883.06
SPEIDEL, ASHLEY D.	TEACHER ASSISTANT	$17,199.00
SPENCER, PAMELA G.	TEACHER	$14,341.40
SPENCER, ROBERT D	MAINTENANCE BLDG ENGINEER	$54,323.68
SPERLAKIS , ANGELA M.	TEACHER	$80,694.00
SPINELLI, RANDI R.	BUILDING NURSE	$32,307.36
SPRINGER, LESLIE A.	ADMINISTRATOR	$60,111.65
SPRINGSTEEN, KELLI M.	TEACHER	$57,100.00
ST. CLAIR, VIRGINIA P.	NON-BARGAINING SPECIAL ED POSITION	$59,772.16
ST. VICTOR, NATASHA M.	SCHOOL SOCIAL WORKER	$72,096.00
STAFF, TREVOR A.	TEACHER ASSISTANT	$13,685.56
STAFFELDT, SEAN W.	TEACHER	$44,399.00
STANCIU, JONATHAN K.	TEACHER ASSISTANT	$16,742.11
STANGLAND, SUSAN L.	TEACHER	$124,415.66
STANICH, HEATHER L.	DEPARTMENT CHAIR	$64,111.00
STARK, KIMBERLY P.	TEACHER	$93,561.00
STARK, LISA M.	MANAGER / SUPERVISOR OR COORDINATOR	$46,002.00
STASINOPOULOS, JENNIFER S.	TEACHER	$56,475.15
STAWIKOWSKI, EMMA	TEACHER	$58,813.00
STEELE-FRITSCH, LAURA A.	TEACHER	$67,591.00
STEFANIAK, MARCIANN A.	SPEECH PATHOLOGIST	$26,433.39
STEFFES, DANIEL J.	TEACHER	$60,526.00
STEGICH, STEPHANIE A.	TEACHER	$49,457.00
STEPHENS, BRENDAN M.	TEACHER	$63,855.00
STEVENS, ALISHA M.	TEACHER	$21,271.82
STEVENS, AMY J.	BUS DRIVER	$20,203.22
STIDHAM, BETH L.	TEACHER ASSISTANT	$17,771.18

STIEFKEN, MEGAN L.	NON-BARGAINING SPECIAL ED POSITION	$50,028.79
STIER, DORIS H.	NON-BARGAINING SPECIAL ED POSITION	$34,905.00
STILES, NORMA J.	CUSTODIAN 2ND SHIFT	$23,367.64
STOECKEL, JULIA E.	TEACHER	$69,776.00
STONE, ASHLEY A	TEACHER ASSISTANT	$13,339.97
STORM, JACQUELINE M.	TEACHER	$50,733.00
STORTZ, TARALYN D.	TEACHER	$47,120.40
STRAKA, MEGAN M.	TEACHER	$20,250.00
STRANG, MICHELE M	TEACHER ASSISTANT	$11,375.00
STRATTON, PAIGE M.	TEACHER	$73,118.20
STREJC-WOOD, MARIE S.	TEACHER	$65,622.00
STRNAD, KEITH J.	TEACHER	$59,967.92
STRNAD, MICHELLE A.	TEACHER	$64,111.00
STROUB, SAMANTHA L.	TEACHER ASSISTANT	$17,476.83
STRUCK, ANTONIETTA G.	TEACHER	$58,813.00
STRUCK, TEDDY J.	TEACHER	$65,771.00
STRUVE, KATHLEEN M.	BUILDING NURSE	$32,619.16
STRUVE, MARY E.	TEACHER	$83,128.00
STRZEMPA, JODY L.	TEACHER	$80,694.00
STUDER, SARA K.	TEACHER	$83,128.00
STUERCKE, DANIEL J	MANAGER / SUPERVISOR OR COORDINATOR	$34,574.70
STUHLMAN, SCOTT M.	TEACHER	$46,428.00
STUKEL, BRITTANY H.	TEACHER	$44,399.00
STUMPENHORST, CHRISTIN L.	TEACHER	$37,013.00
STURDEN, DENESHA D.	TEACHER	$47,103.00
STURGEON, LISA M.	TEACHER	$64,111.00
STURK, JOHN E.	MANAGER / SUPERVISOR OR COORDINATOR	$67,464.02
SUDBERRY-LAUDATI, ERIN L.	TEACHER	$70,167.00
SUGG, LAURIE L.	TEACHER ASSISTANT	$17,199.00
SULKSON, ALLISON E.	ADMINISTRATOR	$94,184.00
SULLIVAN, DENNIS E.	TEACHER	$44,399.00
SULLIVAN, SHAWNA	TEACHER	$114,425.75
SUMMERS , GAIL M.	SECRETARY-10 MONTH	$28,475.66
SUMREL, SALLY A.	BUS DRIVER	$23,633.37
SURI, NEERAJ	TEACHER	$60,578.00
SUTOR, RICHARD A.	BUS DRIVER	$17,317.05
SVENSEN, ERIK P.	MAINTENANCE	$43,234.13
SWAN, VALERIE C.	TEACHER ASSISTANT	$16,921.17
SWANSON, ELLEN E.	TEACHER ASSISTANT	$16,921.17
SWANSON, JENNIFER C.	TEACHER ASSISTANT	$17,438.36
SWANSON, YADIRA I.	TEACHER	$55,530.00
SWARM, SUSANNE K.	TEACHER ASSISTANT	$17,476.83
SWARTZ, CHRISTINA J.	TEACHER	$43,103.00
SWEENEY, ANNE M.	TEACHER	$41,050.00
SWEENEY, PATRICK F.	TEACHER	$63,855.00
SYLVAN, GEORGE M.	BUS DRIVER	$18,596.75
SYLVESTER, FRANCES M.	SECRETARY-12 MONTH	$42,170.08
SZADORSKI, MICHELLE A.	TEACHER	$58,813.00
SZAMBELAN , CARRIE M.	SECRETARY-EXEMPT	$50,198.93

SZYMANSKI, STEPHEN W.	TEACHER	$68,123.00
SZYMBORSKI, MARLA L.	TEACHER	$78,534.00
TACKITT, DARRIN M.	MAINTENANCE BLDG ENGINEER	$48,707.25
TACKITT, KELLY M.	TEACHER ASSISTANT	$17,476.83
TAMEZ, JOHN B.	TEACHER	$83,128.00
TANNAHILL, REBECCA M.	TEACHER	$41,850.00
TANNENBAUM, BRADLEY R.	CUSTODIAN 2ND SHIFT	$26,948.11
TANTILLO, ANTHONY W.	TEACHER	$48,018.00
TARMANN, STEPHANIE L.	SPEECH PATHOLOGIST	$64,212.00
TATUM, JILL A.	TEACHER ASSISTANT	$17,476.83
TAULBEE, PATRICIA J.	TEACHER ASSISTANT	$16,182.25
TAVIANI, ANGELA M.	TEACHER	$64,111.00
TAVIANI, TIMOTHY C.	TEACHER	$73,858.00
TAYLOR, CARRIE L.	TEACHER ASSISTANT	$16,552.13
TAYLOR, DEANNA J.	SECRETARY-12 MONTH	$41,530.32
TAYLOR, TINA L.	BUS MONITOR	$9,819.70
TEA, RICHARD D.	CUSTODIAN 2ND SHIFT	$26,948.11
TELLONE, DARCY L.	TEACHER	$67,744.00
TEMES, SARA B.	TEACHER	$55,530.00
TEMPLIN, SUSAN L	BUS DRIVER	$17,317.05
TENNEY, KRISTINA L.	TEACHER ASSISTANT	$17,199.00
TERRY, LEE A.	NON-BARGAINING SPECIAL ED POSITION	$34,905.00
TERRY, SUSAN M.	TEACHER ASSISTANT	$17,754.24
TERWELP, MAUREEN E.	TEACHER	$50,941.00
THACKER, JEANNINE E.	TEACHER	$52,255.00
THARP, STACEY L.	TEACHER	$52,400.23
THAYER, WHITNEY E.	TEACHER	$49,971.00
THEIS, KAREN M	TEACHER	$23,941.99
THEODOR, KATHERINE C.	TEACHER	$93,561.00
THEODOR, MARY M.	TEACHER ASSISTANT	$19,183.43
THIES, SHANNON M.	TEACHER	$65,985.81
THILK, AMANDA K.	TEACHER	$74,026.00
THILL, DONNA M.	TEACHER	$102,171.00
THOMAS, AMANDA J.	TEACHER	$63,855.00
THOMAS, HEATHER J.	TEACHER	$73,858.00
THOMAS, KAREN L.	TEACHER ASSISTANT	$17,476.83
THOMAS, SHAUNISE J.	TEACHER	$71,707.00
THOMAS, STEPHANIE M.	TEACHER	$97,772.00
THOMPSON, AUSTIN S.	TEACHER	$40,500.00
THOMPSON, DIANE	CUSTODIAN 2ND SHIFT	$26,948.11
THORNTON, KATHERINE E.	TEACHER ASSISTANT	$11,830.00
THOTTUPURAM, CHERIAN K	TEACHER	$33,872.00
THUNEMAN, SARAH N.	TEACHER	$43,106.00
THURLWELL, ADAM S.	DEPARTMENT CHAIR	$69,618.00
TIEDT, SUSAN M.	ADMINISTRATOR	$93,343.00
TIERI, FRANK J.	TEACHER	$90,836.00
TIFFIN, WILLIAM A.	CUSTODIAN 2ND SHIFT	$30,843.20
TOBIN-MARTIN, KELLY	TEACHER	$69,618.00
TODD, AVA D.	TEACHER	$78,356.00

TOKAR, LAUREN A.	TEACHER	$40,500.00
TOMA, DANIA	BUS MONITOR	$10.25 / Hour
TOMTER, TAMMY S.	TEACHER	$60,578.00
TORRES MENDOZA, CONSUELO C.	BUS MONITOR	$10.75 / Hour
TORRES, EVANGELICA	BUS MONITOR	$10.25 / Hour
TORRES, ILANA B.	TEACHER ASSISTANT	$17,476.83
TORRES, PATRICIA A.	SECRETARY-10 MONTH	$30,083.41
TORRES, ROLANDO O.	TEACHER	$47,280.10
TORREZ, DOMINIC A.	TEACHER	$62,395.00
TORREZ, KATHRYN S.	TEACHER	$55,530.00
TOVELL, JAMES L.	BUS DRIVER	$18,230.75
TOWNSEND, STEPHANIE K.	TEACHER	$71,707.00
TRACY, DEANN L.	TEACHER ASSISTANT	$18,533.80
TRAGNO, PATRICIA M.	SECRETARY-10 MONTH	$27,494.32
TRAHANT , JEAN B.	TEACHER	$80,707.00
TRAKSZELIS, JOANNE M.	SECRETARY-10 MONTH	$27,900.32
TRENADO, CALLI L.	TEACHER ASSISTANT	$17,199.00
TROKE, MAUREEN M.	ADMINISTRATOR	$73,436.49
TRUAX, MEGAN L.	TEACHER	$63,855.00
TRUEMPER, AMY B.	TEACHER	$72,096.00
TRUEMPER, JUSTIN A.	SCHOOL SOCIAL WORKER	$58,813.00
TSAO, KIMBERLY F.	TEACHER ASSISTANT	$17,199.00
TSCHANNEN, JACK L	CUSTODIAN	$45,356.26
TSUSAKI, TERESA K	TEACHER	$73,858.00
TU, WENJIANG	TEACHER	$83,128.00
TUBMAN, STEVEN L.	TEACHER	$71,707.00
TUDDER, MAUREEN A.	TEACHER ASSISTANT	$17,199.00
TUNNEY, PATRICIA A.	TEACHER ASSISTANT	$17,010.70
TURNER, SARAH C.	TEACHER	$62,395.00
TURNER, STACY M.	MANAGER / SUPERVISOR OR COORDINATOR	$46,159.18
TWEEDY, SANDRA M.	TEACHER	$85,622.00
TWOHEY, JENNIFER R.	TEACHER	$80,707.00
TWOREK, ALISON C.	TEACHER	$68,123.00
TYNAN, JESSICA L.	SCHOOL SOCIAL WORKER	$52,255.00
TYSIAK, MARGARET E.	TEACHER	$44,399.00
UBELHOR, MELISSA A.	TEACHER ASSISTANT	$18,858.61
ULRICH, THERESA A.	ADMINISTRATOR	$98,000.00
URSO, BARBARA E.	TEACHER	$46,428.00
URSO, MARGARET L.	TEACHER	$48,516.00
VALAINIS, STEPHANIE L.	TEACHER	$36,847.48
VALENCIA, DELANEY M.V.	BUS DRIVER	$17,019.21
VALLADARES, ESMERALDA A.	TEACHER	$42,525.00
VALLO, JON M.	DEAN'S ASSISTANT	$21,354.50
VAN CAMP, JULIA L.	TEACHER	$64,111.00
VAN DE VEIRE, CORRIN M.	TEACHER	$66,139.00
VAN DER MERWE, SUZANNE	TEACHER	$55,530.00
VAN DORN, TIMOTHY M.	GUIDANCE COUNSELOR	$55,094.53
VAN DUSEN, JENNIFER L.	TEACHER	$90,836.00
VAN LANDEGHEM, TYLER L.	TEACHER	$45,731.00

VAN LOON, KRIS L.	SCHOOL PSYCHOLOGIST	$72,096.00
VAN WIE, ANDREA R.	TEACHER	$58,813.00
VANATTA, TIFFANY L.	TEACHER	$69,776.00
VANDENBERG, AMY R.	SECRETARY-EXEMPT	$34,022.99
VANOVERMEIREN, PHILIP S.	TEACHER	$64,111.00
VANTUYLE, JILLIAN F.	TEACHER	$56,606.00
VANWELZEN, JEAN A.	BUS MONITOR	$13,715.20
VARGAS, BRIA M.	TEACHER	$45,260.00
VARGAS, DARLENE A	TEACHER ASSISTANT	$13,408.15
VARNEY, JOY D.	TEACHER	$52,470.00
VASQUEZ, CRISEIDA V.	TEACHER ASSISTANT	$8,738.42
VATH, DONALD R.	TEACHER	$45,731.00
VEGA, MELADIS C.	CUSTODIAN 2ND SHIFT	$29,757.67
VELASQUEZ, RYAN M.	TEACHER	$76,074.00
VERA, JAMES E.	DEPARTMENT CHAIR	$64,111.00
VERDINO, GREGORY R.	TEACHER	$78,356.00
VERLEE, RACHAEL M.	TEACHER	$52,255.00
VESSELINOVA, LILIA A.	BUS DRIVER	$21,901.67
VESTA, NANCY L.	TEACHER	$30,807.00
VEZAIN, HEATHER L.	TEACHER	$62,395.00
VIALL, HEATHER A.	TEACHER	$66,139.00
VICK, CYNTHIA D.	TEACHER	$64,111.00
VICTORIN, CHRISTINE M.	TEACHER ASSISTANT	$17,199.00
VICTORY, ANNE L.	TEACHER ASSISTANT	$17,476.83
VIDMAR, STEPHANIE C.	TEACHER ASSISTANT	$15,130.57
VINSON, JEFFERY L	DEAN'S ASSISTANT	$9,390.75
VITANOVEC, KAREN D.	TEACHER	$42,100.20
VLAKANCIC , SARAH M.	TEACHER	$55,390.00
VODICK, RENAI D.	TEACHER	$53,777.00
VOLPENTESTA, ANN M.	SCHOOL SOCIAL WORKER	$57,100.00
VON KAENEL, KIMBERLEY	TEACHER	$83,128.00
VUGTEVEEN, CATHERINE A.	TEACHER	$60,578.00
WACKERLIN, JEREMY D.	TEACHER	$42,525.00
WACKERLIN, MARGARET A.	BUILDING NURSE	$33,180.01
WADE, JESSICA L.	TEACHER	$70,167.00
WAGNER, MICHAEL R.	TECH SPECIALIST	$35,892.72
WAGONER, BENJAMIN J.	TEACHER	$54,044.00
WAHI, KATHRYN A.	TEACHER	$60,190.00
WAIBEL, LAURA A.	TEACHER	$102,171.00
WALDRON, KELLY A.	TEACHER	$55,437.00
WALENDZIK, SARAH R.	TEACHER	$44,399.00
WALKER, AMANDA L.	TEACHER	$41,850.00
WALKER, MARYANN L.	BUS DRIVER	$16.36 / Hour
WALLACE JR, ALEX	BUS DRIVER	$18,510.65
WALLS, BUDDY W.	CUSTODIAN 2ND SHIFT	$26,948.11
WALLS, JASON P.	CUSTODIAN 2ND SHIFT	$26,948.11
WALSH, KRISTEN L.	TEACHER	$90,836.00
WALTERS, AMY E.	TEACHER	$20,250.00
WALTERS, REBECCA A.	TEACHER	$71,707.00

WALTON, KATHARINE R.	TEACHER	$29,406.50
WALZ, RICK M.	TEACHER	$49,971.00
WARD, HEATHER M.	TEACHER ASSISTANT	$17,476.83
WARD, SANDRA S.	TEACHER	$90,836.00
WARNER, HEATHER A.	TEACHER	$43,106.00
WARREN, GARY M.	MAINTENANCE BLDG ENGINEER	$46,349.53
WARREN, SUSAN	TEACHER	$107,024.00
WASHINGTON, BARTON L.	CUSTODIAN 2ND SHIFT	$26,948.11
WAT, FANNY M.	CUSTODIAN 2ND SHIFT	$26,957.75
WAT, JAMES S	CUSTODIAN	$45,356.26
WATERS, JENN R.	TEACHER	$44,399.00
WATGEN, JULIE A.	TEACHER	$50,941.00
WATKINS, TERRELL L.	TEACHER	$73,858.00
WATSON, ERIN J.	TEACHER	$56,735.00
WATSON, NICOLE I.	TEACHER	$60,578.00
WATT, ERIC D.	ADMINISTRATOR	$68,890.00
WATTS, LORI A.	SCHOOL SOCIAL WORKER	$60,578.00
WATTS, RICHARD A.	ADMINISTRATOR	$74,240.74
WAUGHOP, GINA L.	TEACHER ASSISTANT	$17,199.00
WAYCASTER, MEAGAN A.	BUS MONITOR	$13,715.20
WAYNE, JAMIE J.	TEACHER	$32,055.50
WAYNE, MICHAEL S.	ADMINISTRATOR	$130,685.00
WEATHERINGTON, DEBORAH K.	BUS MONITOR	$12,961.37
WEAVER, JENNIFER A.	TEACHER	$64,111.00
WEAVER, MARIE A.	CUSTODIAN 2ND SHIFT	$26,948.11
WEAVER, NICOLE T.	SCHOOL PSYCHOLOGIST	$71,870.00
WEAVER, STEVEN L.	MAINTENANCE	$53,568.53
WEBER, LINDSEY N.	TEACHER	$50,733.00
WEBER, MARY K.	ADMINISTRATOR	$66,225.00
WEBER, RACHEL A.	TEACHER ASSISTANT	$17,199.00
WEBER, SARA L.	TEACHER	$68,123.00
WEBER, SARA R.	TEACHER	$57,100.00
WEBER, WENDI J.	SECRETARY-10 MONTH	$32,874.44
WEGNER, AMY E.	TEACHER ASSISTANT	$17,476.83
WEGNER, DAWN A.	BUS MONITOR	$11,682.56
WEHRI, KATHRYN J.	TEACHER	$66,139.00
WEIDERT, GERALD L.	BUS DRIVER	$15,458.16
WEIGAND , JAMI L.	TEACHER	$46,619.00
WEIR, LAURA M.	BUILDING NURSE	$34,050.16
WEISBROOK, SUZANNE L.	TEACHER ASSISTANT	$17,199.00
WEISS, EUGENE C.	MAINTENANCE	$56,995.42
WEISS, MARYBETH	CUSTODIAN 2ND SHIFT	$26,957.75
WELCH, RENEE L.	TEACHER	$108,797.88
WELLS, CYNTHIA J.	TEACHER ASSISTANT	$19,847.19
WELLS, JENNY J.	TEACHER	$50,615.64
WERLING, PAMELA J.	SECRETARY-10 MONTH	$27,494.32
WERVE, CHRISTOPHER P.	TEACHER	$43,106.00
WESLEY, AMANDA L.	BUS DRIVER	$18,326.72
WESLEY, JESSICA M	TEACHER ASSISTANT	$9,400.65

WESSELS, JUANITA G.	TEACHER ASSISTANT	$11,830.00
WESTERFIELD, STEPHANIE E.	TEACHER	$62,342.00
WHALEN, STEPHANIE M.	TEACHER	$57,100.00
WHEATON, KAITLYN M.	TEACHER ASSISTANT	$17,199.00
WHEELER, REBECCA L.	BUS MONITOR	$11,887.01
WHIPPLE, DANIEL A.	TEACHER	$60,578.00
WHITE, ASHLEE A.	TEACHER ASSISTANT	$16,926.00
WHITE, ELIZABETH M.	BUILDING NURSE	$32,619.16
WHITE, HOLLY C.	TEACHER ASSISTANT	$17,199.00
WHITE, KRISTINA L.	TEACHER	$64,111.00
WHITE, MAE ROSALIND	TEACHER	$51,345.00
WHITE, SCOTT A.	TEACHER	$47,821.00
WHITED, KAREN L.	GUIDANCE COUNSELOR	$56,748.10
WHITEFORD, CHRISTOPHER M.	TEACHER	$41,850.00
WHITLOCK, AMY L.	TEACHER	$55,530.00
WHITLOCK, STEVEN C.	MAINTENANCE BLDG ENGINEER	$48,707.25
WHITTAM, LAURA B.	SPEECH PATHOLOGIST	$67,591.00
WHOWELL, WENDI L.	TEACHER	$80,694.00
WIADUCH, ANDREA	MANAGER / SUPERVISOR OR COORDINATOR	$56,113.60
WICKS, GERALD V.	ADMINISTRATOR	$76,195.83
WIELERT, AMANDA R.	TEACHER	$70,167.00
WIEMANN, ROBERT E.	TEACHER	$52,470.00
WIENCEK, EMILY C.	GUIDANCE COUNSELOR	$76,079.20
WIESBROOK, STEPHANIE L.	TEACHER	$65,771.00
WIESCHHAUS, HILLARY M.	TEACHER	$58,813.00
WIESEMAN, BEATRIZ M.	TEACHER	$49,457.00
WILCZEWSKI, ERIN C.	TEACHER	$51,345.00
WILLARD, KATHERINE L.	TEACHER ASSISTANT	$18,858.61
WILLETT, KARLA	SPEECH PATHOLOGIST	$56,735.00
WILLIAMS, AMY D.	DEAN'S ASSISTANT	$18,749.98
WILLIAMS, BROOKE L.	TEACHER ASSISTANT	$17,476.83
WILLIAMS, CAROL E.	TEACHER	$46,619.00
WILLIAMS, ERIN P.	TEACHER	$74,026.00
WILLIAMS, JOYCE A.	TEACHER	$53,822.00
WILLIAMS, JULIE L.	CUSTODIAN 2ND SHIFT	$26,957.75
WILLIAMS, JUNE D.	TEACHER ASSISTANT	$15,812.37
WILLIAMS, KIMBERLY A.	ADMINISTRATOR	$64,000.00
WILLIAMS, KRISTINA R.	TEACHER ASSISTANT	$17,476.83
WILLIAMS, LAUREL J.	SECRETARY-12 MONTH	$51,583.75
WILLIAMS, TINA D.	TEACHER	$62,395.00
WILSON , BENJAMIN J.	TEACHER	$73,858.00
WILSON, CAITLIN E.	TEACHER	$67,591.00
WILSON, DWAYNE L.	TEACHER	$64,111.00
WILSON, EMILY R.	TEACHER	$50,733.00
WILSON, JUDY L.	SCHOOL PSYCHOLOGIST	$76,686.00
WILSON, JULIE A.	TEACHER	$45,731.00
WILSON, KAELYNN N.	TEACHER	$49,213.00
WILSON, KEVIN J.	TEACHER	$53,822.00
WILSON, KEVIN U.	TEACHER	$41,050.00

WILSON, KRISTIN A.	TEACHER	$63,855.00
WILSON, MARK W.	MANAGER / SUPERVISOR OR COORDINATOR	$86,619.86
WILSON, MAUREEN A.	SPEECH PATHOLOGIST	$53,855.15
WINDER, JACOB R.	TEACHER	$44,399.00
WINDERS, TODD A.	MAINTENANCE	$59,586.14
WINKEL JR, ROBERT B.	TEACHER	$40,500.00
WISE, SCOTT A.	BUS DRIVER	$20,203.22
WITCPALEK, ELIZABETH A.	TEACHER	$57,063.98
WITWICKI, KATRINA M.	TEACHER	$82,936.48
WOBER, ROXANA B.	TEACHER	$57,052.00
WODZINSKI, JENNIFER L.	TEACHER	$47,821.00
WOJCIECHOWSKI, KRISTYN M.	TEACHER	$73,858.00
WOJTYSZYN, JACQUELINE L.	TEACHER	$73,858.00
WOLF, LAURA M.	ADMINISTRATOR	$76,201.43
WOLFF, JENNIFER J.	TEACHER	$47,103.00
WOLTMAN, LISA M.	TEACHER	$51,345.00
WONDERS, JEFFREY G.	TEACHER ASSISTANT	$17,476.83
WOOD, CARLA A.	TEACHER	$72,096.00
WOOD, CHARLES W.	CUSTODIAN	$45,356.26
WOOD, KELLY M.	TEACHER	$46,619.00
WOOD, RANDY T.	BUS DRIVER	$17,904.07
WOODBURY, WENDY J.	TEACHER	$51,345.00
WOODEN, ALEXANDRA M.	TEACHER	$67,744.00
WOODS, KERI A.	TEACHER	$64,212.00
WOODS, MARILYN	BUS DRIVER	$19,254.21
WOODS, TERRY L.	BUS DRIVER	$18,549.79
WOODS, VALERIE N.	SPEECH PATHOLOGIST	$76,246.00
WOOLEY, JULIE A.	TEACHER	$83,128.00
WORLAND, KRISTIN	TEACHER	$45,731.00
WORMLEY, KENDALL A.	TEACHER	$52,255.00
WOZNIAK, AMANDA M.	TEACHER	$28,550.00
WUKITSCH, MATTHEW P.	SCHOOL SOCIAL WORKER	$69,660.17
WULFF, JULIE S.	SPEECH PATHOLOGIST	$62,342.00
WULFF, MICHAEL W.	TEACHER	$41,850.00
WUNDERLICH, KELLIE L.	TEACHER	$49,457.00
WURSTER, SHERI L.	SECRETARY-10 MONTH	$29,060.62
WYATT, NANCY L.	TEACHER	$60,526.00
WYNN, JESSICA A.	TEACHER	$48,729.61
WYSS, KIMBERLY R.	TEACHER	$60,578.00
YABSLEY, JENNA L.	TEACHER ASSISTANT	$17,476.83
YABSLEY, KRISTA M.	TEACHER	$41,050.00
YANDUN, JESSICA	TEACHER	$48,018.00
YARBROUGH, TINA M.	TEACHER	$49,971.00
YEDINAK, KELLY A.	TEACHER	$45,260.00
YEHNERT, JESSICA J.	TEACHER	$43,943.00
YODELIS, SUSAN L.	TEACHER ASSISTANT	$17,476.83
YOUNG, KATHARINE E.	SPEECH PATHOLOGIST	$58,763.00
YOUNG, KELLY C.	BUS DRIVER	$16,338.69
ZACK, CYNTHIA M.	TEACHER	$83,128.00

ZAEHLER, HEATHER N.	TEACHER	$50,733.00
ZAININGER, SHANNON M.	TEACHER	$74,026.00
ZAININGER, WILL R.	TEACHER	$73,858.00
ZAK, KATE R.	TEACHER	$39,664.78
ZALUD, TRACY L.	TEACHER	$58,437.00
ZAMORA, CESAR A.	MAINTENANCE	$46,772.17
ZARATE SR, JUAN	CUSTODIAN 2ND SHIFT	$26,953.41
ZAVALA, ELIUD	CUSTODIAN 2ND SHIFT	$26,957.75
ZAVALA, JOSE L.	TEACHER	$85,622.00
ZAWACKI, BRANDI J.	GUIDANCE COUNSELOR	$49,367.98
ZAYED, FATIN S.	TEACHER	$48,516.00
ZEIFERT, RACHEL J.	TEACHER	$55,390.00
ZEMAN, ROBERT J.	BUS DRIVER	$18,549.79
ZEMANEK, LAURIE A.	TEACHER	$68,123.00
ZERFAS, BRIAN J.	TEACHER	$44,399.00
ZIEGLER, JESSICA E.	GUIDANCE COUNSELOR	$69,404.76
ZIELINSKI, MEREDITH N.	TEACHER	$43,106.00
ZIELKE, LORI B.	SCHOOL SOCIAL WORKER	$73,846.39
ZIEMANN, DONALD R.	BUS DRIVER	$14,430.87
ZIERK, KENNETH G.	CUSTODIAN 2ND SHIFT	$28,672.14
ZILLER, KATHLEEN A.	TEACHER	$50,733.00
ZUCKERMAN, GRETCHEN L.	TEACHER	$57,100.00
ZUCKERT, XIA N.	TEACHER	$62,395.00
ZWEEP, SANDRA J.	TEACHER ASSISTANT	$17,476.83
ZWIEZEN, LORRAINE B.	SECRETARY-10 MONTH	$27,494.32

SETTLEMENT AGREEMENT

Agreement entered into effective this 1 day of August 2016 by and between Sharon Alexander (hereinafter designated "Alexander") and the Community Unit School District No. 308 (hereinafter designated "District").

WITNESSETH

WHEREAS, Alexander had been employed as a principal by the District since July 2013; and

WHEREAS, Alexander filed a race and sex discrimination charge against the DISTRICT with the federal Equal Employment Opportunity Commission and the Illinois Department of Human Rights on May 23, 2016 (Charge No. 440-2016-03122); and

WHEREAS, it is the desire of the parties hereto that they settle such disputes between them together with such rights and claims as each has or shall hereafter have against the other; and

WHEREAS, it is the express intention and desire of the parties hereto now to compromise any and all claims or actions at law or equity, including constitutional, tort claims, or actions of any kind, whether known or unknown, anticipated or unanticipated, liquidated or unliquidated, and to resolve all present differences between the parties and to anticipate and avoid any and all future claims or differences which might hereinafter accrue or arise.

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

1. **Recitals**. The recitals set forth hereinabove are incorporated in this Section.

2. **Transfer of Position**. From August 2, 2016 through June 30, 2017, the District will employ Alexander as Assistant Director of Assessment, Data, and Accountability.

3. **Compensation**. The District will compensate Alexander a pro-rated amount over 11 months of an annual TRS salary of ONE HUNDRED TEN THOUSAND DOLLARS ($110,000.00). This compensation comprises (A) a base salary including a $2,500 stipend to Alexander for having completed a doctorate degree in Education in the pro-rated amount of NINETY TWO THOUSAND FORTY FIVE DOLLARS AND NINETY EIGHT CENTS ($92,045.98), and (B) the Board's payment of retirement contributions to the Illinois Teachers Retirement System on the pro-rated base salary.

4. **Voluntary Withdrawal of Charge**. Alexander agrees to voluntarily request withdrawal of Charge No. 440-2016-03122, currently pending before the EEOC and IDHR against the District, and to provide a signed copy of the request for withdrawal with the EEOC to Dr. John Sparlin, District Superintendent, on August 2, 2016.

5. **Release of the District.** Alexander, her heirs, successors and assigns does hereby release, remit, acquit and forever discharge the District and its individual members, administrative staff, agents, representatives and insurers from any and all damages or liability as a result of any claims, damages, causes of action of every kind or nature, at law or in equity, demands, debts, costs or attorney fees which have arisen as a result of any event in connection with or occurring during Alexander's employment by the District through the date of execution of this Agreement, whether

know or unknown, anticipated or unanticipated, including but not limited to:

A. Any claim, action, cause of action, or liability arising under Title VII of the *Civil Rights Act of 1964*, as amended, the *Age Discrimination in Employment Act of 1967*, as amended, the *Illinois Human Rights Act*, and/or any other federal, state or municipal employment discrimination statute, regulation or ordinances (including, but not limited to, those for claims based upon age, sex, race, religion, national origin, handicap, disability, retaliation, or veteran status);

B. Any other claim, action, cause of action, or liability whatsoever, including but not limited to, claims based upon breach of contract (other than a breach of this Agreement), wrongful termination, defamation, intentional infliction of emotional distress, negligence, and/or any other common law, statutory or other claim arising out of or relating to Alexander's employment and/or termination of employment with the District.

By this release, Alexander does not waive any claims based upon actions occurring after the effective date of this Agreement, nor by this release does Alexander waive her rights to enforce this Agreement.

6. **Older Worker Benefits Protection Act.** Alexander hereby acknowledges that she (a) has had a period of twenty-one (21) days to consider this Agreement; (b) has been apprised of, and availed herself of the right to consult an attorney concerning this Agreement; (c) obtains valuable consideration under this Agreement to which she would not otherwise be entitled; and (d) may revoke this Agreement for a period of seven (7) days after it is signed, provided she delivers written notice of this revocation to the District before such seven day period elapses. This Agreement shall not become effective until this seven (7) day revocation period has elapsed without exercise of such revocation option.

7. **Compromise of Disputed Claims**. The agreements contained herein are part of a settlement between the parties and constitute a compromise of all disputed claims.

8. **Availability of Counsel**. Each party has had legal counsel available to them and each of them has relied upon the advice and representation of counsel respecting the legal rights and liabilities of the parties, if any.

9. **Binding Effect**. This Agreement shall inure to the benefit of and shall bind the District, its administrative staff, agents, representatives, officers, assigns and successors, and Alexander, her heirs, agents and assigns.

10. **Complete Agreement**. This Agreement sets forth all of the promises, agreements, terms, conditions and understandings between the parties relative to the subject matter hereof and there are no promises, agreements or understandings either oral or written, expressed or implied between them, other than as set forth herein.

11. **Enforcement of Agreement.** In the event of a breach of any terms or conditions hereof, either party may seek to enforce such terms or conditions through appropriate legal action.

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

IN WITNESS WHEREOF, the parties have executed this Agreement to take effect on the date and year first above written.

THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308

By: _____
Board President Date

_____
Board Secretary Date

DR. SHARON ALEXANDER

By: _____ 8/1/2016
Date

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

Accounting Basis:

- [ ] Cash
- [x] Accrual

SCHOOL DISTRICT BUDGET FORM *
July 1, 2016 - June 30, 2017

Balanced budget, no deficit reduction plan is required.

Date of Amended Budget: _____
(MM/DD/YY)

District Name: Community Unit School District #308
District RCDT No: 24-047-308026

If your FY16 AFR states that you need to do a deficit reduction plan and your FY17 budget is balanced please state the measures you took to have your budget become balanced. (Bckgrnd-Assumpt 25-26)

Budget of Community Unit School District #308 *, County of* Kendall, Kane, Will ,
State of Illinois, for the Fiscal Year beginning July 1, 2016 *and ending* June 30, 2017 .

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

AND WHEREAS a public hearing was held as to such budget on the 26th *day of* September , 20 16 ,
notice of said hearing was given at least thirty days prior thereto as required by law, and all other legal requirements have been complied with;

NOW, THEREFORE, Be it resolved by the Board of Education of said district as follows:
Section 1: That the fiscal year of this school district be and the same hereby is fixed and declared to be

beginning July 1, 2016 *and ending* June 30, 2017 .

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

ADOPTION OF BUDGET

The budget shall be approved and signed below by members of the School Board. Adopted this 26th
day of September , *20* 16 *by a roll call vote of* 5 *Yeas, and* _____ *Nays, to wit:*

** MEMBERS VOTING YEA:	** MEMBERS VOTING NAY:
Brad Banks	
Matt Bauman	
Lauri Doyle	
Danielle Paul	
Jared Ploger	

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

** Type in the members who voted "YEA" nor "NAY". Actual school board member signatures are not required for electronic submission.

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

BUDGET SUMMARY

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	A	B	C	D	E	F	G	H	I	J	K	L
1	*Begin entering data on EstRev 5-10 and EstExp 11-17 tabs.*		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
2	**Description** (Enter Whole Numbers Only)	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	
3	**ESTIMATED BEGINNING FUND BALANCE July 1, 2016** [1]		4,223,242	2,632,959	16,198,571	9,567,774	567,842	3,335,954	13,138,145	361	0	
4	**RECEIPTS/REVENUES**											
5	**LOCAL SOURCES**	1000	84,691,091	12,835,762	29,943,657	6,177,100	4,420,486	534,276	355,328	0	0	
6	**FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT**	2000	0	0		0	0					
7	**STATE SOURCES**	3000	60,701,445	5,000,000	0	7,494,768	1,406,000	0	0	0	0	
8	**FEDERAL SOURCES**	4000	8,324,421	0	0	0	0	0	0	0	0	
9	**Total Direct Receipts/Revenues** [8]		153,716,957	17,835,762	29,943,657	13,671,868	5,826,486	534,276	355,328	0	0	
10	Receipts/Revenues for "On Behalf" Payments [2]	3998										
11	**Total Receipts/Revenues**		153,716,957	17,835,762	29,943,657	13,671,868	5,826,486	534,276	355,328	0	0	
12	**DISBURSEMENTS/EXPENDITURES**											
13	**INSTRUCTION**	1000	110,182,893				2,483,458					
14	**SUPPORT SERVICES**	2000	43,554,827	17,047,085		10,447,362	3,336,248	103,274		0	0	
15	**COMMUNITY SERVICES**	3000	95,523	0		0	6,780					
16	**PAYMENTS TO OTHER DISTRICTS & GOVT UNITS**	4000	2,550,000	0	0	0	0	0		0	0	
17	**DEBT SERVICES**	5000	45,000	0	30,374,157	1,468,670	0			0	0	
18	**PROVISION FOR CONTINGENCIES**	6000	5,379	0	0	0	0	0		0	0	
19	**Total Direct Disbursements/Expenditures** [9]		156,433,622	17,047,085	30,374,157	11,916,032	5,826,486	103,274		0	0	
20	Disbursements/Expenditures for "On Behalf" Payments [2]	4180	0	0	0	0	0	0		0	0	
21	**Total Disbursements/Expenditures**		156,433,622	17,047,085	30,374,157	11,916,032	5,826,486	103,274		0	0	
22	**Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures**		(2,716,665)	788,677	(430,500)	1,755,836	0	431,002	355,328	0	0	
23	**OTHER SOURCES/USES OF FUNDS**											
24	**OTHER SOURCES OF FUNDS (7000)**											
25	**PERMANENT TRANSFER FROM VARIOUS FUNDS**											
26	Abolishment the Working Cash Fund [16]	7110										
27	Abatement of the Working Cash Fund [16]	7110										
28	Transfer of Working Cash Fund Interest	7120										
29	Transfer Among Funds	7130										
30	Transfer of Interest	7140										
31	Transfer from Capital Projects Fund to O&M Fund	7150		0								
32	Transfer of Excess Fire Prev & Safety Tax & Interest [3] Proceeds to O&M Fund	7160		0								
33	Transfer of Excess Accumulated Fire Prev & Safety Bond and Int [3a] Proceeds to Debt Service Fund	7170			0							
34	**SALE OF BONDS (7200)**											
35	Principal on Bonds Sold [4]	7210										
36	Premium on Bonds Sold	7220										
37	Accrued Interest on Bonds Sold	7230										
38	Sale or Compensation for Fixed Assets [5]	7300										
39	Transfer to Debt Service to Pay Principal on Capital Leases	7400			0							
40	Transfer to Debt Service Fund to Pay Interest on Capital Leases	7500			0							
41	Transfer to Debt Service Fund to Pay Principal on Revenue Bonds	7600			420,000							
42	Transfer to Debt Service Fund to Pay Interest on Revenue Bonds	7700			10,500							
43	Transfer to Capital Projects Fund	7800						0				
44	ISBE Loan Proceeds	7900										
45	Other Sources Not Classified Elsewhere	7990										
46	**Total Other Sources of Funds** [8]		0	0	430,500	0	0	0	0	0	0	
47	**OTHER USES OF FUNDS (8000)**											
49	**TRANSFER TO VARIOUS OTHER FUNDS (8100)**											
50	Abolishment or Abatement of the Working Cash Fund [16]	8110							0			
51	Transfer of Working Cash Fund Interest	8120							0			
52	Transfer Among Funds	8130										
53	Transfer of Interest [6]	8140										
54	Transfer from Capital Projects Fund to O&M Fund	8150										
55	Transfer of Excess Fire Prev & Safety Tax & Interest [3] Proceeds to O&M Fund	8160										
56	Transfer of Excess Accumulated Fire Prev & Safety Bond [3a] and Int Proceeds to Debt Service Fund	8170										
57	Taxes Pledged to Pay Principal on Capital Leases	8410										
58	Grants/Reimbursements Pledged to Pay Principal on Capital Leases	8420										
59	Other Revenues Pledged to Pay Principal on Capital Leases	8430										
60	Fund Balance Transfers Pledged to Pay Principal on Capital Leases	8440										
61	Taxes Pledged to Pay Interest on Capital Leases	8510										
62	Grants/Reimbursements Pledged to Pay Interest on Capital Leases	8520										
63	Other Revenues Pledged to Pay Interest on Capital Leases	8530										
64	Fund Balance Transfers Pledged to Pay Interest on Capital Leases	8540										
65	Taxes Pledged to Pay Principal on Revenue Bonds	8610										
66	Grants/Reimbursements Pledged to Pay Principal on Revenue Bonds	8620										
67	Other Revenues Pledged to Pay Principal on Revenue Bonds	8630		420,000								
68	Fund Balance Transfers Pledged to Pay Principal on Revenue Bonds	8640										
69	Taxes Pledged to Pay Interest on Revenue Bonds	8710										
70	Grants/Reimbursements Pledged to Pay Interest on Revenue Bonds	8720										
71	Other Revenues Pledged to Pay Interest on Revenue Bonds	8730		10,500								
72	Fund Balance Transfers Pledged to Pay Interest on Revenue Bonds	8740										
73	Taxes Transferred to Pay for Capital Projects	8810										
74	Grants/Reimbursements Pledged to Pay for Capital Projects	8820										
75	Other Revenues Pledged to Pay for Capital Projects	8830										
76	Fund Balance Transfers Pledged to Pay for Capital Projects	8840										
77	Transfer to Debt Service Fund to Pay Principal on ISBE Loans	8910										
78	Other Uses Not Classified Elsewhere	8990										
79	**Total Other Uses of Funds** [9]		0	430,500	0	0	0	0	0	0	0	
80	**Total Other Sources/Uses of Fund**		0	(430,500)	430,500	0	0	0	0	0	0	
81	**ESTIMATED ENDING FUND BALANCE June 30, 2017**		1,506,577	2,991,136	16,198,571	11,323,610	567,842	3,766,956	13,493,473	361	0	
82												
83	**SUMMARY OF EXPENDITURES (by Major Object)**											
84			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
85	**Description**	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	**Total By Object**
86	**Object Name**											
87	Salaries	100	115,841,441	7,506,621		4,621,372		79,972		0	0	128,049,406
88	Employee Benefits	200	19,721,486	1,657,598		1,171,480	5,826,486	23,302		0	0	28,400,352
89	Purchased Services	300	15,626,197	3,010,266	0	3,980,110		0		0	0	22,616,573
90	Supplies & Materials	400	4,430,062	4,861,500		642,400		0		0	0	9,933,962
91	Capital Outlay	500	270,878	7,000		22,000		0		0	0	299,878
92	Other Objects	600	325,174	0	30,374,157	1,474,670	0	0		0	0	32,174,001
93	Non-Capitalized Equipment	700	218,384	4,100		4,000		0		0	0	226,484
94	Termination Benefits	800	0	0		0						0
95	**Total Expenditures**		156,433,622	17,047,085	30,374,157	11,916,032	5,826,486	103,274		0	0	221,700,656

SUMMARY OF CASH TRANSACTIONS

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	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	**Description (Enter Whole Numbers Only)**	**Acct #**	**Educational**	**Operations & Maintenance**	**Debt Service**	**Transportation**	**Municipal Retirement/ Social Security**	**Capital Projects**	**Working Cash**	**Tort**	**Fire Prevention & Safety**
3	**BEGINNING CASH BALANCE ON HAND July 1, 2016** [7]		3,924,680	1,977,630	14,456,364	7,791,387	1,106,395	3,403,970	13,137,533	361	
4	**Total Direct Receipts & Other Sources** [8]		153,716,957	17,835,762	30,374,157	13,671,868	5,826,486	534,276	355,328	0	0
5	**OTHER RECEIPTS**										
6	Interfund Loans Payable (Loans from Other Funds)	411									
7	Interfund Loans Receivable (Repayment of Loans)	141									
8	Notes and Warrants Payable	433									
9	Other Current Assets	199									
10	**Total Other Receipts**		0	0	0	0	0	0	0	0	0
11	**Total Direct Receipts, Other Sources, & Other Receipts**		153,716,957	17,835,762	30,374,157	13,671,868	5,826,486	534,276	355,328	0	0
12	**Total Amount Available**		157,641,637	19,813,392	44,830,521	21,463,255	6,932,881	3,938,246	13,492,861	361	0
13	**Total Direct Disbursements & Other Uses** [9]		156,433,622	17,477,585	30,374,157	11,916,032	5,826,486	103,274	0	0	0
14	**OTHER DISBURSEMENTS**										
15	Interfund Loans Receivable (Loans to Other Funds) [10]	141									
16	Interfund Loans Payable (Repayment of Loans)	411									
17	Notes and Warrants Payable	433									
18	Other Current Liabilities	499									
19	**Total Other Disbursements**		0	0	0	0	0	0	0	0	0
20	**Total Direct Disbursements, Other Uses, & Other Disbursements**		156,433,622	17,477,585	30,374,157	11,916,032	5,826,486	103,274	0	0	0
21	**ENDING CASH BALANCE ON HAND June 30, 2017** [7]		1,208,015	2,335,807	14,456,364	9,547,223	1,106,395	3,834,972	13,492,861	361	0

ESTIMATED RECEIPTS/REVENUES

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	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	**Description** (Enter Whole Numbers Only)	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
3	**RECEIPTS/REVENUES FROM LOCAL SOURCES (1000)**										
4	**AD VALOREM TAXES LEVIED BY LOCAL EDUCATION AGENCY**	**1100**									
5	Designated Purposes Levies [11]	-	61,706,454	10,540,080	29,943,657	5,919,816	1,906,966		343,324		0
6	Leasing Purposes Levy [12]	1130									
7	Special Education Purposes Levy	1140	11,041,242								
8	FICA and Medicare Only Levies	1150					1,906,966				
9	Area Vocational Construction Purposes Levy	1160									
10	Summer School Purposes Levy	1170									
11	Other Tax Levies (Describe & Itemize)	1190									
12	**Total Ad Valorem Taxes Levied by District**		72,747,696	10,540,080	29,943,657	5,919,816	3,813,932	0	343,324	0	0
13	**PAYMENTS IN LIEU OF TAXES**	**1200**									
14	Mobile Home Privilege Tax	1210									
15	Payments from Local Housing Authority	1220									
16	Corporate Personal Property Replacement Taxes [13]	1230	1,476,770				604,941				
17	Other Payments in Lieu of Taxes (Describe & Itemize)	1290	0	0				528,462			
18	**Total Payments in Lieu of Taxes**		1,476,770	0	0	0	604,941	528,462	0	0	0
19	**TUITION**	**1300**									
20	Regular Tuition from Pupils or Parents (In State)	1311	154,960								
21	Regular Tuition from Other Districts (In State)	1312									
22	Regular Tuition from Other Sources (In State)	1313									
23	Regular Tuition from Other Sources (Out of State)	1314									
24	Summer School Tuition from Pupils or Parents (In State)	1321									
25	Summer School Tuition from Other Districts (In State)	1322									
26	Summer School Tuition from Other Sources (In State)	1323									
27	Summer School Tuition from Other Sources (Out of State)	1324									
28	CTE Tuition from Pupils or Parents (In State)	1331									
29	CTE Tuition from Other Districts (In State)	1332									
30	CTE Tuition from Other Sources (In State)	1333									
31	CTE Tuition from Other Sources (Out of State)	1334									
32	Special Education Tuition from Pupils or Parents (In State)	1341									
33	Special Education Tuition from Other Districts (In State)	1342									
34	Special Education Tuition from Other Sources (In State)	1343									
35	Special Education Tuition from Other Sources (Out of State)	1344									
36	Adult Tuition from Pupils or Parents (In State)	1351									
37	Adult Tuition from Other Districts (In State)	1352									
38	Adult Tuition from Other Sources (In State)	1353									
39	Adult Tuition from Other Sources (Out of State)	1354									
40	**Total Tuition**		154,960								
41	**TRANSPORTATION FEES**	**1400**									
42	Regular Transportation Fees from Pupils or Parents (In State)	1411				64,621					
43	Regular Transportation Fees from Other Districts (In State)	1412									
44	Regular Transportation Fees from Other Sources (In State)	1413									
45	Regular Transportation Fees from Co-curricular Activities (In State)	1415				55,738					
46	Regular Transportation Fees from Other Sources (Out of State)	1416									
47	Summer School Transportation Fees from Pupils or Parents (In State)	1421									
48	Summer School Transportation Fees from Other Districts (In State)	1422									
49	Summer School Transportation Fees from Other Sources (In State)	1423									
50	Summer School Transportation Fees from Other Sources (Out of State)	1424									
51	CTE Transportation Fees from Pupils or Parents (In State)	1431									
52	CTE Transportation Fees from Other Districts (In State)	1432									
53	CTE Transportation Fees from Other Sources (In State)	1433									
54	CTE Transportation Fees from Other Sources (Out of State)	1434									
55	Special Education Transportation Fees from Pupils or Parents (In State)	1441									
56	Special Education Transportation Fees from Other Districts (In State)	1442									

ESTIMATED RECEIPTS/REVENUES

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	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	**Description (Enter Whole Numbers Only)**	**Acct #**	**Educational**	**Operations & Maintenance**	**Debt Service**	**Transportation**	**Municipal Retirement/ Social Security**	**Capital Projects**	**Working Cash**	**Tort**	**Fire Prevention & Safety**
57	Special Education Transportation Fees from Other Sources (In State)	1443									
58	Special Education Transportation Fees from Other Sources (Out of State)	1444									
59	Adult Transportation Fees from Pupils or Parents (In State)	1451									
60	Adult Transportation Fees from Other Districts (In State)	1452									
61	Adult Transportation Fees from Other Sources (In State)	1453									
62	Adult Transportation Fees from Other Sources (Out of State)	1454									
63	**Total Transportation Fees**					120,359					
64	**EARNINGS ON INVESTMENTS**	**1500**									
65	Interest on Investments	1510	15,018	2,618	0	7,748	1,613	5,814	12,004		0
66	Gain or Loss on Sale of Investments	1520									
67	**Total Earnings on Investments**		15,018	2,618	0	7,748	1,613	5,814	12,004	0	0
68	**FOOD SERVICE**	**1600**									
69	Sales to Pupils - Lunch	1611	2,159,089								
70	Sales to Pupils - Breakfast	1612	136,707								
71	Sales to Pupils - A la Carte	1613	1,137,026								
72	Sales to Pupils - Other (Describe & Itemize)	1614									
73	Sales to Adults	1620	37,946								
74	Other Food Service (Describe & Itemize)	1690	0								
75	**Total Food Service**		3,470,768								
76	**DISTRICT/SCHOOL ACTIVITY INCOME**	**1700**									
77	Admissions - Athletic	1711	63,216								
78	Admissions - Other	1719	0								
79	Fees	1720	343,546								
80	Book Store Sales	1730									
81	Other District/School Activity Revenue (Describe & Itemize)	1790	442,082								
82	**Total District/School Activity Income**		848,844	0							
83	**TEXTBOOK INCOME**	**1800**									
84	Rentals - Regular Textbooks	1811	1,600,339								
85	Rentals - Summer School Textbooks	1812	190,931								
86	Rentals - Adult/Continuing Education Textbooks	1813									
87	Rentals - Other (Describe)	1819									
88	Sales - Regular Textbooks	1821									
89	Sales - Summer School Textbooks	1822									
90	Sales - Adult/Continuing Education Textbooks	1823									
91	Sales - Other (Describe & Itemize)	1829									
92	Other (Describe & Itemize)	1890									
93	**Total Textbooks**		1,791,270								
94	**OTHER REVENUE FROM LOCAL SOURCES**	**1900**									
95	Rentals	1910		996,768							
96	Contributions and Donations from Private Sources	1920	470,228			0					
97	Impact Fees from Municipal or County Governments	1930									
98	Services Provided Other Districts	1940									
99	Refund of Prior Years' Expenditures	1950	31,687	0	0	0					0
100	Payments of Surplus Moneys from TIF Districts	1960									
101	Drivers' Education Fees	1970	178,934								
102	Proceeds from Vendors' Contracts	1980	35,810								
103	School Facility Occupation Tax Proceeds	1983									
104	Payment from Other Districts	1991									

ESTIMATED RECEIPTS/REVENUES

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	**Description (Enter Whole Numbers Only)**	**Acct #**	**Educational**	**Operations & Maintenance**	**Debt Service**	**Transportation**	**Municipal Retirement/ Social Security**	**Capital Projects**	**Working Cash**	**Tort**	**Fire Prevention & Safety**
105	Sale of Vocational Projects	1992	0								
106	Other Local Fees (Describe & Itemize)	1993	151,000								
107	Other Local Revenues (Describe & Itemize)	1999	3,318,106	1,296,296	0	129,177		0			
108	**Total Other Revenue from Local Sources**		4,185,765	2,293,064	0	129,177	0	0	0	0	0
109	**Total Receipts/Revenues from Local Sources**	**1000**	84,691,091	12,835,762	29,943,657	6,177,100	4,420,486	534,276	355,328	0	0
110	**FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT (2000)**										
111	Flow-Through Revenue from State Sources	2100									
112	Flow-Through Revenue from Federal Sources	2200									
113	Other Flow-Through Revenue (Describe & Itemize)	2300									
114	**Total Flow-Through Receipts/Revenues From One District to Another District**	**2000**	0	0		0	0				
115	**RECEIPTS/REVENUES FROM STATE SOURCES (3000)**										
116	**UNRESTRICTED GRANTS-IN-AID (3001-3099)**										
117	General State Aid (Section 18-8.05)	3001	50,531,948	5,000,000			1,406,000				
118	General State Aid Hold Harmless/Supplemental	3002									
119	Reorganization Incentives (Accounts 3005-3021)	3005									
120	Other Unrestricted Grants-In-Aid From State Sources (Describe & Itemize)	3099									
121	**Total Unrestricted Grants-In-Aid**		50,531,948	5,000,000	0	0	1,406,000	0		0	0
122	**RESTRICTED GRANTS-IN-AID (3100-3900)**										
123	**SPECIAL EDUCATION**										
124	Special Education - Private Facility Tuition	3100	1,610,316								
125	Special Education - Funding for Children Requiring Sp Ed Services	3105	2,536,531								
126	Special Education - Personnel	3110	4,000,553								
127	Special Education - Orphanage - Individual	3120	345,840								
128	Special Education - Orphanage - Summer Individual	3130	10,587								
129	Special Education - Summer School	3145	67,637								
130	Special Education - Other (Describe & Itemize)	3199									
131	**Total Special Education**		8,571,464	0		0					
132	**CAREER AND TECHNICAL EDUCATION (CTE)**										
133	CTE - Technical Education - Tech Prep	3200									
134	CTE - Secondary Program Improvement (CTEI)	3220	174,760								
135	CTE - WECEP	3225									
136	CTE - Agriculture Education	3235	0								
137	CTE - Instructor Practicum	3240									
138	CTE - Student Organizations	3270									
139	CTE - Other (Describe & Itemize)	3299	3,106								
140	**Total Career and Technical Education**		177,866	0			0				
141	**BILINGUAL EDUCATION**										
142	Bilingual Education - Downstate - TPI and TBE	3305	276,445								
143	Bilingual Education - Downstate - Transitional Bilingual Education	3310									
144	**Total Bilingual Education**		276,445				0				
145	State Free Lunch & Breakfast	3360	15,515								
146	School Breakfast Initiative	3365									
147	Driver Education	3370	183,337								
148	Adult Education (from ICCB)	3410									
149	Adult Education - Other (Describe & Itemize)	3499									
150	**TRANSPORTATION**										
151	Transportation - Regular and Vocational	3500				3,347,596					
152	Transportation - Special Education	3510				4,147,172					
153	Transportation - Other (Describe & Itemize)	3599									
154	**Total Transportation**		0	0		7,494,768	0				
155	Learning Improvement - Change Grants	3610									
156	Scientific Literacy	3660									

ESTIMATED RECEIPTS/REVENUES

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	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	**Description (Enter Whole Numbers Only)**	**Acct #**	**Educational**	**Operations & Maintenance**	**Debt Service**	**Transportation**	**Municipal Retirement/ Social Security**	**Capital Projects**	**Working Cash**	**Tort**	**Fire Prevention & Safety**
157	Truant Alternative/Optional Education	3695									
158	Early Childhood - Block Grant	3705	847,488								
159	Reading Improvement Block Grant	3715									
160	Reading Improvement Block Grant - Reading Recovery	3720									
161	Continued Reading Improvement Block Grant	3725									
162	Continued Reading Improvement Block Grant (2% Set Aside)	3726									
163	Chicago General Education Block Grant	3766									
164	Chicago Educational Services Block Grant	3767									
165	School Safety & Educational Improvement Block Grant	3775									
166	Technology - Technology for Success	3780									
167	State Charter Schools	3815									
168	Extended Learning Opportunities - Summer Bridges	3825									
169	Infrastructure Improvements - Planning/Construction	3920									
170	School Infrastructure - Maintenance Projects	3925									
171	Other Restricted Revenue from State Sources (Describe & Itemize)	3999	97,382	0		0		0			
172	**Total Restricted Grants-In-Aid**		10,169,497	0	0	7,494,768	0	0	0	0	0
173	**Total Receipts/Revenues from State Sources**	**3000**	60,701,445	5,000,000	0	7,494,768	1,406,000	0	0	0	0
174	**RECEIPTS/REVENUES FROM FEDERAL SOURCES (4000)**										
175	**UNRESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY**										
176	Federal Impact Aid	4001									
177	Other Unrestricted Grants-In-Aid Received Directly from the Federal Govt. (Describe & Itemize)	4009									
178	**Total Unrestricted Grants-In-Aid Received Directly from Fed Govt**		0	0	0	0	0	0	0	0	0
179	**RESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL**										
180	Head Start	4045									
181	Construction (Impact Aid)	4050									
182	MAGNET	4060									
183	Other Restricted Grants-In-Aid Received Directly from Federal Govt. (Describe & Itemize)	4090									
184	**Total Restricted Grants-In-Aid Received Directly from Federal Govt.**		0	0		0	0	0			0
185	**RESTRICTED GRANTS-IN-AID RECEIVED FROM FEDERAL**										
186	**TITLE VI**										
187	Title VI - Innovation and Flexibility Formula	4100									
188	Title VI - SEA Projects	4105									
189	Title VI - Rural Education Initiative (REI)	4107									
190	Title VI - Other (Describe & Itemize)	4199									
191	**Total Title VI**		0	0		0	0				
192	**FOOD SERVICE**										
193	Breakfast Start-Up Expansion	4200									
194	National School Lunch Program	4210	2,067,382								
195	Special Milk Program	4215	3,841								
196	School Breakfast Program	4220	419,798								
197	Summer Food Service Admin/Program	4225									
198	Child and Adult Care Food Program	4226									
199	Fresh Fruit and Vegetables	4240									
200	Food Service - Other (Describe & Itemize)	4299									
201	**Total Food Service**		2,491,021				0				

ESTIMATED RECEIPTS/REVENUES

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	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	**Description** (Enter Whole Numbers Only)	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
202	**TITLE I**										
203	Title I - Low Income	4300	1,162,752			0					
204	Title I - Low Income - Neglected, Private	4305									
205	Title I - Comprehensive School Reform	4332									
206	Title I - Reading First	4334									
207	Title I - Even Start	4335									
208	Title I - Reading First SEA Funds	4337									
209	Title I - Migrant Education	4340									
210	Title I - Other (Describe & Itemize)	4399									
211	**Total Title I**		1,162,752	0		0	0				
212	**TITLE IV**										
213	Title IV - Safe & Drug Free Schools - Formula	4400									
214	Title IV - 21st Century Comm Learning Centers	4421									
215	Title IV - Other (Describe & Itemize)	4499									
216	**Total Title IV**		0	0		0	0				
217	**FEDERAL - SPECIAL EDUCATION**										
218	Federal Special Education - Preschool Flow-Through	4600									
219	Federal Special Education - Preschool Discretionary	4605									
220	Federal Special Education - IDEA Flow Through	4620	2,657,132								
221	Federal Special Education - IDEA Room & Board	4625	17,812								
222	Federal Special Education - IDEA Discretionary	4630									
223	Federal Special Education - IDEA - Other (Describe & Itemize)	4699									
224	**Total Federal Special Education**		2,674,944	0		0	0				
225	**CTE - PERKINS**										
226	CTE - Perkins-Title IIIE Tech Prep	4770									
227	CTE - Other (Describe & Itemize)	4799	88,030								
228	**Total CTE - Perkins**		88,030	0			0				
229	Federal - Adult Education	4810									
230	ARRA - General State Aid - Education Stabilization	4850									
231	ARRA - Title I - Low Income	4851									
232	ARRA - Title I - Neglected, Private	4852									
233	ARRA - Title I - Delinquent, Private	4853									
234	ARRA - Title I - School Improvement (Part A)	4854									
235	ARRA - Title I - School Improvement (Section 1003g)	4855									
236	ARRA - IDEA - Part B - Preschool	4856									
237	ARRA - IDEA - Part B - Flow-Through	4857									
238	ARRA - Title IID - Technology - Formula	4860									
239	ARRA - Title IID - Technology - Competitive	4861									
240	ARRA - McKinney - Vento Homeless Education	4862									
241	ARRA - Child Nutrition Equipment Assistance	4863									
242	Impact Aid Formula Grants	4864									
243	Impact Aid Competitive Grants	4865									
244	Qualified Zone Academy Bond Tax Credits	4866									
245	Qualified School Construction Bond Credits	4867									
246	Build America Bond Tax Credits	4868									
247	Build America Bond Interest Reimbursement	4869			0						
248	ARRA - General State Aid - Other Government Services Stabilization	4870									
249	Other ARRA Funds - II	4871									
250	Other ARRA Funds - III	4872									
251	Other ARRA Funds - IV	4873									
252	Other ARRA Funds - V	4874									
253	ARRA - Early Childhood	4875									
254	Other ARRA Funds - VII	4876									

ESTIMATED RECEIPTS/REVENUES

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	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	**Description (Enter Whole Numbers Only)**	**Acct #**	**Educational**	**Operations & Maintenance**	**Debt Service**	**Transportation**	**Municipal Retirement/ Social Security**	**Capital Projects**	**Working Cash**	**Tort**	**Fire Prevention & Safety**
255	Other ARRA Funds - VIII	4877									
256	Other ARRA Funds - IX	4878									
257	Other ARRA Funds - X	4879									
258	Other ARRA Funds - Ed Job Fund Program	4880									
259	**Total Stimulus Programs**		0	0	0	0	0	0		0	0
260	Race to the Top Program	4901									
261	Race to the Top - Preschool Expansion Grant	4902									
262	Advanced Placement Fee/International Baccalaureate	4904									
263	Title III - Immigrant Education Program (IEP)	4905									
264	Title III - Language Inst Program - Limited English (LIPLEP)	4909	112,668								
265	Learn & Serve America	4910	0								
266	McKinney Education for Homeless Children	4920	4,900								
267	Title II - Eisenhower - Professional Development Formula	4930									
268	Title II - Teacher Quality	4932	123,990								
269	Federal Charter Schools	4960									
270	Medicaid Matching Funds - Administrative Outreach	4991	77,007								
271	Medicaid Matching Funds - Fee-For-Service Program	4992	1,589,109								
272	Other Restricted Grants Received from Federal Government through State (Describe & Itemize)	4999	0	0		0		0			
273	**Total Restricted Grants-In-Aid Received from Federal Govt. Thru the State**		8,324,421	0	0	0	0	0		0	0
274	**TOTAL RECEIPTS/REVENUES FROM FEDERAL SOURCES**	**4000**	8,324,421	0	0	0	0	0	0	0	0
275	**TOTAL DIRECT RECEIPTS/REVENUES**		153,716,957	17,835,762	29,943,657	13,671,868	5,826,486	534,276	355,328	0	0

ESTIMATED DISBURSEMENTS/EXPENDITURES

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description** (Enter Whole Numbers Only)	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
3	**10 - EDUCATIONAL FUND (ED)**										
4	**INSTRUCTION (ED)**	**1000**									
5	Regular Programs	1100	57,550,730	9,751,415	622,641	2,630,970	500	18,150	25,500		70,599,906
6	Tuition Payment to Charter Schools	1115									0
7	Pre-K Programs	1125	109,591	16,810	3,350	9,700			1,775		141,226
8	Special Education Programs (Functions 1200 - 1220)	1200	15,108,490	4,203,044	510,078	433,540	27,000		44,000		20,326,152
9	Special Education Programs Pre-K	1225									0
10	Remedial and Supplemental Programs K-12	1250	5,440,232	446,579	190,000	218,000			0		6,294,811
11	Remedial and Supplemental Programs Pre-K	1275	589,326	143,741	7,200	30,000			0		770,267
12	Adult/Continuing Education Programs	1300									0
13	CTE Programs	1400	1,383,170	281,368	5,300	153,067	62,378		34,445		1,919,728
14	Interscholastic Programs	1500	2,453,309	100,287	324,059	241,862	0	140,150	32,164		3,291,831
15	Summer School Programs	1600	179,565	6,527	5,300	24,970					216,362
16	Gifted Programs	1650	1,077,444	196,578	15,000	24,350			0		1,313,372
17	Driver's Education Programs	1700	635,840	88,146	46,750	10,000			0		780,736
18	Bilingual Programs	1800	3,287,949	595,577	1,500	156,886			0		4,041,912
19	Truant Alternative & Optional Programs	1900	409,005	76,385	0	1,200			0		486,590
20	Pre-K Programs - Private Tuition	1910									0
21	Regular K-12 Programs Private Tuition	1911						0			0
22	Special Education Programs K-12 Private Tuition	1912						0			0
23	Special Education Programs Pre-K Tuition	1913									0
24	Remedial/Supplemental Programs K-12 Private Tuition	1914									0
25	Remedial/Supplemental Programs Pre-K Private Tuition	1915									0
26	Adult/Continuing Education Programs Private Tuition	1916									0
27	CTE Programs Private Tuition	1917									0
28	Interscholastic Programs Private Tuition	1918									0
29	Summer School Programs Private Tuition	1919									0
30	Gifted Programs Private Tuition	1920									0
31	Bilingual Programs Private Tuition	1921									0
32	Truants Alternative/Opt Ed Programs Private Tuition	1922									0
33	**Total Instruction**[14]	**1000**	88,224,651	15,906,457	1,731,178	3,934,545	89,878	158,300	137,884	0	110,182,893
34	**SUPPORT SERVICES (ED)**	**2000**									
35	**Support Services - Pupil**										
36	Attendance & Social Work Services	2110	3,228,132	253,693	17,000	5,000	0		0		3,503,825
37	Guidance Services	2120	2,141,626	380,548	500	11,000		250	0		2,533,924
38	Health Services	2130	2,054,559	224,769	998,600	55,490	1,000	600	9,500		3,344,518
39	Psychological Services	2140	1,718,038	0	5,000	0	0		0		1,723,038
40	Speech Pathology & Audiology Services	2150	2,741,173	208,274	224,767	0	0	50,000	0		3,224,214
41	Other Support Services - Pupils (Describe & Itemize)	2190	0								0
42	**Total Support Services - Pupil**	**2100**	11,883,528	1,067,284	1,245,867	71,490	1,000	50,850	9,500	0	14,329,519
43	**Support Services - Instructional Staff**										
44	Improvement of Instruction Services	2210	1,870,155	250,177	1,763,717	21,800	0	0	0		3,905,849
45	Educational Media Services	2220	2,003,606	241,975	25,100	84,068	0		26,500		2,381,249
46	Assessment & Testing	2230	2,997	73	0	1,500					4,570
47	**Total Support Services - Instructional Staff**	**2200**	3,876,758	492,225	1,788,817	107,368	0	0	26,500	0	6,291,668
48	**Support Services - General Administration**										
49	Board of Education Services	2310	0	6,244	1,864,968	4,750	0	30,000	2,000		1,907,962
50	Executive Administration Services	2320	290,427	53,947	14,000	7,000		5,000	0		370,374
51	Special Area Administration Services	2330	1,662,441	372,083	3,000	13,400	0		0		2,050,924
52	Tort Immunity Services	2360 - 2370						0			0
53	**Total Support Services - General Administration**	**2300**	1,952,868	432,274	1,881,968	25,150	0	35,000	2,000	0	4,329,260
54	**Support Services - School Administration**										
55	Office of the Principal Services	2410	7,060,017	1,342,217	21,402	29,060		18,945	0		8,471,641
56	Other Support Services - School Administration *(Describe & Itemize)*	2490									0
57	**Total Support Services - School Administration**	**2400**	7,060,017	1,342,217	21,402	29,060	0	18,945	0	0	8,471,641
58	**Support Services - Business**										
59	Direction of Business Support Services	2510	171,233	20,433	10,783	1,200		2,000	0		205,649
60	Fiscal Services	2520	396,357	32,148	123,250	76,200		1,200	0		629,155
61	Operation & Maintenance of Plant Services	2540	12,320	18	0	0	0		0		12,338
62	Pupil Transportation Services	2550			30,000	0					30,000
63	Food Services	2560			4,307,103	500			0		4,307,603

ESTIMATED DISBURSEMENTS/EXPENDITURES

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description** (Enter Whole Numbers Only)	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
64	Internal Services	2570									0
65	**Total Support Services - Business**	**2500**	579,910	52,599	4,471,136	77,900	0	3,200	0	0	5,184,745
66	**Support Services - Central**										
67	Direction of Central Support Services	2610									0
68	Planning, Research, Development & Evaluation Services	2620	705	17	0	0			0		722
69	Information Services	2630	431,465	83,187	359,600	65,000		7,000	2,000		948,252
70	Staff Services	2640	983,153	190,984	205,600	14,950		1,500	4,500		1,400,687
71	Data Processing Services	2660	802,835	143,339	1,340,429	95,730	180,000		36,000		2,598,333
72	**Total Support Services - Central**	**2600**	2,218,158	417,527	1,905,629	175,680	180,000	8,500	42,500	0	4,947,994
73	**Other Support Services *(Describe & Itemize)***	**2900**			0	0					0
74	**Total Support Services**	**2000**	27,571,239	3,804,126	11,314,819	486,648	181,000	116,495	80,500	0	43,554,827
75	**COMMUNITY SERVICES (ED)**	**3000**	45,551	10,903	30,200	8,869			0		95,523
76	**PAYMENTS TO OTHER DIST & GOVT UNITS (ED)**	**4000**									
77	**Payments to Other Dist & Govt Units (In-State)**										
78	Payments for Regular Programs	4110			0						0
79	Payments for Special Education Programs	4120			2,550,000						2,550,000
80	Payments for Adult/Continuing Education Programs	4130									0
81	Payments for CTE Programs	4140									0
82	Payments for Community College Programs	4170									0
83	Other Payments to In-State Govt Units *(Describe & Itemize)*	4190									0
84	**Total Payments to Other Dist & Govt Units (In-State)**	**4100**			2,550,000			0			2,550,000
85	Payments for Regular Programs - Tuition	4210						0			0
86	Payments for Special Education Programs - Tuition	4220						0			0
87	Payments for Adult/Continuing Education Programs - Tuition	4230									0
88	Payments for CTE Programs - Tuition	4240									0
89	Payments for Community College Programs - Tuition	4270									0
90	Payments for Other Programs - Tuition	4280									0
91	Other Payments to In-State Govt Units *(Describe & Itemize)*	4290						0			0
92	**Total Payments to Other Dist & Govt Units - Tuition (In State)**	**4200**						0			0
93	Payments for Regular Programs - Transfers	4310									0
94	Payments for Special Education Programs - Transfers	4320									0
95	Payments for Adult/Continuing Ed Programs - Transfers	4330									0
96	Payments for CTE Programs - Transfers	4340									0
97	Payments for Community College Program - Transfers	4370									0
98	Payments for Other Programs - Transfers	4380									0
99	Other Payments to In-State Govt Units - Transfers *(Describe & Itemize)*	4390									0
100	**Total Payments to Other Dist & Govt Units-Transfers (In State)**	**4300**			0			0			0
101	Payments to Other Dist & Govt Units (Out of State)	4400									0
102	**Total Payments to Other Dist & Govt Units**	**4000**			2,550,000			0			2,550,000
103	**DEBT SERVICE (ED)**	**5000**									
104	**Debt Service - Interest on Short-Term Debt**										
105	Tax Anticipation Warrants	5110						30,000			30,000
106	Tax Anticipation Notes	5120									0
107	Corporate Personal Property Repl Tax Anticipated Notes	5130									0
108	State Aid Anticipation Certificates	5140									0
109	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150						15,000			15,000
110	**Total Debt Service - Interest on Short-Term Debt**	**5100**						45,000			45,000
111	**Debt Service - Interest on Long-Term Debt**	**5200**									0
112	**Total Debt Service**	**5000**						45,000			45,000
113	**PROVISION FOR CONTINGENCIES (ED)**	**6000**						5,379			5,379
114	**Total Direct Disbursements/Expenditures**		115,841,441	19,721,486	15,626,197	4,430,062	270,878	325,174	218,384	0	156,433,622
115	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										(2,716,665)

ESTIMATED DISBURSEMENTS/EXPENDITURES

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	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description** (Enter Whole Numbers Only)	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
117	**20 - OPERATIONS AND MAINTENANCE FUND (O&M)**										
118	**SUPPORT SERVICES (O&M)**	**2000**									
119	**Support Services - Pupil**										
120	Other Support Services - Pupils *(Describe & Itemize)*	2190									0
121	**Support Services - Business**										
122	Direction of Business Support Services	2510									0
123	Facilities Acquisition & Construction Services	2530									0
124	Operation & Maintenance of Plant Services	2540	7,372,352	1,633,181	2,251,270	4,861,500	7,000	0	4,100		16,129,403
125	Pupil Transportation Services	2550									0
126	Food Services	2560									0
127	**Total Support Services - Business**	**2500**	7,372,352	1,633,181	2,251,270	4,861,500	7,000	0	4,100	0	16,129,403
128	Other Support Services *(Describe & Itemize)*	2900	134,269	24,417	758,996	0	0	0			917,682
129	**Total Support Services**	**2000**	7,506,621	1,657,598	3,010,266	4,861,500	7,000	0	4,100	0	17,047,085
130	**COMMUNITY SERVICES (O&M)**	**3000**									0
131	**PAYMENTS TO OTHER DIST & GOVT UNITS (O&M)**	**4000**									
132	**Payments to Other Dist & Govt Units (In-State)**										
133	Payments for Regular Programs	4110									0
134	Payments for Special Education Programs	4120									0
135	Payments for CTE Program	4140									0
136	Other Payments to In-State Govt Units *(Describe & Itemize)*	4190									0
137	**Total Payments to Other Dist & Govt Units (In-State)**	**4100**			0			0			0
138	Payments to Other Dist & Govt Units (Out of State) [14]	4400									0
139	**Total Payments to Other Dist & Govt Unit**	**4000**			0			0			0
140	**DEBT SERVICE (O&M)**	**5000**									
141	**Debt Service - Interest on Short-Term Debt**										
142	Tax Anticipation Warrants	5110									0
143	Tax Anticipation Notes	5120									0
144	Corporate Personal Prop Repl Tax Anticipated Notes	5130									0
145	State Aid Anticipation Certificates	5140									0
146	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150									0
147	**Total Debt Service - Interest on Short-Term Debt**	**5100**						0			0
148	**Debt Service - Interest on Long-Term Debt**	**5200**									0
149	**Total Debt Service**	**5000**						0			0
150	**PROVISION FOR CONTINGENCIES (O&M)**	**6000**						0			0
151	**Total Direct Disbursements/Expenditures**		7,506,621	1,657,598	3,010,266	4,861,500	7,000	0	4,100	0	17,047,085
152	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										788,677
154	**30 - DEBT SERVICE FUND (DS)**										
155	**PAYMENTS TO OTHER DIST & GOVT UNITS (DS)**	**4000**									
156	**Payments to Other Dist & Govt Units (In-State)**										
157	**Payments for Regular Programs**	**4110**									0
158	**Payments for Special Education Programs**	**4120**									0
159	Other Payments to In-State Govt Units *(Describe & Itemize)*	**4190**									0
160	**Total Payments to Other Dist & Govt Units (In-State)**	**4000**						0			0
161	**DEBT SERVICE (DS)**	**5000**									
162	**Debt Service - Interest on Short-Term Debt**										
163	Tax Anticipation Warrants	5110									0
164	Tax Anticipation Notes	5120									0
165	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
166	State Aid Anticipation Certificates	5140									0
167	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150									0
168	**Total Debt Service - Interest On Short-Term Debt**	**5100**						0			0

ESTIMATED DISBURSEMENTS/EXPENDITURES

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description** (Enter Whole Numbers Only)	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
169	**Debt Service - Interest on Long-Term Debt**	**5200**						12,352,608			12,352,608
170	**Debt Service - Payments of Principal on Long-Term Debt [15] (Lease/Purchase Principal Retired)**	**5300**						18,021,549			18,021,549
171	**Debt Service Other *(Describe & Itemize)***	**5400**						0			0
172	**Total Debt Service**	**5000**			0			30,374,157			30,374,157
173	**PROVISION FOR CONTINGENCIES (DS)**	**6000**						0			0
174	**Total Direct Disbursements/Expenditures**				0			30,374,157			30,374,157
175	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										(430,500)
177	**40 - TRANSPORTATION FUND (TR)**										
178	**SUPPORT SERVICES (TR)**	**2000**									
179	**Support Services - Pupils**										
180	Other Support Services - Pupils *(Describe & Itemize)*	2190									0
181	**Support Services - Business**										
182	Pupil Transportation Services	2550	4,621,372	1,171,480	3,980,110	642,400	22,000	6,000	4,000		10,447,362
183	Other Support Services *(Describe & Itemize)*	2900									0
184	**Total Support Services**	**2000**	4,621,372	1,171,480	3,980,110	642,400	22,000	6,000	4,000	0	10,447,362
185	**COMMUNITY SERVICES (TR)**	**3000**									0
186	**PAYMENTS TO OTHER DIST & GOVT UNITS (TR)**	**4000**									
187	**Payments to Other Dist & Govt Units (In-State)**										
188	Payments for Regular Program	4110									0
189	Payments for Special Education Programs	4120									0
190	Payments for Adult/Continuing Education Programs	4130									0
191	Payments for CTE Programs	4140									0
192	Payments for Community College Programs	4170									0
193	Other Payments to In-State Govt Units *(Describe & Itemize)*	4190									0
194	**Total Payments to Other Dist & Govt Units (In-State)**	**4100**			0			0			0
195	**Payments to Other Dist & Govt Units (Out-of-State) *(Describe & Itemize)***	**4400**									0
196	**Total Payments to Other Dist & Govt Units**	**4000**			0			0			0
197	**DEBT SERVICE (TR)**	**5000**									
198	**Debt Service - Interest on Short-Term Debt**										
199	Tax Anticipation Warrants	5110									0
200	Tax Anticipation Notes	5120									0
201	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
202	State Aid Anticipation Certificates	5140									0
203	Other Interest on Short-Term Debt *(Describe and Itemize)*	5150						223,521			223,521
204	**Total Debt Service - Interest On Short-Term Debt**	**5100**						223,521			223,521
205	**Debt Service - Interest on Long-Term Debt**	**5200**									0
206	**Debt Service - Payments of Principal on Long-Term Debt [15] (Lease/Purchase Principal Retired)**	**5300**						1,245,149			1,245,149
207	***Debt Service - Other* (Describe and Itemize)**	**5400**									0
208	**Total Debt Service**	**5000**						1,468,670			1,468,670
209	**PROVISION FOR CONTINGENCIES (TR)**	**6000**						0			0
210	**Total Direct Disbursements/Expenditures**		4,621,372	1,171,480	3,980,110	642,400	22,000	1,474,670	4,000	0	11,916,032
211	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										1,755,836
213	**50 - MUNICIPAL RETIREMENT/SOC SEC FUND (MR/SS)**										
214	**INSTRUCTION (MR/SS)**	**1000**									
215	Regular Program	1100		1,294,351							1,294,351
216	Pre-K Programs	1125		21,386							21,386
217	Special Education Programs (Functions 1200-1220)	1200		855,100							855,100
218	Special Education Programs Pre-K	1225									0
219	Remedial and Supplemental Programs K-12	1250		46,429							46,429
220	Remedial and Supplemental Programs Pre-K	1275		25,271							25,271
221	Adult/Continuing Education Programs	1300									0
222	CTE Programs	1400		19,537							19,537

ESTIMATED DISBURSEMENTS/EXPENDITURES

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description (Enter Whole Numbers Only)**	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
223	Interscholastic Programs	1500		116,028							116,028
224	Summer School Programs	1600		5,904							5,904
225	Gifted Programs	1650		15,220							15,220
226	Driver's Education Programs	1700		9,034							9,034
227	Bilingual Programs	1800		65,550							65,550
228	Truant Alternative & Optional Programs	1900		9,648							9,648
229	**Total Instruction**	**1000**		2,483,458							2,483,458
230	**SUPPORT SERVICES (MR/SS)**	**2000**									
231	**Support Services - Pupil**										
232	Attendance & Social Work Services	2110		114,974							114,974
233	Guidance Services	2120		30,399							30,399
234	Health Services	2130		158,417							158,417
235	Psychological Services	2140		0							0
236	Speech Pathology & Audiology Services	2150		22,940							22,940
237	Other Support Services - Pupils *(Describe & Itemize)*	2190		0							0
238	**Total Support Services - Pupil**	**2100**		326,730							326,730
239	**Support Services - Instructional Staff**										
240	Improvement of Instruction Services	2210		59,849							59,849
241	Educational Media Services	2220		51,916							51,916
242	Assessment & Testing	2230		42							42
243	**Total Support Services - Instructional Staff**	**2200**		111,807							111,807
244	**Support Services - General Administration**										
245	Board of Education Services	2310		4,351							4,351
246	Executive Administration Services	2320		15,807							15,807
247	Special Area Administrative Services	2330		29,641							29,641
248	Claims Paid from Self Insurance Fund	2361									0
249	Workers' Compensation or Workers' Occupation Disease Acts Payments	2362									0
250	Unemployment Insurance Payments	2363									0
251	Insurance Payments (regular or self-insurance)	2364									0
252	Risk Management and Claims Services Payments	2365									0
253	Judgment and Settlements	2366									0
254	Educational, Inspectional, Supervisory Services Related to Loss Prevention or Reduction	2367									0
255	Reciprocal Insurance Payments	2368									0
256	Legal Service	2369									0
257	**Total Support Services - General Administration**	**2300**		49,799							49,799
258	**Support Services - School Administration**										
259	Office of the Principal Services	2410		393,619							393,619
260	Other Support Services - School Administration *(Describe & Itemize)*	2490									0
261	**Total Support Services - School Administration**	**2400**		393,619							393,619
262	**Support Services - Business**										
263	Direction of Business Support Services	2510		2,147							2,147
264	Fiscal Services	2520		68,969							68,969
265	Facilities Acquisition & Construction Services	2530		26,281							26,281
266	Operation & Maintenance of Plant Service	2540		1,220,654							1,220,654
267	Pupil Transportation Services	2550		791,638							791,638
268	Food Services	2560									0
269	Internal Services	2570									0
270	**Total Support Services - Business**	**2500**		2,109,689							2,109,689
271	**Support Services - Central**										
272	Direction of Central Support Services	2610									0
273	Planning, Research, Development & Evaluation Services	2620		18							18
274	Information Services	2630		67,143							67,143
275	Staff Services	2640		137,700							137,700
276	Data Processing Services	2660		120,200							120,200
277	**Total Support Services - Central**	**2600**		325,061							325,061

ESTIMATED DISBURSEMENTS/EXPENDITURES

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	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description** (Enter Whole Numbers Only)	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
278	**Other Support Services *(Describe & Itemize)***	**2900**		19,543							19,543
279	**Total Support Services**	**2000**		3,336,248							3,336,248
280	**COMMUNITY SERVICES (MR/SS)**	**3000**		6,780							6,780
281	**PAYMENTS TO OTHER DIST & GOVT UNITS (MR/SS)**	**4000**									
282	Payments for Regular Programs	4110									0
283	Payments for Special Education Programs	4120									0
284	Payments for CTE Programs	4140									0
285	**Total Payments to Other Dist & Govt Units**	**4000**		0							0
286	**DEBT SERVICE (MR/SS)**	**5000**									
287	**Debt Service - Interest on Short-Term Debt**										
288	Tax Anticipation Warrants	5110									0
289	Tax Anticipation Notes	5120									0
290	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
291	State Aid Anticipation Certificates	5140									0
292	Other *(Describe & Itemize)*	5150									0
293	**Total Debt Service**	**5000**						0			0
294	**PROVISION FOR CONTINGENCIES (MR/SS)**	**6000**									0
295	**Total Direct Disbursements/Expenditures**			5,826,486				0			5,826,486
296	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										0
298	**60 - CAPITAL PROJECTS (CP)**										
299	**SUPPORT SERVICES (CP)**	**2000**									
300	**Support Services - Business**										
301	Facilities Acquisition & Construction Services	2530	79,972	23,302	0	0	0	0	0		103,274
302	Other Support Services *(Describe & Itemize)*	2900									0
303	**Total Support Services**	**2000**	79,972	23,302	0	0	0	0	0		103,274
304	**PAYMENTS TO OTHER DIST & GOVT UNITS (CP)**	**4000**									
305	**Payments to Other Dist & Govt Units (In-State)**										
306	Payments to Regular Programs	4110									0
307	Payment for Special Education Programs	4120									0
308	Payment for CTE Programs	4140									0
309	Payments to Other Govt Units (In-State) *(Describe & Itemize)*	4190									0
310	**Total Payments to Other Districts & Govt Units**	**4000**			0			0			0
311	**PROVISION FOR CONTINGENCIES (CP)**	**6000**									0
312	**Total Direct Disbursements/Expenditures**		79,972	23,302	0	0	0	0	0		103,274
313	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										431,002
315	**70 WORKING CASH FUND (WC)**										
317	**80 - TORT FUND (TF)**										
318	**SUPPORT SERVICES - GENERAL ADMINISTRATION**	**2000**									
319	Claims Paid from Self Insurance Fund	2361									0
320	Workers' Compensation or Workers' Occupational Disease Act Payments	2362									0
321	Unemployment Insurance Payments	2363									0
322	Insurance Payments (regular or self-insurance)	2364									0
323	Risk Management and Claims Services Payments	2365									0
324	Judgment and Settlements	2366									0
325	Educational, Inspectional, Supervisory Services Related to Loss Prevention or Reduction	2367									0
326	Reciprocal Insurance Payments	2368									0
327	Legal Service	2369									0
328	Property Insurance (Building & Grounds)	2371									0
329	Vehicle Insurance (Transportation)	2372									0
330	**Total Support Services - General Administration**	**2000**	0	0	0	0	0	0	0		0

ESTIMATED DISBURSEMENTS/EXPENDITURES

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	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description** (Enter Whole Numbers Only)	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
331	**PAYMENTS TO OTHER DIST & GOVT UNITS (TF)**	**4000**									
332	Payments for Regular Programs	4110									0
333	Payments for Special Education Programs	4120									0
334	**Total Payments to Other Dist & Govt Units**	**4000**						0			0
335	**DEBT SERVICE (TF)**	**5000**									
336	**Debt Service - Interest on Short-Term Debt**										
337	Tax Anticipation Warrants	5110									0
338	Corporate Personal Property Replacement Tax Anticipation Notes	5130									0
339	Other Interest or Short-Term Debt *(Describe & Itemize)*	5150									0
340	**Total Debt Service**	**5000**						0			0
341	**PROVISION FOR CONTINGENCIES (TF)**	**6000**									0
342	**Total Direct Disbursements/Expenditures**		0	0	0	0	0	0	0		0
343	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										0
345	**90 - FIRE PREVENTION & SAFETY FUND (FP&S)**										
346	**SUPPORT SERVICES (FP&S)**	**2000**									
347	**Support Services - Business**										
348	Facilities Acquisition & Construction Services	2530									0
349	Operation & Maintenance of Plant Service	2540									0
350	**Total Support Services - Business**	**2500**	0	0	0	0	0	0	0		0
351	Other Support Services *(Describe & Itemize)*	2900									0
352	**Total Support Services**	**2000**	0	0	0	0	0	0	0		0
353	**PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (FP&S)**	**4000**									
354	Payments to Regular Programs	4110									0
355	Payments to Special Education Programs	4120									0
356	Other Payments to In-State Govt Units *(Describe & Itemize)*	4190									0
357	**Total Payments to Other Districts & Govt Units (FPS)**	**4000**						0			0
358	**DEBT SERVICE (FP&S)**	**5000**									
359	**Debt Service - Interest on Short-Term Debt**										
360	Tax Anticipation Warrants	5110									0
361	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150									0
362	**Total Debt Service - Interest on Short-Term Debt**	**5100**						0			0
363	**Debt Service - Interest on Long-Term Debt**	**5200**									0
364	**Debt Service - Payments of Principal on Long-Term Debt** [15] **(Lease/Purchase Principal Retired)**	**5300**									0
365	**Total Debt Service**	**5000**						0			0
366	**PROVISIONS FOR CONTINGENCIES (FP&S)**	**6000**									0
367	**Total Direct Disbursements/Expenditures**		0	0	0	0	0	0	0		0
368	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										0

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**James Martin**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Plank Junior High School**
2015-2016 Base Salary	**$96,388.00**
2015-2016 TRS Salary:	**$106,388.54**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$106,388.54** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$106,388.54** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

James Martin

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Gladys Martinez** ("Assistant Director of Transportation"), ratified by a resolution adopted at the regular meeting of the Board, held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Transportation is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Director of Transportation for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Transportation of this District shall be all those duties incident to the Assistant Director of Transportation position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Transportation, and such other duties as from time-to-time may be assigned to the Assistant Director of Transportation by the Director of Transportation. The Board reserves the right to assign the Assistant Director of Transportation to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

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

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

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

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

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five

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

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

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

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

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

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

ASSISTANT DIRECTOR OF TRANSPORTATION

Gladys Martinez

Gladys Martinez

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
EXECUTIVE DIRECTOR CONTRACT

Executive Director Name:	**Jamie R. Max**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Executive Director of Secondary Education**
2015-2016 Base Salary	**$109,000.00**
2015-2016 TRS Salary:	**$120,309.08**
Board Meeting Approval:	**May 11, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$120,309.08** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Executive Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Executive Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Executive Director will receive no less than the TRS included salary of **$120,309.08** for the second year of this two (2) year agreement.
B. The Executive Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Executive Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions

are made as a condition of employment to secure the Executive Director future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Executive Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

8. Vacation. The Executive Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Executive Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Executive Director vacation bank exceeds twenty-five (25) days as of July 1, the Executive Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's

or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Executive Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Executive Director unilaterally terminates this contract prior to its end date, the Executive Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

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

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

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

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

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

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

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

Executive Director progress towards the following performance and academic improvement goals. The Executive Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. Offer and monitor implementation of four (4) online courses at the high school level with a least one full section of students per high school.

2. Increase the number of students earning Dual Credit through Waubonsee Community College by 500% in the 2015-2016 school year when compared to the 2014-2015 school year.

3. Implementation of the new ELA curriculum at the secondary level and preparation to implement PE and science as documented in the Board approved 5-Year Curriculum Review Cycle for the 2016-2017 school year.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

EXECUTIVE DIRECTOR OF
SECONDARY EDUCATION

Jamie Max

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Andrew J. McCree**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Brokaw Early Learning Center**
2015-2016 Base Salary	**$80,460.00**
2015-2016 TRS Salary:	**$88,807.97**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$88,807.97** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$88,807.97** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

Andrew J. McCree

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jennifer A. McDermott** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$62,234.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Jennifer A. McDermott

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Susan M. McDougall** ("Assistant Director of Gifted Education") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of this District shall be all those duties incident to the Assistant Director position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director, and such other duties as from time-to-time may be assigned to the Assistant Director by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **$73,000.** for the 2016/2017 contract year, the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

11. In-District Travel. The Board shall provide the Assistant Director $100.00 each month for mileage expenses.

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

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

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

Assistant Director

Susan M. McDougall

Susan M. McDougall

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR OF ELEMENTARY EDUCATION

AGREEMENT made on the 13th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Melissa K. McDowell** (" Director of Elementary Education") hereinafter referred to as Director, ratified by a resolution adopted at the regular meeting of the Board on June 13, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as a Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the position job description, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent of Schools or designee. The Board reserves the right to assign the Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Director's annual base salary of **$93,000.** for the 2016/2017 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

11. In-District Travel. The Board shall provide the Director $150.00 each month for mileage expenses.

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

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

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

Director of Elementary Education

Melissa K. McDowell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jacqueline E. Mecklenburg** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$63,818.63** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Jacqueline E. Mecklenburg

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made this 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Ali Mehanti** ("Assistant Superintendent for Business Services/Treasurer/Chief School Business Official"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Superintendent for Business Services/Treasurer/Chief School Business Official is hereby hired and retained from July 1, 2016, to June 30, 2017, as Assistant Superintendent for Business Services/Treasurer/Chief School Business Official for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official of this District shall be all those duties required of the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official, and to perform such other duties as from time to time may be assigned to the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official to different duties for which he/she is qualified during the term of this contract without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official annual base salary of **$150,000.** for the 2016/2017 contract year, the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Superintendent for Business Services/Treasurer/Chief School Business Official as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official for Business Services/Treasurer/Chief School Business Official future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Superintendent for Business Services/Treasurer/Chief School Business Official does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Superintendent for Business Services/Treasurer/Chief School Business Official, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Superintendent shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

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

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

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

7. Vacation.

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

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

for Business Services/Treasurer/Chief School Business Official's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

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

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

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

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

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

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

ATTEST: _____
Secretary

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

Assistant Director's Name:	**Kenneth L. Miller**
Length of Contract:	**Multi-Year – August 10, 2015 through June 30, 2017**
2015-2016 Assignment:	**Assistant Director of Human Resources**
2015-2016 Base Salary	**$75,000.00 (prorated for an August 10, 2015 start date)**
2015-2016 IMRF Salary:	**$78,534.00 (prorated for an August 10, 2015 start date)**
Board Meeting Approval:	**July 13, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration of an IMRF salary of **$78,534.00 (prorated for an August 10, 2015 start date)** for the 2015-2016 contract year, the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director will receive no less than the IMRF included salary of **$78,534.00** the second year of this two (2) year agreement.
B. The Assistant Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
C. Both parties acknowledge that the Assistant Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Assistant Director's future services, knowledge, and experience.
D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

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

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

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

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

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

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

9. Sick and Personal Leave. The Assistant Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 240 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Assistant Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

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

1. Assist with enhancing procedures for recruitment, selection, and hiring high quality employees reflecting the needs and diversity of District 308's student population.

2. Provide support to prospective and current District 308's by delivering HR services, programs, and communications that add value.

3. Assist with reviewing and evaluating levels and types of benefits offered and develop recommendations for any changes to current offerings to ensure that all insurance plans are managed and structured in the most efficient and effective manner and comply with all relevant state and federal laws and regulations.

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

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

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

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

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

18. Miscellaneous.

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

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

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

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

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

ASSISTANT DIRECTOR OF
HUMAN RESOURCES

Kenneth L. Miller

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

ASSOCIATE SUPERINTENDENT
CONTRACT FOR EMPLOYMENT

AGREEMENT made this 9th day of May, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and Dr. Judith A. Minor ("Associate Superintendent"), ratified by a resolution adopted at the regular meeting of the Board held on May 9, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. Finding that Dr. Minor has performed all of the performance based goals contained in the May 27, 2014 Employment Contract, the Board hereby extends the Associate Superintendent contract for Employment to June 30, 2018 for Community Unit School District No. 308, Oswego, Illinois. This Employment Contract supersedes and nullifies all prior employment agreements.

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

3. Salary. In consideration of the following salary amounts, Dr. Minor hereby agrees to devote such time, skill, labor, and attention to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties as set forth in this Agreement by Board policies or in rules or regulations established by the Board:

A. From July 1, 2016 through June 30, 2017, the Board shall pay Dr. Minor an annual base salary of One Hundred Seventy Five Thousand Dollars ($175,000.00).

B. From July 1, 2017 through June 30, 2018, the Board shall pay Dr. Minor a base salary of One Hundred Eighty Thousand Dollars ($180,000.00).

C. The base salary for each year of this Agreement shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated members of the professional staff. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement. It is provided, however, that by so doing it shall not be considered that the Board has entered into a new agreement with Dr. Minor nor that the termination dates of this Agreement has been in any way extended.

D. The Board shall pay on behalf of Dr. Minor all contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 and

Section 16-133.1 of the Illinois Pension Code, as amended from time to time. The Board further agrees to pay and shelter that portion of the salary that is required as a contribution to TRS. Dr. Minor shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on her behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Illinois Pension Code and TRS rules and regulations.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee, shall evaluate the Associate Superintendent 's progress toward established goals and working relationships among staff and community, and any other objectives established by the Board.

5. Performance Based Goals. This Agreement is a performance-based contract pursuant to Section 10-23.8a of The School Code. The Board and the Associate Superintendent agree that the goals contained in Exhibit A are linked to student performance and academic improvement. In the event that issues arise that require the content or duration of the goals to change, both parties must mutually agree to modify the goals in Exhibit A. In addition, for each contract year, the Board and the Associate Superintendent may mutually agree that additional student performance and academic improvement goals will be developed, based on the recommendation of the Superintendent, and attached as Exhibit A no later than June 1st of the preceding contract year. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Associate Superintendent provided the Associate Superintendent has met all of the above-listed performance and improvement goals.

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

7. Licensure. Dr. Minor shall furnish to the Board during the term of this Agreement, a valid and appropriate Professional Educator License (PEL) to act as Associate Superintendent in accordance with the laws of the State of Illinois and as directed by the Board.

8. Termination by Agreement. During the term of this Agreement, the Board and the Associate Superintendent may mutually agree, in writing, to terminate this Agreement.

9. Vacation and Sick Leave: Dr. Minor will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided that Dr. Minor has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event that Dr. Minor's

vacation bank exceeds twenty-five (25) days as of July 1, Dr. Minor will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. On a yearly basis, up to and including ten (10) unused vacation days may be paid to Dr. Minor at her per diem rate. Requests are to be submitted to the Human Resources Department by June 15th of each year. Dr. Minor's discretionary days not used by June 30th each year will be converted into a vacation day (one for one), conditionally if Dr. Minor is within her respective vacation day parameters (e.g., not more than double her allotted vacation days.) If Dr. Minor unilaterally terminates this contract prior to its end date, Dr. Minor's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

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

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

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

12. Mileage Reimbursement. The Board shall provide the Associate Superintendent $250.00 each month for mileage expenses.

13. Waiver of Tenure. By accepting the terms of a multi-year contract, Dr. Minor acknowledges that she waives all rights granted her under Sections 24-11 through 24-16 of The School Code for the duration of her employment under a multi-year employment contract.

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

DR. JUDITH A. MINOR

Associate Superintendent

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

Exhibit A

Goals

1. The Associate Superintendent shall devise and integrate a plan to enhance staff assessment and intervention literacy as part of the new district-wide PLC implementation to raise student academic achievement towards a composite ACT of 24.

2. The Associate Superintendent shall advise and support the Superintendent's vision; work to collaborate and partner with leadership team; and advise the Superintendent and work to ensure board-approved goals are completed.

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Michael Mitchinson**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Boulder Hill Elementary**
2015-2016 Base Salary	**$92,352.00**
2015-2016 TRS Salary:	**$101,933.80**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$101,933.80** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$101,933.80** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

Michael Mitchinson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Philip F. Murray**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Long Beach Elementary**
2015-2016 Base Salary	**$90,446.00**
2015-2016 TRS Salary:	**$99,830.04**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$99,830.04** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$99,830.04** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

Philip F. Murray

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **William A. Nunamaker** ("High School Assistant Principal for Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The High School Assistant Principal is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 216 days annually. Your 2016-2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties required of the High School Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the High School Assistant Principal, and to perform such other duties as from time to time may be assigned to the High School Assistant Principal by the Senior High School Principal, and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal's annual base salary of **$80,980.** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of $2,500.00 beginning the next fiscal year and an additional $2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed $5,000.00 total maximum.)

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

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

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

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

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

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

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

William A. Nunamaker

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Casey D. O'Connell** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$65,301.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Casey D. O'Connell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Bonnie Osborne** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning. The Board reserves the right to assign the Special Ed Coordinator to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$65,500.** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Ed Coordinator shall have the right

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

Bonnie Osborne

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT

AGREEMENT made on the 11th day of July, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jacob S. Paskvan III** ("Dean of Students "), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Dean of Students is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **$63,000.** for the 2016/2017 contract year, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Dean of Students future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Dean of Students does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Dean of Students, nor as an extension of the termination date of this contract.

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

5. Discharge for Cause. Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or

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

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

7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

Jacob S. Paskvan III, Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Laura M. Pastirik-Bankowski** ("High School Assistant Principal for Curriculum and Instruction"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The High School Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as a High School Assistant Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties incident to the High School Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the High School Assistant Principal, and such other duties as from time-to-time may be assigned to the High School Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal's annual base salary of **$91,500.** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of $2,500.00 beginning the next fiscal year and an additional $2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed $5,000.00 total maximum.)

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

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

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

7. Vacation.

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

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

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

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

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

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

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

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

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

High School Assistant Principal

Laura M. Pastirik-Bankowski

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
EXECUTIVE DIRECTOR CONTRACT

Executive Director Name:	**Valerie M. Patterson**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Executive Director of District Student Services**
2015-2016 Base Salary	**$114,096.00**
2015-2016 TRS Salary:	**$125,933.80**
Board Meeting Approval:	**May 11, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$125,933.80** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Executive Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Executive Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Executive Director will receive no less than the TRS included salary of **$125,933.80** for the second year of this two (2) year agreement.
B. The Executive Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Executive Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions

are made as a condition of employment to secure the Executive Director future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Director continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

8. Vacation. The Executive Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Executive Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Executive Director vacation bank exceeds twenty-five (25) days as of July 1, the Executive Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's

or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Executive Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Executive Director unilaterally terminates this contract prior to its end date, the Executive Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

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

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

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

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

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

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

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

Executive Director progress towards the following performance and academic improvement goals. The Executive Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. Collaboratively facilitate the review of the Multi-Tiered System of Support framework by incorporating best practice district-aligned supports and resources PK-12.
2. Work with 308 administration to construct, data-informed interactive supports for Rights and Responsibilities (parent resources, webcast/podcast resources, administrative resources for in-school interventions).
3. Audit Student Services in grade 6-12; map out strategic plan for moving toward best practice delivery of student services per American School Counselor Association.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

EXECUTIVE DIRECTOR OF
STUDENT SERVICES

Valerie M. Patterson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kimberly Payton** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$83,787.38** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

Kimberly Payton

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By _____
President

ATTEST: _____
Secretary

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

Director's Name:	**Dr. Heidi Podjasek**
Length of Contract:	**July 1, 2016 through June 30, 2017**
2016/2017 Base Salary:	**$102,604.48**
2016/2017 TRS Salary:	**$113,250.00**
Board Meeting Approval:	**March 14, 2016**

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

IT IS AGREED:

1. Employment and Work Year. The Director of Professional Development and Training is hereby hired and retained from July 1, 2016 through June 30, 2017, as a Director of Professional Development and Training for Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Director of Professional Development and Training salary of $113,250.00 for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Director of Professional Development and Training hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director of Professional Development and Training as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director of Professional Development and Training does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Director of Professional Development and Training did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director of Professional Development and Training future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director of Professional Development and Training, nor as an extension of the termination date of this contract.

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

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

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

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

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

9. Medical, Dental, Vision Insurance. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director of Professional Development and Training and the members of the Director of Professional Development and

Training immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000. of Term Life insurance and Long-Term Disability benefits for the Director of Professional Development and Training during the term of this Agreement.

11. In-District Travel. The Board shall provide the Director of Professional Development and Training $150.00 each month for mileage expenses.

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

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

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

Director of Professional Development and Training

Heidi Podjasek

Dr. Heidi Podjasek

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Jeffrey R. Rainaldi** ("Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Principal is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of an Assistant Principal of this District shall be all those duties required of the Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Principal, and to perform such other duties as from time to time may be assigned to the Assistant Principal by the Principal or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal salary of **$60,000.00 (to be prorated for a August 1, 2016 start date)** for the 2016-2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

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

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

_____
Jeffrey R. Rainaldi

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Melinda Renier**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Homestead Elementary**
2015-2016 Base Salary	**$94,926.00**
2015-2016 TRS Salary:	**$104,774.86**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$104,774.86** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$104,774.86** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

Melinda Renier

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Katherine Renz** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning. The Board reserves the right to assign the Special Ed Coordinator to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$60,500.** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Ed Coordinator shall have the right

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

Katherine Renz

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Sherry Reynolds-Whitaker** ("Assistant Director of Finance"), ratified by a resolution adopted at the regular meeting of the Board, held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Finance is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Director of Finance for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Finance of this District shall be all those duties incident to the Assistant Director of Finance position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Finance, and such other duties as from time-to-time may be assigned to the Assistant Director of Finance by the Director of Finance. The Board reserves the right to assign the Assistant Director of Finance to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

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

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

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

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

6. Termination by Mutual Agreement. During the term of this Agreement, the Board

and the Assistant Director of Finance may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

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

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

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

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

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

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

ASSISTANT DIRECTOR OF FINANCE

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Sherry Reynolds-Whitaker

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Denise M. Rodgers** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$63,819.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Denise M. Rodgers

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Amy M. Ryan** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$66,834.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective

names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal

Amy Ryan

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT

Director's Name:	**Jeffrey C. Ryder**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Director of Finance**
2015-2016 Base Salary	**$92,495.00**
2015-2016 IMRF Salary:	**$96,853.36**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration of an IMRF salary of **$96,853.36** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **$96,853.36** the second year of this two (2) year agreement.
B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

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

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

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

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

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

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

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

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

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

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

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

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

1. Assign all program cost expenditures to unique department codes to better track program costs.

2. Turn on the position control function in efinance to circumvent going over budget in head count.

3. Institute an "exchange" program to give budget managers a mechanism to swap dollars to conform to fixed budgets.

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

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

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

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

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

18. Miscellaneous.

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

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

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

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

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

DIRECTOR

Jeffrey C. Ryder

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
EXECUTIVE DIRECTOR OF HUMAN RESOURCES, PAYROLL AND BENEFITS / CSBO CONTRACT

Executive Director Name:	**Roxana Sanders**
Length of Contract:	**July 1, 2016 through June 30, 2017**
2016-2017 Assignment:	**Executive Director of Human Resources, Payroll and Benefits / CSBO**
2016-2017 Base Salary	**$122,000.00**
Board Meeting Approval:	**June 13, 2016**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Roxana Sanders,** Executive Director of Human Resources, Payroll and Benefits / CSBO ("Executive Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Executive Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as the Executive Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Executive Director of this District shall be all those duties incident to the Executive Director position as set forth in the Executive Director job description and Board policies, those obligations imposed by Illinois law upon the Executive Director, and such other duties as from time-to-time may be assigned to the Executive Director by the Superintendent or designee. The Board reserves the right to assign the Executive Director to different duties for which she is qualified during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration of the Executive Director's annual base salary of $122,000. for the 2016/2017 contract year, the Executive Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Executive Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System (TRS) and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Executive Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Executive Director's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Executive Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term

of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Executive Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Executive Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Executive Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

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

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

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

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

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

used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Executive Director unilaterally terminates this contract prior to its end date, the Executive Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Executive Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2017 will be converted in a credit of 15 sick days for the Executive Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

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

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

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

18. If after signing this contract, the Executive Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Executive Director agrees to pay Community Unit School District 308 FIVE THOUSAND

DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

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

20. Miscellaneous.

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

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

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

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

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

EXECUTIVE DIRECTOR OF
HUMAN RESOURCES, PAYROLL
AND BENEFITS / CSBO

Roxana Sanders

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Michelle M. Sands** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$61,000.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Michelle M. Sands

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Scott Savage** ("High School Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 127, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The High School Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as a High School Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the High School Principal of this District shall be all those duties incident to the High School Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the High School Principal, and such other duties as from time-to-time may be assigned to the High School Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Principal to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Principal annual base salary of **$118,685.97** for the 2016/2017 contract year, the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

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

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

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

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

Sick and Personal Leave

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

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

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

10. Mileage Reimbursement: The Board shall provide the Principal $150.00 each month

for mileage expenses.

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

12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

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

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

15. If after signing this contract, the Administrator wishes to be released from this contract, or unilaterally resigns his/her employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308, $5,000.00 in liquidated damages.

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

HIGH SCHOOL PRINCIPAL

Scott L. Savage

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 14th day of March, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Erica L. Schramm** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on March 14, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 216 days for the 2016/2017 school year. Your 2016/2017 start date is July 27, 2016 and your last day of work will be June 30, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$78,000.00** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Erica L. Schramm

Erica L. Schramm

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made by and between the BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Tania V. Shepherd** ("High School Assistant Principal for Curriculum and Instruction"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The High School Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as a High School Assistant Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties incident to the High School Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the High School Assistant Principal, and such other duties as from time-to-time may be assigned to the High School Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal's annual base salary of **$84,322.** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of $2,500.00 beginning the next fiscal year and an additional $2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed $5,000.00 total maximum.)

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

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

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

7. Vacation.

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

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

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

staff.

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

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

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

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

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

High School Assistant Principal

Tania V. Shepherd

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Samantha L. Sinovich** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$61,500.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Samantha L. Sinovich

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 11th day of July, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Heather Smith** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$64,000** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

Heather Smith

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
EXECUTIVE DIRECTOR FOR TEACHING AND LEARNING
CONTRACT

AGREEMENT made this 13th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Dr. Lisa L. Smith** ("Executive Director for Teaching and Learning"), ratified by a resolution adopted at the regular meeting of the Board held on June 13, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Executive Director for Teaching and Learning is hereby hired and retained from July 1, 2016, to June 30, 2017, as Executive Director for Teaching and Learning for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Executive Director for Teaching and Learning of this District shall be all those duties required of the Executive Director for Teaching and Learning as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Executive Director for Teaching and Learning, and to perform such other duties as from time to time may be assigned to the Executive Director for Teaching and Learning by the Superintendent of Schools or designee. The Board reserves the right to assign the Executive Director for Teaching and Learning to different duties for which he/she is qualified during the term of this contract without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Executive Director for Teaching and Learning's annual base salary of **$127,000.** for the 2016/2017 contract year, the Executive Director for Teaching and Learning hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Executive Director for Teaching and Learning as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Executive Director for Teaching and Learning did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Executive Director for Teaching and Learning future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Executive Director for Teaching and Learning does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Executive Director for Teaching and Learning, nor as an extension of the termination date of this contract.

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

5. Discharge for Cause. Throughout the term of this Agreement, the Executive Director for Teaching and Learning shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Executive Director for Teaching and Learning shall have the right to service of written charges. Any failure to comply with

the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Executive Director for Teaching and Learning may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

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

Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

9. Term Life and Long-Term Disability. The Board shall provide for $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Executive Director for Teaching and Learning during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Executive Director for Teaching and Learning $150.00 each month for mileage expenses.

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

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

District 308.

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

Executive Director for
Teaching and Learning

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By _____
President

ATTEST: _____
Secretary

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

Principal's Name: **Sean P. Smith**
Length of Contract: **July 1, 2016 through June 30, 2017**
2016/2017 TRS Salary: **$91,300.00**
Board Meeting Approval: **February 8, 2016**

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

IT IS AGREED:

1. Employment and Work Year. The Elementary School Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as the Elementary School Principal for Community Unit School District No. 308, Oswego, Illinois.

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

3. Salary. In consideration for the Elementary School Principal's salary of **$91,300.** for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary School Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary School Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of $2,500.00 beginning the next fiscal year and an additional $2,500.00 base salary increase at the beginning of the next fiscal year.

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

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

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

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

Sick and Personal Leave

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

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

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

10. Mileage Reimbursement: The Board shall provide the Principal $150.00 each month for mileage expenses.

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

12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

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

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

15. If after signing this contract, the Administrator wishes to be released from this contract, or unilaterally resigns his/her employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308, $5,000.00 in liquidated damages.

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

ELEMENTARY SCHOOL PRINCIPAL

Sean P. Smith

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Paul C. Southwell** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$63,266.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Paul C. Southwell

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

SUPERINTENDENT
CONTRACT OF EMPLOYMENT

AGREEMENT made this 11TH day of APRIL, 2016, by and between the Board of Education, Community Unit School District No. 308 (hereinafter "the Board"), and JOHN SPARLIN (hereinafter "SPARLIN"), ratified by motion adopted at a regular meeting of the Board held on APRIL 11, 2016, and found in the minutes of that meeting.

IT IS AGREED:

1. Employment: SPARLIN is hereby hired and retained from July 1, 2016 to June 30, 2018 as SUPERINTENDENT. SPARLIN hereby accepts and agrees to such hiring, engagement, and employment subject to the general supervision and pursuant to the orders, advice, and direction of the Board.

2. Duties: The duties and responsibilities of SPARLIN shall be all those duties incident to the office of SUPERINTENDENT as set forth in the job description as prescribed by Board policy; those obligations imposed by the law of the State of Illinois; and to perform such other duties incidental to the office of the Superintendent as from time to time may be assigned to SPARLIN by the Board. The Board reserves the right to assign SPARLIN to different duties for which he is certified from time to time during the contract, without a loss of contract term, pay, or benefits.

3. Salary: In consideration of the following salary amounts, SPARLIN hereby agrees to devote such time, skill, labor, and attention to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties as set forth in this Agreement by Board policies or in rules or regulations established by the Board:

A. From July 1, 2016 through June 30, 2017, the Board shall pay SPARLIN a base salary of Two Hundred Thousand Dollars ($200,000.00).

B. From July 1, 2017 through June 30, 2018, the Board shall pay SPARLIN a base salary of Two Hundred Five Thousand Dollars ($205,000.00).

C. The base salary for each year of this Agreement shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated members of the professional staff. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall

become a part of this Agreement. It is provided, however, that by so doing it shall not be considered that the Board has entered into a new agreement with SPARLIN nor that the termination date of this Agreement has been in any way extended.

D. The Board shall pay on behalf of SPARLIN all contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 and Section 16-133.1 of the Illinois Pension Code, as amended from time to time. If the current employee contribution rate required by TRS to be remitted decreases, the Board shall pay the difference to the Superintendent as salary to the extent the Board's total cost for salary and pick up of the TRS contribution does not exceed the Board's total cost before the TRS contribution rate decrease. The Board further agrees to pay and shelter that portion of the salary that is required as a contribution to TRS. Except as expressly provided herein paragraph 3.D., SPARLIN shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on his behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Illinois Pension Code and TRS rules and regulations.

4. Vacation: SPARLIN will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided that SPARLIN has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event that SPARLIN'S vacation bank exceeds twenty-five (25) days as of July 1, SPARLIN will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave in excess of two (2) consecutive work days shall be subject to the approval of the Board President. Vacation leave for two (2) or fewer consecutive work days may be taken by providing electronic written communication to the Board President at least twenty-four (24) hours in advance of the vacation leave. On a yearly basis, up to and including ten (10) unused vacation days may be paid to SPARLIN at his per diem rate. Requests are to be submitted to the Human Resources Department by June 15th of each year. SPARLIN'S discretionary days not used by June 30th each year will be converted into a vacation day (one for one), conditionally if SPARLIN is within his respective vacation day parameters (e.g., not more than double his allotted vacation days.) If SPARLIN unilaterally terminates this contract prior to its end date, SPARLIN'S unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

5. Sick Leave: SPARLIN shall receive Fifteen (15) days of sick leave annually, of which Three (3) days can be used as personal leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for SPARLIN'S use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

6. Travel Expense: SPARLIN shall receive a monthly stipend of Four Hundred Sixteen Dollars and Sixty Six Cents ($416.66) for District-related travel and mileage expenses.

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

8. Term Life and Long-Term Disability: The Board shall provide for ONE HUNDRED THOUSAND DOLLARS ($100,000.00) of Term Life Insurance and Long-Term Disability benefits for SPARLIN during the term of this Agreement.

9. Annuity: Upon SPARLIN's satisfactory service each year of this Agreement, the Board shall, in accordance with applicable state and federal law, annually make a contribution to a tax-sheltered annuity or other account type qualifying under Section 403(b) and/or Section 457(h) of the Internal Revenue Code of 1986 as amended, selected by SPARLIN, in the following amounts:

A. Upon completion of SPARLIN's satisfactory service during the period July 1, 2016 through June 30, 2017, the Board shall make a non-elective employer contribution of Five Thousand Dollars ($5,000) in June 2017.

B. Upon completion of SPARLIN's satisfactory service during the period from July 1, 2017 through June 30, 2018, the Board shall make a non-elective employer contribution of Five Thousand Dollars ($5,000) in June 2018.

The annuity will be in SPARLIN's name and all interest or dividends, as well as the principal amount, shall accrue and become the property of SPARLIN after his retirement.

10. Performance Based Goals ("Goals"): This Agreement is a performance-based contract pursuant to Section 10-23.8 of The School Code. Annually, SPARLIN, with the assistance of his administrative team, shall (1) evaluate student performance, including, but not limited to, student performance on standardized tests, successful completion of the curriculum, and attendance and drop-out rates; (2) review the curriculum and instructional services; (3) review school finances; and (4) report to the school board on his findings as to (a) student performance and (b) his recommendations, if any, for curriculum or instructional changes as a result of his evaluation of student performance.

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

12. Evaluation: SPARLIN's performance shall be evaluated annually by the Board no later than February 1 of each calendar year. SPARLIN shall be responsible for notifying the BOARD of the responsibility to evaluate him no later than December 31 of each year. It is agreed by the Board and SPARLIN that as part of this annual evaluation SPARLIN and the Board will review progress toward the achievement of the Goals set forth in Paragraph 10 and make appropriate modifications to the Goals and/or the program to achieve the Goals as may be mutually agreed to by the Board and SPARLIN.

13. Reappointment: Notice of intent not to renew this contract must be given to SPARLIN, in writing stating the specific reasons thereof, by the Board by April 1st of the last year of the contract. Failure to do so shall extend this Agreement for one (1) additional year. SPARLIN shall be provided all hearing rights as set forth in 105 ILCS 5/10-21.4.

14. Discharge for Cause: Through the term of this Agreement, SPARLIN shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that SPARLIN shall have the right to service of written charges, notice of hearing, and a hearing before the Board. Cause is defined as: incompetence, cruelty, negligence, immorality, or other conduct which is seriously prejudicial to the District. If SPARLIN chooses to be accompanied by counsel at such hearing, SPARLIN shall pay for his personal expenses. Failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

15. Criminal Background Investigation: The Board is prohibited from knowingly employing a person who is convicted of committing or attempting to commit certain criminal offenses. In the event it is learned that there has been a prohibited conviction, this contract shall immediately become null and void.

16. Professional Activities: The Board shall encourage SPARLIN to attend appropriate professional meetings at all local, state and national levels and to hold such membership as he deems appropriate, to the extent allowable by the Board's budget. Upon prior approval by the Board, the Board shall reimburse SPARLIN for the costs of such attendance and memberships. SPARLIN shall not, without formal approval from the Board, serve on or advise any board or organization that has an ongoing financial relationship with the District including, but not limited to, the Oswegoland Park District, the Oswego Senior Center, and the Oswego YMCA.

17. Disability: Should SPARLIN be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond SPARLIN's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations of the parties shall terminate. Prior to termination for disability, SPARLIN may request a hearing before the Board in closed session.

18. Termination or Modification of this Agreement: During the term of this Agreement, the Board and SPARLIN may mutually agree, in writing, to terminate or modify this Agreement.

19. Medical Examination: Once a year during the term of this Agreement, SPARLIN shall obtain a comprehensive medical examination at the Board's expense. SPARLIN shall provide to the Board a copy of the examination or a certificate of the physician certifying SPARLIN's physical competence on a form approved by the Board. However, at any time that the Board believes it is necessary, SPARLIN may be required to take a comprehensive medical (including a comprehensive drug screen and blood analysis) and/or psychological examination from a physician identified by the Board, at the sole expense of the Board and on a form approved by the Board.

20. Notice: Any notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of mailing thereof by registered or certified mail, addressed:

If to the Board, to:

Community Unit School District # 308
4175 Route 71
Oswego, IL 60543
Attn: School Board President

If to SPARLIN, to:

Dr. JOHN SPARLIN
[Last known address on file with Business Office]

SPARLIN will provide the Board President with any changes in address during the term of this Agreement.

21. Miscellaneous:

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

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

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

21.4 If any provision of this Agreement is deemed invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of all other provisions of this Agreement shall not be impaired or affected without the mutual Agreement of SPARLIN and the Board.

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

By: _____
JOHN SPARLIN

By: _____
President
Board of Education
Community Unit School District No. 308

ATTEST: 

Secretary
Board of Education
Community Unit School District No. 308

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Leslie A. Springer** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$60,111.65** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Leslie A. Springer

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Allison E. Sulkson**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Wolf's Crossing Elementary**
2015-2016 Base Salary	**$94,184.00**
2015-2016 TRS Salary:	**$103,955.87**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$103,955.87** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$103,955.87** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

4/23/2015

Allison Sulkson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Susan M. Tiedt**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Fox Chase Elementary**
2015-2016 Base Salary	**$93,343.00**
2015-2016 TRS Salary:	**$103,027.62**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$103,027.62** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$103,027.62** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

Susan M Tiedt
Susan M. Tiedt

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Pabst
President

ATTEST: Donnellstaul
Secretary

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

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Maureen M. Troke** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$73,436.49** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Maureen M Troke
Maureen M. Troke

By: _____
President

ATTEST:

_____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR CONTRACT

Director Name:	**Theresa Ulrich**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Director of English Learners**
2015-2016 Base Salary	**$98,000.00**
2015-2016 TRS Salary:	**$108,167.79**
Board Meeting Approval:	**May 11, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$108,167.79** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the TRS included salary of **$108,167.79** for the second year of this two (2) year agreement.
B. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director future services, knowledge, and experience.
E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.
F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Director shall receive a base salary increase of $2,500.00 beginning the

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

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

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

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

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

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

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

converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

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

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

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

1. To increase parent outreach efforts in order to establish a state-compliant EL Parent Organization and build its leadership capacity, such that monthly meetings will occur that focus on issues specifically related to interest and need to advance EL student acheivement
2. To implement a high-quality Developmental Bilingual Education (DBE) model of instruction for EL students that provides consistent academic programming through balanced literacy in English and in Spanish and includes district curriculum that aligns with CCSS, WIDA English Language Development standards, and Spanish Language Arts standards
3. Develop and implement a high-quality World Language model, pending BOE direction, that would provide consistent academic programming so that all SD308 students would have opportunities to study more than one language and begin a pathway to the Seal of Biliteracy

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

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

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

18. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages.

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

20. Miscellaneous.

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

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

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

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

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

DIRECTOR

Theresa Ulrich

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Eric D. Watt** ("Assistant Director of Professional Development") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of this District shall be all those duties incident to the Assistant Director position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director, and such other duties as from time-to-time may be assigned to the Assistant Director by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **$68,890.** for the 2016/2017 contract year, the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

11. In-District Travel. The Board shall provide the Assistant Director $100.00 each month for mileage expenses.

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

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

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

Assistant Director

Eric Watt

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Richard A. Watts** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 216 days for the 2016/2017 school year. Your 2016/2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$76,000 (to be prorated for a July 25, 2016 start date)** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

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

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

Richard A. Watts

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Michael S. Wayne**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Oswego High School**
2015-2016 Base Salary	**$130,685.00**
2015-2016 TRS Salary:	**$144,243.96**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$144,243.96** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$144,243.96** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

Michael S. Wayne

Michael S. Wayne

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Powell
President

ATTEST: Donnell Paul
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Mary K.Weber** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$66,225.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Mary K. Weber

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Gerald V. Wicks** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$76,195.83** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

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

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

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

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

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

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

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

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

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

Assistant Principal

Gerald V. Wicks

Gerald V. Wicks

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 11th day of July, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kimberly A. Williams** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$64,000.** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

Kimberly A. Williams

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST:

_____
Secretary

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

AGREEMENT made on the 8th day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Laura M. Wolf** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on August 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

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

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$80,500.00 (to be prorated for an August 9, 2016 start date)** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

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

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

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

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

Laura M. Wolf

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF ASSESSMENT, DATA AND ACCOUNTABILITY
EMPLOYMENT AGREEMENT

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Dr. Sharon Y. Alexander** ("Assistant Director of Assessment, Data and Accountability") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the special meeting of the Board on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Term. The Assistant Director is hereby hired and retained from **August 2, 2016 through June 30, 2017** as an Assistant Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of this District shall be all those duties incident to the Assistant Director position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director, and such other duties as from time-to-time may be assigned to the Assistant Director by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's base salary of **$92,045.98** for the term of this Agreement, the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director, nor as an extension of the termination date of this contract.

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

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

14. Revocation. In the event the Assistant Director revokes the Settlement Agreement executed by the Board of Education on August 1, 2016, this Agreement is null and void.

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

Assistant Director

Dr. Sharon Y. Alexander

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Lindsay F. Allen**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Southbury Elementary**
2015-2016 Base Salary	**$86,849.00**
2015-2016 TRS Salary:	**$95,859.84**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$95,859.84** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$95,859.84** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

Lindsay F. Allen

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Robert Allison** ("Assistant Director of Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Operations is hereby hired and retained from July 1, 2016 through June 30, 2017, as the Assistant Director of Operations for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Operations of this District shall be all those duties incident to the Assistant Director of Operations position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Operations, and such other duties as from time-to-time may be assigned to the Assistant Director of Operations by the Director of Operations. The Board reserves the right to assign the Assistant Director of Operations to different duties for which he/she is qualified during the term of this contract without a loss of contract term, pay, or benefits.

3. Salary. In consideration of an IMRF salary of **$78,534.00** per annum, the Assistant Director of Operations hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Assistant Director of Operations for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff.

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

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

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

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his

designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

8. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 240 days while you are an IMRF employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

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

ASSISTANT DIRECTOR OF OPERATIONS

Robert Allison

Robert Allison

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Jodi Ancel**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Lakewood Creek Elementary**
2015-2016 Base Salary	**$94,906.00**
2015-2016 TRS Salary:	**$104,752.78**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$104,752.78** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$104,752.78** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

Jodi L. Ancel 4/23/15
Jodi Ancel

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Pwell
President

ATTEST: Donnell Paul
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Brent J. Anderson**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Murphy Junior High School**
2015-2016 Base Salary	**$96,388.00**
2015-2016 TRS Salary:	**$106,388.54**
Board Meeting Approval:	**April 27, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration for the salary of **$106,388.54** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$106,388.54** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

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

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

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

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

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

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

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

20. Miscellaneous.

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

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

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

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

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

PRINCIPAL

Brent J. Anderson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Brandon E. Baisden** ("Assistant Principal"), ratified by a resolution adopted at the special meeting of the Board held on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Principal is hereby hired and retained to work 206 days for the 2016/2017 school year, starting July 25, 2016 and ending June 14, 2017, provided no district emergency days are used.

2. Duties. The duties and responsibilities of an Assistant Principal of this District shall be all those duties required of the Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Principal, and to perform such other duties as from time to time may be assigned to the Assistant Principal by the Principal or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the base salary of **$62,000.00 (to be prorated for an August 2, 2016 start date)** for the 2016-2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

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

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

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

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

8. Sick and Personal Leave Assistant Principals shall receive 14 days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while the Assistant Principal is a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and added to the Assistant Principal's sick leave balance (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the Assistant Principal's sick leave balance). This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

Brandon E. Baisden

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

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

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Dr. Gregory P. Baker** ("High School Assistant Principal for Student Services"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The High School Assistant Principal is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 216 days annually. Your 2016-2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties required of the High School Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the High School Assistant Principal, and to perform such other duties as from time to time may be assigned to the High School Assistant Principal by the Senior High School Principal, and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits. This employment contract is contingent on receiving a successful background check.

3. Salary. In consideration for the Assistant Principal's annual base salary of **$83,000.** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

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

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

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

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

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

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

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

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

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

Dr. Gregory P. Baker

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT

Director's Name:	**Michael J. Barr**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Director of Operations**
2015-2016 Base Salary	**$104,981.00**
2015-2016 IMRF Salary:	**$109,927.70**
Board Meeting Approval:	**May 11, 2015**

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

IT IS AGREED:

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

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

3. Salary. In consideration of an IMRF salary of **$109,927.70** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **$109,927.70** the second year of this two (2) year agreement.
B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

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

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

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

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

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

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

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate

as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director $200.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. Conduct an energy audit for the school district;

2. Review, rewrite and implement purchasing procedures;

3. Execute the 2020 Deferred Maintenance Plan.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to

pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreement, arrangement, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

Michael J. Barr

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST:

_____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT

Director's Name:	**Derrick S. Berlin**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Director of Transportation**
2015-2016 Base Salary	**$104,920.00**
2015-2016 IMRF Salary:	**$109,863.83**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Derrick S. Berlin** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration of an IMRF salary of **$109,863.83** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **$109,863.83** the second year of this two (2) year agreement.
B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate

as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director $200.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the following performance and improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. Develop a recruitment and retention program of highly qualified employees reflective of the needs and diversity of students, parents and district.

2. Evaluation of the employee education and enrichment programs to be reflective of high industry standards and best practices to ensure quality student transportation services.

3. Research, develop and implement an individualized parent and facility bus route information system.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

Derrick S. Berlin

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Laura C. Bingham** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$69,920.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the Assistant Principal failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Principal and the members of the Assistant Principal immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal

Laura C. Bingham

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL'S CONTRACT

AGREEMENT made on the 11th day of July, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Andrea K. Erb** ("Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Principal is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of an Assistant Principal of this District shall be all those duties required of the Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Principal, and to perform such other duties as from time to time may be assigned to the Assistant Principal by the Principal or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal salary of **$61,000.00** for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract. Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, Principal shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Professional Educator License (PEL). During the term of this contract, the Assistant Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as an Assistant Principal of the School District.

7. Termination by Agreement. During the term of this Agreement, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Andrea K. Erb

Andrea K. Erb

By: _____
President

ATTEST:

_____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF ELEMENTARY SPECIAL EDUCATION

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Kristen E. Bonie** ("Assistant Director of Elementary Special Education") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of this District shall be all those duties incident to the Assistant Director position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director, and such other duties as from time-to-time may be assigned to the Assistant Director by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **$71,000.** for the 2016/2017 contract year, the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Director, the Assistant Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director which is detrimental to the best interests of the School District. The Assistant Director permanent disability or incapacity or the Assistant Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director and the members of the Assistant Director of Special Programs immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability Insurance. The Board shall provide $50,000. of

Term Life insurance and Long-Term Disability benefits for the Assistant Director during the term of this Agreement.

11. In-District Travel. The Board shall provide the Assistant Director $100.00 each month for mileage expenses.

12. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of the School District.

13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director

Kristen E. Bonie

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Kelley L. Budd** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$62,766.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the Assistant Principal failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Principal and the members of the Assistant Principal immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal

Kelley L Budd
Kelley L. Budd

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Deven Butusov** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 216 days for the 2016/2017 school year. Your 2016/2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$78,962.23** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Ed Coordinator shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Professional Educator License (PEL). During the term of this contract, the Coordinator shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Coordinator of the School District.

7. Termination by Agreement. During the term of this Agreement, the Board and the Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Deven Butusov

Deven Butusov

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT

AGREEMENT made on the 27th day of June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Melissa S. Calvert** ("Dean of Students "), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Dean of Students is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **$63,500.** for the 2016/2017 contract year, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Dean of Students future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Dean of Students does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Dean of Students, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or

capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

_____
Dean of Students

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT

AGREEMENT made on the 14th day of March, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Akiva S. Carson** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on March 14, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 216 days for the 2016/2017 school year. Your 2016/2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$80,000.00** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Ed Coordinator shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Professional Educator License (PEL). During the term of this contract, the Coordinator shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Coordinator of the School District.

7. Termination by Agreement. During the term of this Agreement, the Board and the Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Akiva S. Carson

Akiva S. Carson

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Cara C. Chase** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$60,000.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the Assistant Principal failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Principal and the members of the Assistant Principal immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal

Cara C. Chase

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT

Director's Name:	**Allen K. Clasen**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Director of Technology**
2015-2016 Base Salary	**$110,005.00**
2015-2016 IMRF Salary:	**$115,188.44**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Allen K. Clasen** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration of an IMRF salary of **$115,188.44** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **$115,188.44** the second year of this two (2) year agreement.
B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director $250.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the following performance and improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. As Director of Technology, I am responsible to plan, coordinate and implement the Pathways to 2020 Technology Plan goal 5 infrastructure upon approval of the Board of Education.

2. As Director of Technology, and co-leader of the online learning committee, I am responsible to assist in the technology requirements for planning, coordinating and implementing the Pathways to 2020 Technology Plan goal 1 Online Learning as approved by the Board of Education. This will assure the district meets ISBE expectations for recent waivers for online instruction funding. It will also assure online curriculum requirements.

3. As Director of Technology, 2016 Winter/Spring PARCC testing technology preparedness requires a significant effort to assure over 7100 students will be able to complete electronic testing as required.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

_____
Allen K. Clasen

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By:_____
President

ATTEST:

_____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT

AGREEMENT made on the 27th day of June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Daniel O. Clausen** ("Dean of Students "), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Dean of Students is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **$72,500.** for the 2016/2017 contract year, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Dean of Students future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Dean of Students does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Dean of Students, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or

capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT

AGREEMENT made on the 27th day of June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Brian P. Cooney** ("Dean of Students "), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Dean of Students is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **$74,829.** for the 2016/2017 contract year, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Dean of Students future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Dean of Students does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Dean of Students, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or

capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST:

_____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL ASSISTANT PRINCIPAL'S CONTRACT

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Margaret M. Darnell** ("High School Assistant Principal for Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The High School Assistant Principal is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 216 days annually. Your 2016-2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties required of the High School Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the High School Assistant Principal, and to perform such other duties as from time to time may be assigned to the High School Assistant Principal by the Senior High School Principal, and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal's annual base salary of **$79,500.** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of $2,500.00 beginning the next fiscal year and an additional $2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed $5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Senior High Principal, shall review with the High School Assistant Principal, the High School Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the High School Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Assistant Principal

shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the High School Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

11. Professional Educator License (PEL). During the term of this contract, the High School Assistant Principal shall hold a valid and properly registered Professional Educator License issued by the Illinois State Board of Education qualifying him to act as an High School Assistant Principal of the School District.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Margaret M. Darnell

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Janet L. DeMont**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**East View Kindergarten Center**
2015-2016 Base Salary	**$89,696.00**
2015-2016 TRS Salary:	**$99,002.23**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Janet L. DeMont** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **$99,002.23** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$99,002.23** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal $150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Janet L. DeMont

Janet L. DeMont

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Pudd
President

ATTEST: Danielle Paul
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR CONTRACT

Director Name:	**Dr. Brenda M. Dixon**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Director of Assessments and Data Accountability**
2015-2016 Base Salary	**$107,754.00**
2015-2016 TRS Salary:	**$118,933.80**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Dr. Brenda M. Dixon** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration for the salary of **$118,933.80** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the TRS included salary of **$118,933.80** for the second year of this two (2) year agreement.
B. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director future services, knowledge, and experience.

E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director $150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director progress towards the following performance and academic improvement goals. The Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

With the ultimate mission being to move the district closer to a balanced assessment system with appropriate uses of all available data being used for improvement planning, the following items are my goals for the 2015-16 school year.

1. SD 308 will have fully implemented a new benchmark assessment and standardized progress monitoring tool that is aligned to common core by the end of the 2015-16 school year (STAR Renaissance Learning).
2. All SD 308 Principals and Assistant principals will fully understand how to interpret the PARCC student scores and building data before December of 2015. Appropriate reports

that incorporate the PARCC data will be developed in the data warehouse before the end of the 2015-16 school year.

3. The data warehouse will incorporate our newly adopted benchmark and progress monitoring assessment data, gifted identification assessments, and Mastery Connect assessment data with appropriate reports before the end of the 2015-16 school year.
4. The At-Risk and Student Success modules purchased for eSchool will be fully implemented and operational by the end of the 2015-16 school year. This goal requires working in conjunction with our SIS Manager.

The Superintendent or designee will review and assess the Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

Dr. Brenda M. Dixon

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____

President

ATTEST: _____

Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR CONTRACT

Director Name:	**Melanie Eilers**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Director of Health Services**
2015-2016 Base Salary	**$87,500.00**
2015-2016 TRS Salary:	**$96,578.38**
Board Meeting Approval:	**May 11, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Melanie Eilers** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration for the salary of **$96,578.38** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the TRS included salary of **$96,578.38** for the second year of this two (2) year agreement.
B. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director future services, knowledge, and experience.
E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than June 30th the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day

that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director $150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director progress towards the following performance and academic improvement goals. The Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. Bring Young Hearts for Life to District 308.

2. Stabilize Nurse staffing.

3. Grow Medicaid revenue.

The Superintendent or designee will review and assess the Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages.

19. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

Melanie Eilers

Melanie Eilers

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF STUDENT SERVICES

AGREEMENT made on the 12th day of September, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Matthew J. Epperley** ("Assistant Director of Student Services") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on September 12, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director is hereby hired and retained for a twelve month period beginning on July 1, 2016 through June 30, 2017, as an Assistant Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of this District shall be all those duties incident to the Assistant Director position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director, and such other duties as from time-to-time may be assigned to the Assistant Director by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **$77,000.00 (to be prorated for an August 16, 2016 start date)** for the 2016/2017 contract year, the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Director, the Assistant Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director which is detrimental to the best interests of the School District. The Assistant Director permanent disability or incapacity or the Assistant Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director and the members of the Assistant Director of Special Programs immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability Insurance. The Board shall provide $50,000. of Term Life insurance and Long-Term Disability benefits for the Assistant Director during the term of this Agreement.

11. In-District Travel. The Board shall provide the Assistant Director $200.00 each month for mileage expenses.

12. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of the School District.

13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director

Matthew J. Epperley

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 13th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Christopher S. Ferko** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 13, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal's annual base salary of **$70,000.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 30th, the Principal or designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal's permanent disability or incapacity or the Assistant Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Principal and the members of the Assistant Principal immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective

names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal

Christopher S. Ferko

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY ASSISTANT PRINCIPAL'S CONTRACT

AGREEMENT made on the 13th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Amy K. Feulner** ("Elementary Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on June 13, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Elementary Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017 to work 206 days. Your 2016-2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Elementary Assistant Principal of this District shall be all those duties required of the Elementary Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Elementary Assistant Principal, and to perform such other duties as from time to time may be assigned to the Elementary Assistant Principal by the Elementary Principal, and the Superintendent of Schools or his/her designee. The Board reserves the right to assign the Elementary Assistant Principal to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits. This contract is contingent upon the administrator being properly licensed under the laws of Illinois in the position assigned. This contract is also contingent upon the administrator successfully completing a criminal background check and obtaining a physical examination from a licensed physician indicating good health and ability to perform the assigned duties.

3. Salary. In consideration for the Assistant Principal annual base salary of **$60,999.99** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

It is agreed, that upon completion of your Doctorate degree and final receipt of your official transcripts, you will receive a base salary increase of $2,500.00 beginning the next fiscal year and an additional $2,500.00 base salary increase at the beginning of the next fiscal year (not to exceed

$5,000.00 total maximum.)

4. Evaluation. Annually, not later than March 1st, the Elementary Principal shall review with the Elementary Assistant Principal, the Elementary Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Elementary Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

_____
Amy K. Feulner

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Tarah Fowler**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Traughber Junior High School**
2015-2016 Base Salary	**$89,523.00**
2015-2016 TRS Salary:	**$98,811.28**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Tarah Fowler** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **$98,811.28** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$98,811.28** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal $150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Tarah Fowler

Tarah Fowler

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
JUNIOR HIGH SCHOOL PRINCIPAL'S CONTRACT

AGREEMENT made on the 12th day of September, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **John D. Francis** (" Junior High School Principal"), ratified by a resolution adopted at the special meeting of the Board held on September 12, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Junior High School Principal is hereby hired and retained from September 3, 2016 through June 30, 2017, as a Junior High School Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Junior High School Principal of this District shall be all those duties incident to the Junior High School Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Junior High School Principal, and such other duties as from time-to-time may be assigned to the Junior High School Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Junior High School Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the base salary of **$72,840.73** for the remainder of the 2016-2017 contract year (pro-rated for the actual start date of September 3, 2016), the Junior High School Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Junior High School Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Junior High School Principal does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Junior High School Principal future services, knowledge, and experience. The contract salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Junior High School Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Junior High School Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Junior High School Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Junior High School Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Junior High School Principal, the Junior High School Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Junior High School Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Junior High School Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Junior High School Principal which is detrimental to the best interests of the School District. The Junior High School Principal's permanent disability or incapacity or the Junior High School Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Junior High School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation. The Junior High School Principal shall receive for the duration of this contract twenty-one (21) vacation days, exclusive of legal holidays. During the 2016-2017 school year, up to and including ten (10) unused vacation days may be paid to the Junior High School Principal at his per diem rate. Requests are to be submitted to the Superintendent or designee by June 15, 2017. Junior High School Principal's discretionary days not used by June 30, 2017 will be converted into vacation days (one for one), conditionally if the Junior High School Principal is within his respective vacation day parameters (e.g., not more than fifty vacation days.) If the Junior High School Principal severs employment with SD308 prior to the end of the contract, the Junior High School Principal's unused vacation day allotment for the 2016-2017 year will be prorated based on the number of days worked from the beginning of the year to the termination date.

8. Sick and Personal Leave. The Junior High School Principal shall receive for the 2016-2017 school year twelve (12) days of sick leave and two (2) days of personal leave including any sick and personal days earned since August 2, 2016 under his prior employment contract. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Each sick day that is issued for the 2016-2017 school year and not utilized during that school year shall be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2017 will be converted in a credit of 15 sick days into the Junior High School Principal's sick leave balance). This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Junior High School Principal and the members of the Junior High School Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000. of Term Life insurance and Long-Term Disability benefits for the Junior High School Principal during the term of this Agreement.

11. Mileage Reimbursement: The Board shall provide the Junior High School Principal $150.00 each month for mileage expenses.

12. Professional Educator License (PEL). During the term of this contract, the Junior High School Principal shall hold a valid and properly registered Professional Educator License (PEL) issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Junior High School Principal of the School District.

13. The Junior High School Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

14. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Junior High School Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Principal in writing.

15. It is the responsibility of the Junior High School Principal to inform the Superintendent of Schools (or his/her designee) if the Junior High School Principal is named a finalist for any position outside of School District 308.

16. If after signing this contract, the Junior High School Principal wishes to be released from this contract, or unilaterally resigns his employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308 $5,000.00 in liquidated damages.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

JUNIOR HIGH SCHOOL PRINCIPAL

John Francis
John D. Francis

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Barbara A. Garrison** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$70,614.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the Assistant Principal failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Principal and the members of the Assistant Principal immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal

Barbara A. Garrison

Barbara A. Garrison

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR CONTRACT

Director Name:	**Mary P. Redding**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Director of Special Education**
2015-2016 Base Salary	**$107,754.00**
2015-2016 TRS Salary:	**$118,933.80**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Mary P. Redding** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration for the salary of **$118,933.80** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the TRS included salary of **$118,933.80** for the second year of this two (2) year agreement.
B. The Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director future services, knowledge, and experience.

E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Director continues to be employed by the Board (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director $150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Director acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Director acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director progress towards the following performance and academic improvement goals. The Director shall strive to improve student performance and promote academic improvement in the District by the following methods:

1. Create, refine and implement the special education comprehensive plan including service delivery model enhancement with continued professional development for all educators. This includes a common approach to practices across all settings.

2. Implement a system of high quality and consistent academic programming; student services and activities to all students academic programming; student services and activities to all students - alignment and implementation of MTSS including a common universal assessment, progress monitoring and consistent interventions throughout all levels.

3. Increase family connections, communication and trust within the special education department and families through incorporating parent-educator forums focusing on continual improvement and increased collaboration. This also will include implementing IEP Facilitation Training for staff members.

The Superintendent or designee will review and assess the Director's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by March 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

Mary P. Redding

Mary P. Redding

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Pucell
President

ATTEST: Donnelle Paul
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Jeffrey Gerard**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**The Wheatlands Elementary**
2015-2016 Base Salary	**$85,198.00**
2015-2016 TRS Salary:	**$94,037.55**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jeffrey Gerard** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **$94,037.55** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$94,037.55** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal $150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Jeffrey Gerard

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ALTERNATIVE ED COORDINATOR'S CONTRACT

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Meredith Gerardot** ("Alternative Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Alternative Ed Coordinator is hereby hired and retained to work 196 days for the 2016/2017 school year. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Alternative Ed Coordinator of this District shall be all those duties required of the Alternative Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Alternative Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Alternative Ed Coordinator by the Executive Director of Student Services, or the Superintendent of Schools or his/her designee. The Board reserves the right to assign the Alternative Ed Coordinator to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Alternative Ed Coordinator's annual base salary of **$71,088.93.** for the 2016/2017 contract year, the Alternative Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Alternative Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Alternative Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Alternative Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Alternative Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Alternative Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Alternative Education shall review with the Alternative Ed Coordinator, the Alternative Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Alternative Ed

Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Alternative Ed Coordinator shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Professional Educator License (PEL). During the term of this contract, the Coordinator shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Coordinator of the School District.

7. Termination by Agreement. During the term of this Agreement, the Board and the Alternative Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

_____
Meredith Gerardot

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL'S CONTRACT

AGREEMENT made on the 11th day of April, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Elisabeth D. Gillham** ("Assistant Principal"), ratified by a resolution adopted at the regular meeting of the Board held on April 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Assistant Principal is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of an Assistant Principal of this District shall be all those duties required of the Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Assistant Principal, and to perform such other duties as from time to time may be assigned to the Assistant Principal by the Principal or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Assistant Principal salary of $73,000. for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract. Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, Principal shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Professional Educator License (PEL). During the term of this contract, the Assistant Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as an Assistant Principal of the School District.

7. Termination by Agreement. During the term of this Agreement, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Elisabeth D. Gillham

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT

Director's Name:	**Brian T. Graves**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Director of Communications**
2015-2016 Base Salary	**$89,500.00**
2015-2016 IMRF Salary:	**$93,717.24**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Brian T. Graves** ("Director"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Director is hereby hired and retained to work the two (2) years defined above as Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

3. Salary. In consideration of an IMRF salary of **$93,717.24** for the 2015-2016 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Director will receive no less than the IMRF included salary of **$93,717.24** the second year of this two (2) year agreement.
B. The Director does not have any right or claim to any amount paid directly to the Illinois Municipal Retirement Fund except as it may become available at the time of retirement or resignation.
C. Both parties acknowledge that the Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Illinois Municipal Retirement fund, and that such contributions are made as a condition of employment to secure the Director's future services, knowledge, and experience.
D. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but

such adjustment or modification shall not be construed as a new contract with the Director, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the Director, the Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Director be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Director's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Director's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Director may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Director will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the Director unilaterally terminates this contract prior to its end date, the Director's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Director shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate

as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Director during the term of this Agreement.

12. In-District Travel. The Board shall provide the Director $400.00 each month for in-district travel expenses.

13. Improvement Goals. This multi-year contract is subject to performance-based goals which are linked to improvement attributable to the responsibilities and duties of the Director. As part of the annual evaluation, the Director and Superintendent or designee shall meet to review the Director's progress towards the following performance and improvement goals. The Director shall strive to improve performance and promote improvement in the District by the following methods:

1. Develop Community Communications.

2. Develop Crisis Communications.

3. Develop Employee/Staff Recognition Program.

The Superintendent or designee will review and assess the Director's overall performance based upon the goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Director provided the Director has met all of the above-listed performance and improvement goals.

14. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Director by the Board by April 1, 2017.

15. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.

16. If after signing this contract, the Director wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Director agrees to

pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

17. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.

18. Miscellaneous.

18.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

18.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

18.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

18.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreement, arrangement, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

DIRECTOR

Brian T. Graves

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Pavell
President

ATTEST: Donnell Paul
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL ASSISTANT PRINCIPAL'S CONTRACT

AGREEMENT made on the 11th day of July, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Christopher L. Grays** ("High School Assistant Principal for Student Services"), ratified by a resolution adopted at the regular meeting of the Board held on July 11, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The High School Assistant Principal is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 216 days annually. Your 2016-2017 start date is July 18, 2016 and your last day of work will be June 21, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the High School Assistant Principal of this District shall be all those duties required of the High School Assistant Principal as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the High School Assistant Principal, and to perform such other duties as from time to time may be assigned to the High School Assistant Principal by the Senior High School Principal, and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits. This employment contract is contingent on receiving a successful background check.

3. Salary. In consideration for the Assistant Principal's annual base salary of **$79,000.** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Senior High Principal, shall review with the High School Assistant Principal, the High School Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the High School

Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Assistant Principal shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the High School Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Principal and the members of the Assistant Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

11. Professional Educator License (PEL). During the term of this contract, the High School Assistant Principal shall hold a valid and properly registered Professional Educator License issued by the Illinois State Board of Education qualifying him to act as an High School Assistant Principal of the School District.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Christopher L. Grays

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY PRINCIPAL'S CONTRACT

AGREEMENT made on the 9th day of May, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Dr. Jennifer Groves** ("Elementary Principal"), ratified by a resolution adopted at the regular meeting of the Board held on May 9, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Elementary Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Elementary Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Elementary Principal of this District shall be all those duties incident to the Elementary Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Elementary Principal, and such other duties as from time-to-time may be assigned to the Elementary Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Principal to different duties for which he/she is licensed/certified during the term of this contract, without a loss of contract term, pay, or benefits. This contract is contingent on obtaining successful background check results.

3. Salary. In consideration for the Principal annual base salary of **$85,164.00** for the 2016/2017 contract year, the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary Principal, the Elementary Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's permanent

disability or incapacity or the Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Elementary Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave

Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Elementary Principal and the members of the Elementary Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000. of Term Life insurance and Long-Term Disability benefits for the Elementary Principal during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Principal $150.00 each month for mileage expenses.

11. Professional Educator License (PEL). During the term of this contract, the Principal shall hold a valid and properly registered Professional Educator License (PEL) issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Principal in writing.

14. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

15. If after signing this contract, the Administrator wishes to be released from this contract, or unilaterally resigns his/her employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308, $5,000.00 in liquidated damages.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ELEMENTARY PRINCIPAL

Dr. Jennifer Groves

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ELEMENTARY SCHOOL PRINCIPAL'S CONTRACT

Principal's Name: **Patrick R. Haddock**
Length of Contract: **July 1, 2016 through June 30, 2017**
2016/2017 TRS Salary: **$91,300.00**
Board Meeting Approval: **February 8, 2016**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Principal"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Elementary School Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as the Elementary School Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Elementary School Principal of this District shall be all those duties incident to the Elementary School Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Elementary School Principal, and such other duties as from time-to-time may be assigned to the Elementary School Principal by the Superintendent of Schools or designee.

3. Salary. In consideration for the Elementary School Principal's salary of **$91,300.** for the 2016-2017 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Elementary School Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Elementary School Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of $2,500.00 beginning the next fiscal year and an additional $2,500.00 base salary increase at the beginning of the next fiscal year.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Elementary School Principal, the Elementary School Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Elementary School Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Elementary School Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's permanent disability or incapacity or the Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Elementary School Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave

Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Elementary School Principal and the members of the Elementary School Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000. of Term Life insurance and Long-Term Disability benefits for the Elementary School Principal during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Principal $150.00 each month for mileage expenses.

11. Professional Educator License (PEL). During the term of this contract, the Principal shall hold a valid and properly registered Professional Educator License (PEL) issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Principal in writing.

14. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

15. If after signing this contract, the Administrator wishes to be released from this contract, or unilaterally resigns his/her employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308, $5,000.00 in liquidated damages.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ELEMENTARY SCHOOL PRINCIPAL

Patrick R. Haddock

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST:

_____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Tammie M. Harmon**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Churchill Elementary**
2015-2016 Base Salary	**$86,247.00**
2015-2016 TRS Salary:	**$95,195.38**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Tammie M. Harmon** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **$95,195.38** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$95,195.38** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.

F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal $150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Tammie M. Harmon

Tammie M. Harmon

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Pacell
President

ATTEST: Danielle Paul
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Sandra L. Hock** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25. 2016 and your last day of work will be June 14. 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$65,317.07** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Ed Coordinator shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Professional Educator License (PEL). During the term of this contract, the Coordinator shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Coordinator of the School District.

7. Termination by Agreement. During the term of this Agreement, the Board and the Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Sandra L. Hock

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF SECONDARY SPECIAL EDUCATION

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Joseph M. Hoffman** ("Assistant Director of Secondary Special Education") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of this District shall be all those duties incident to the Assistant Director position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director, and such other duties as from time-to-time may be assigned to the Assistant Director by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **$84,000.** for the 2016/2017 contract year, the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Director, the Assistant Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director which is detrimental to the best interests of the School District. The Assistant Director permanent disability or incapacity or the Assistant Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director and the members of the Assistant Director of Special Programs immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability Insurance. The Board shall provide $50,000. of

Term Life insurance and Long-Term Disability benefits for the Assistant Director during the term of this Agreement.

11. In-District Travel. The Board shall provide the Assistant Director $100.00 each month for mileage expenses.

12. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of the School District.

13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director

Joseph M. Hoffman

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DISTRICT AND HIGH SCHOOL ATHLETIC DIRECTOR CONTRACT

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Darren L. Howard** ("District and High School Athletic Director"), ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The District and High School Athletic Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as a District and High School Athletic Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the District and High School Athletic Director of this District shall be all those duties incident to the District and High School Athletic Director position as set forth in the position job description, those obligations imposed by Illinois law upon the District and High School Athletic Director, and such other duties as from time-to-time may be assigned to the District and High School Athletic Director by the Superintendent of Schools or designee. The Board reserves the right to assign the District and High School Athletic Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the District and High School Athletic Director annual base salary of **$91,186.** for the 2016/2017 contract year, the District and High School Athletic Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of District and High School Athletic Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the District and High School Athletic Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the District and High School Athletic Director future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The District and High School Athletic Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the District and High School Athletic Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the District and High School Athletic Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the District and High School Athletic Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

3.a. District Athletic Director (Stipend position)

The duties and responsibilities of the District Athletic Director shall be all those duties incident to the District Athletic Director as set forth in the position job description. You will be paid a yearly stipend for as long as you hold this position. For the 2016/2017 school year, the base annual stipend will equal the equivalent of Category 10, Step 10 of the 2016/2017 Athletic Activities Stipend grid. **The base annual salary is $7,531.24**

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the District and High School Athletic Director, the District and High School Athletic Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the District and High School Athletic Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the District and High School Athletic Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the High School Athletic Director which is detrimental to the best interests of the School District. The District and High School Athletic Director permanent disability or incapacity or the District and High School Athletic Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the District and High School Athletic Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the District and High School Athletic Director and the members of

the District and High School Athletic Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000. of Term Life insurance and Long-Term Disability benefits for the District and High School Athletic Director during the term of this Agreement.

10. In-District Travel. The Board shall provide the District and High School Athletic Director $150.00 each month for mileage expenses.

11. Professional Educator License (PEL). During the term of this contract, the District and High School Athletic Director shall hold a valid and properly registered Professional Educator License issued by the Illinois State Board of Education qualifying him to act as an Athletic Director of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the District and High School Athletic Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the District and High School Athletic Director in writing.

13. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

District and High School Athletic Director

Darren L. Howard

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT

AGREEMENT made on the 27th day of June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Roxanne Jackson** ("Dean of Students "), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Dean of Students is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **$67,000.** for the 2016/2017 contract year, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Dean of Students future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Dean of Students does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Dean of Students, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or

capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Roxanne Jaskula
Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DEAN OF STUDENTS CONTRACT

AGREEMENT made on the 27th day of June, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **David M. Jones** ("Dean of Students"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Dean of Students is hereby hired and retained from July 1, 2016 to June 30, 2017 to work 196 days. Your 2016/2017 start date is August 1, 2016 and your last day of work will be June 7, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Dean of Students of this District shall be all those duties required of the Dean of Students as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Dean of Students, and to perform such other duties as from time to time may be assigned to the Dean of Students by the Senior High Principal and Superintendent of Schools or his/her designee. The Board reserves the right to assign the Dean to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the Dean of Students annual base salary of **$75,000.** for the 2016/2017 contract year, the Dean of Students hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Dean of Students as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Dean of Students did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Dean of Students future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Dean of Students does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Dean of Students, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Senior High Principal shall review with the Dean of Students, the Dean of Student's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Dean of Students shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or

capriciously call for dismissal, and that the Dean of Students shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Agreement. During the term of this Agreement, the Board and the Dean of Students may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave. The Dean of Students shall be entitled to 14 work days of sick leave annually, of which 2 days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017 will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Dean and the members of the Dean's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of Term Life insurance for the Dean and Long-Term Disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Dean of Students

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Toia Jones**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Old Post Elementary**
2015-2016 Base Salary	**$82,728.00**
2015-2016 TRS Salary:	**$91,311.28**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Toia Jones** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **$91,311.28** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$91,311.28** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal $150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Toia Jones

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
HIGH SCHOOL ATHLETIC DIRECTOR CONTRACT

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Robert J. Kaminski, Jr.** ("High School Athletic Director"), ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The High School Athletic Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as a High School Athletic Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the High School Athletic Director of this District shall be all those duties incident to the High School Athletic Director position as set forth in the position job description, those obligations imposed by Illinois law upon the High School Athletic Director, and such other duties as from time-to-time may be assigned to the High School Athletic Director by the Superintendent of Schools or designee. The Board reserves the right to assign the Athletic Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay, or benefits.

3. Salary. In consideration for the High School Athletic Director annual base salary of **$85,000.** for the 2016/2017 contract year, the High School Athletic Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of High School Athletic Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the High School Athletic Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the High School Athletic Director future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The High School Athletic Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the High School Athletic Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the High School Athletic Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the High School Athletic Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Superintendent or designee shall review with the High School Athletic Director, the High School Athletic Director progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the High School Athletic Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the High School Athletic Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the High School Athletic Director which is detrimental to the best interests of the School District. The High School Athletic Director permanent disability or incapacity or the High School Athletic Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the High School Athletic Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the High School Athletic Director

and the members of the High School Athletic Director immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000. of Term Life insurance and Long-Term Disability benefits for the High School Athletic Director during the term of this Agreement.

10. In-District Travel. The Board shall provide the High School Athletic Director $150.00 each month for mileage expenses.

11. Professional Educator License (PEL). During the term of this contract, the Athletic Director shall hold a valid and properly registered Professional Educator License issued by the Illinois State Board of Education qualifying him to act as an Athletic Director of the School District.

12. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the High School Athletic Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the High School Athletic Director in writing.

13. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

High School Athletic Director

Robert J. Kaminski, Jr.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF OPERATIONS CONTRACT

AGREEMENT made on the 27th of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Danny L. Kenyon** ("Assistant Director of Operations"), ratified by a resolution adopted at the regular meeting of the Board held on June 27, 2016, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director of Operations is hereby hired and retained from July 1, 2016 through June 30, 2017, as the Assistant Director of Operations for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of Operations of this District shall be all those duties incident to the Assistant Director of Operations position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director of Operations, and such other duties as from time-to-time may be assigned to the Assistant Director of Operations by the Director of Operations. The Board reserves the right to assign the Assistant Director of Operations to different duties for which he/she is qualified during the term of this contract without a loss of contract term, pay, or benefits.

3. Salary. In consideration of an IMRF salary of **$76,416.72** per annum, the Assistant Director of Operations hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Assistant Director of Operations for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff.

4. Evaluation. Annually, not later than June 30th, the Director of Operations shall review with the Assistant Director of Operations, the Assistant Director of Operations progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director of Operations shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director of Operations shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director of Operations may mutually agree, in writing, to terminate this Agreement.

7. Vacation.

Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his

designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

8. Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 240 days while you are an IMRF employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance. If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Assistant Director of Operations and the members of the Assistant Director of Operations's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability Insurance. The Board shall provide $50,000.00 of Term Life insurance and Long-Term Disability benefits for the Assistant Director of Operations during the term of this Agreement.

11. In-District Travel. The Board shall provide the Assistant Director $150.00 each month for in-district travel expenses.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

ASSISTANT DIRECTOR OF OPERATIONS

Danny L. Kenyon

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Jennifer L. Kern** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$65,531.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the Assistant Principal failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Principal and the members of the Assistant Principal immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal

Jennifer L. Kern

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT

AGREEMENT made on the 14th day of March, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Kristy M. Kormaniak** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on March 14, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$64,000.** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Ed Coordinator shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Professional Educator License (PEL). During the term of this contract, the Coordinator shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Coordinator of the School District.

7. Termination by Agreement. During the term of this Agreement, the Board and the Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

Kristy M. Kormaniak

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT DIRECTOR OF SECONDARY EDUCATION

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Julie Lam** ("Assistant Director of Secondary Education") hereinafter referred to as Assistant Director, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Director is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Director for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Assistant Director of this District shall be all those duties incident to the Assistant Director position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Director, and such other duties as from time-to-time may be assigned to the Assistant Director by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Director to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Director's annual base salary of **$74,000.** for the 2016/2017 contract year, the Assistant Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Director as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Director did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Director's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Director does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Director, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Director shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Assistant Director continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than June 30th, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Director, the Assistant Director's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Director which is detrimental to the best interests of the School District. The Assistant Director permanent disability or incapacity or the Assistant Director failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Director may mutually agree, in writing, to terminate this Agreement.

7. Vacation. Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Director and the members of the Assistant Director of Special Programs immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability Insurance. The Board shall provide $50,000. of

Term Life insurance and Long-Term Disability benefits for the Assistant Director during the term of this Agreement.

11. In-District Travel. The Board shall provide the Assistant Director $100.00 each month for mileage expenses.

12. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her to act as an Assistant Director of the School District.

13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Director and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Director in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Director

Julie H. Lam

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
ASSISTANT PRINCIPAL

AGREEMENT made on the 27th day of June, 2016, by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Samual Ledeaux** ("Assistant Principal ") hereinafter referred to as Assistant Principal, ratified by a resolution adopted at the regular meeting of the Board on June 27, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Assistant Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as an Assistant Principal for Community Unit School District No. 308, Oswego, Illinois. Your 2016/2017 first day of work is July 25, 2016 and your last day of work is June 14, 2017 unless the school year is extended due to use of emergency days.

2. Duties. The duties and responsibilities of the Assistant Principal of this District shall be all those duties incident to the Assistant Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Assistant Principal, and such other duties as from time-to-time may be assigned to the Assistant Principal by the Superintendent of Schools or designee. The Board reserves the right to assign the Assistant Principal to different duties for which he/she is licensed during the term of this contract, without a loss of contract term, pay or benefits.

3. Salary. In consideration for the Assistant Principal annual base salary of **$75,000.00** for the 2016/2017 contract year, the Assistant Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Assistant Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Assistant Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Assistant Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Assistant Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Assistant Principal, nor as an extension of the termination date of this contract.

Upon completion of a Doctorate degree in education and final receipt of official transcripts of such degree, the Assistant Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next

following July 1 if the Assistant Principal continues to be employed by the Board of SD308 (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1, the Assistant Superintendent for Teaching and Learning or her designee shall review with the Assistant Principal, the Assistant Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Assistant Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Assistant Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. The Assistant Principal permanent disability or incapacity or the Assistant Principal failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Assistant Principal may mutually agree, in writing, to terminate this Agreement.

7. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Assistant Principal and the members of the Assistant Principal immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance The Board shall provide for one times your base salary not to exceed $50,000.00 of term life insurance for the Assistant Principal and Long-Term disability benefits during the term of this Agreement.

10. Professional Administrative License. During the term of this contract, this administrator shall hold a valid and properly registered Professional Administrative License issued by the State of Illinois Board of Education qualifying her/him to act as an Assistant Principal of the School District.

11. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Assistant Principal and the President of the Board personally or by certified

mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Assistant Principal in writing.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Assistant Principal

Samual Ledeaux

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT

AGREEMENT made on the 8th day of February, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Susan Leef** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on February 8, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$75,986.37** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Ed Coordinator shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Professional Educator License (PEL). During the term of this contract, the Coordinator shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Coordinator of the School District.

7. Termination by Agreement. During the term of this Agreement, the Board and the Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Coordinator and the members of the Coordinatoor's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

Susan Leef

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST:

_____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
SPECIAL ED COORDINATOR'S CONTRACT

AGREEMENT made on the 1st day of August, 2016, by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Julie A. Lenz** ("Special Ed Coordinator"), ratified by a resolution adopted at the regular meeting of the Board held on August 1, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Special Ed Coordinator is hereby hired and retained to work 206 days for the 2016/2017 school year. Your 2016/2017 start date is July 25, 2016 and your last day of work will be June 14, 2017 provided no district emergency days were used.

2. Duties. The duties and responsibilities of the Special Ed Coordinator of this District shall be all those duties required of the Special Ed Coordinator as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the Special Ed Coordinator, and to perform such other duties as from time to time may be assigned to the Special Ed Coordinator by the Director of Special Education, or the Assistant Superintendent for Teaching and Learning.

3. Salary. In consideration for the Special Ed Coordinator's annual base salary of **$81,500.00** for the 2016/2017 contract year, the Special Ed Coordinator hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Special Ed Coordinator as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Special Ed Coordinator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Special Ed Coordinator's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Special Ed Coordinator does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Special Ed Coordinator, nor as an extension of the termination date of this contract.

4. Evaluation. Annually, not later than June 30th, the Director of Special Education shall review with the Special Ed Coordinator, the Special Ed Coordinator's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Special Ed Coordinator shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Special Ed Coordinator shall have the right to service of written charges. Any failure to comply with the terms and conditions of this Agreement shall be sufficient cause for purposes of discharge as provided in this Agreement.

6. Professional Educator License (PEL). During the term of this contract, the Coordinator shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Coordinator of the School District.

7. Termination by Agreement. During the term of this Agreement, the Board and the Special Ed Coordinator may mutually agree, in writing, to terminate this Agreement.

8. Sick and Personal Leave Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days while you are a TRS employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2017, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

9. Medical, Dental, Vision Insurance If elected, the Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the Coordinator and the members of the Coordinator's immediate family during the term of this agreement in accordance with the basic insurance coverage provided to members of the professional staff.

10. Term Life and Long-Term Disability. The Board shall provide for $50,000.00 of term life insurance for the Coordinator and Long-Term disability benefits during the term of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

_____
Julie A. Lenz

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
OPPORTUNITY SCHOOL PRINCIPAL'S CONTRACT

Principal's Name:	**Theresa L. Lucas-Anderson**
Length of Contract:	**July 1, 2016 through June 30, 2017**
2016/2017 BASE Salary:	**$93,928.72**
Board Meeting Approval:	**February 8, 2016**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and ("Principal"), ratified by a resolution adopted at the regular above-mentioned meeting date of the Board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained from July 1, 2016 through June 30, 2017, as the Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Opportunity School Principal position as set forth in the position job description, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent of Schools or designee.

3. Salary. In consideration for the Principal's annual base salary of **$93,928.72** for the 2016/2017 contract year, the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.

It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of $2,500.00 beginning the next fiscal year and an additional $2,500.00 base salary increase at the beginning of the next fiscal year.

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's permanent disability or incapacity or the Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

7. Vacation Administrators will be entitled each year to an annual allotment of twenty-five (25) vacation days, exclusive of legal holidays. Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave

Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2016, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000. of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the Principal $150.00 each month for mileage expenses.

11. Professional Educator License (PEL). During the term of this contract, the Principal shall hold a valid and properly registered Professional Educator License (PEL) issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

12. The Principal will ensure that the building School Improvement Plan is aligned to the District Strategic Plan and includes evaluative measures for its insurance.

13. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the Principal in writing.

14. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

15. If after signing this contract, the Administrator wishes to be released from this contract, or unilaterally resigns his/her employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308, $5,000.00 in liquidated damages.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Theresa L. Lucas-Anderson

Theresa L. Lucas-Anderson

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST: _____
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
PRINCIPAL'S CONTRACT

Principal's Name:	**Shannon M. Lueders**
Length of Contract:	**Multi-Year – July 1, 2015 through June 30, 2017**
2015-2016 Assignment:	**Thompson Junior High School**
2015-2016 Base Salary	**$96,388.00**
2015-2016 TRS Salary:	**$106,388.54**
Board Meeting Approval:	**April 27, 2015**

AGREEMENT made by and between the BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 308 ("the Board"), and **Shannon M. Lueders** ("Principal"), ratified by a motion adopted at the regular above-mentioned meeting date of the board, and as documented in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The Principal is hereby hired and retained to work the two (2) years defined above as Principal for Community Unit School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the Principal of this District shall be all those duties incident to the Principal position as set forth in the Principal job description and Board policies, those obligations imposed by Illinois law upon the Principal, and such other duties as from time-to-time may be assigned to the Principal by the Superintendent or designee.

3. Salary. In consideration for the salary of **$106,388.54** for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

A. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal will receive no less than the TRS included salary of **$106,388.54** the second year of this two (2) year agreement.
B. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation.
C. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution.
D. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

E. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract.
F. Upon completion of a Doctorate degree in education and final receipt of transcripts of such degree, the Principal shall receive a base salary increase of $2,500.00 beginning the following July 1, and an additional $2,500.00 base salary increase at the beginning of the next following July 1 if the Principal continues to be employed by the Board (not to exceed $5,000.00 total.)

4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the Principal, the Principal's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the Principal shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Principal shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. The Principal's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

6. Disability. Should the Principal be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the Principal's stipulated salary. If the disability continues for ninety (90) days or if such disability is permanent, irreparable, or of such nature as to make the performance of the Principal's duties impossible, the Board, in its discretion, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

7. Termination by Mutual Agreement. During the term of this Agreement, the Board and the Principal may mutually agree, in writing, to terminate this Agreement.

8. Vacation. The Principal will be entitled each year to twenty-five (25) vacation days, exclusive of legal holidays and weekends. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including ten (10) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day

parameters (e.g., not more than double their allotted vacation days.) If the Principal unilaterally terminates this contract prior to its end date, the Principal's unused vacation day allotment for the contract year in which the termination occurs will be prorated based on the number of days worked from the beginning of the year to the termination date.

9. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) work days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2016 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

10. Hospitalization. The Board shall provide 80% hospitalization, major medical, dental insurance, and 100% vision insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

11. Term Life and Long-Term Disability Insurance. The Board shall provide $100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.

12. In-District Travel. The Board shall provide the Principal $150.00 each month for in-district travel expenses.

13. Professional Educator License (PEL). During the term of this contract, the Principal shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Principal of the School District.

14. Waiver of Tenure. By accepting the terms of a multi-year contract, the Principal acknowledges that he/she waives all rights granted him/her under Sections 24-11 through 24-16 of The School Code for the duration of his/her employment under a multi-year employment contract.

15. Student Performance and Academic Improvement Goals. The Principal acknowledges that pursuant to Section 10-23.8a of The School Code, this multi-year contract is subject to performance-based goals which are linked to student performance and academic improvement attributable to the responsibilities and duties of the Principal. As part of the annual evaluation, the Principal and Superintendent or designee shall meet to review the Principal's progress towards the following performance and academic improvement goals. The Principal shall strive to improve student performance and promote academic improvement in the District by the following methods:

A. Evaluate the assessment results of standardized tests given by the District and the State, analyze and compare such data with prior years' data, meet with teachers to discuss the results, identify areas of weakness to be emphasized in the school

improvement plan, and annually present recommendations to the Superintendent or designee for improvement of such results.

B. Identify students not meeting state learning standards and develop an action plan to improve student performance.

C. Involve the staff in studying strategies to improve student performance at their respective school. Monitor student academic improvement progress quarterly.

D. Submit the results and improvement plan of each goal to the Superintendent or designee by June 30th of each year to constitute completion of each academic improvement goal.

The Superintendent or designee will review and assess the Principal's overall performance based upon the student performance and academic improvement goals set forth above and any other objectives established by the Board. This contract may be extended at the end of any contract year by mutual agreement of the Board and the Principal provided the Principal has met all of the above-listed performance and improvement goals.

16. Non-Renewal or Reclassification. Written notice of non-renewal or written notice or reclassification must be given to the Principal by the Board by April 1, 2017.

17. Notices. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.

18. If after signing this contract, the Principal wishes to be released from this contract, or unilaterally resigned his/her employment prior to the end of the term hereof, the Principal agrees to pay Community Unit School District 308 FIVE THOUSAND DOLLARS ($5,000.00) in liquidated damages. This requirement may be waived if mutually agreed upon by both parties.

19. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District. 308.

20. Miscellaneous.

20.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

20.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.

20.3 This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.

20.4 This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

PRINCIPAL

Shannon M Lueders
Shannon M. Lueders

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: Will Pabell
President

ATTEST: Donnell Paul
Secretary

COMMUNITY UNIT SCHOOL DISTRICT NO. 308
USER SUPPORT MANAGER CONTRACT

AGREEMENT made this 14th day of November, 2016 by and between the BOARD OF EDUCATION, SCHOOL DISTRICT NO. 308, ("the Board"), and **Michael G. Lund, Jr.** ("User Support Manager"), ratified by a resolution adopted at the regular meeting of the Board held on November 14, 2016, and as found in the minutes of that meeting.

IT IS AGREED:

1. Employment and Work Year. The User Support Manager is hereby hired and retained, from July 1, 2016 through June 30, 2017, as User Support Manager for School District No. 308, Oswego, Illinois.

2. Duties. The duties and responsibilities of the User Support Manager of this District shall be all those duties required of the User Support Manager as set forth in the job description, those obligations imposed by the law of the State of Illinois upon the User Support Manager, and such other duties as from time to time may be assigned to the User Support Manager by the Director of Technology or his designee.

3. Salary. In consideration of an annual IMRF salary of **$65,000.00 (to be pro-rated to $40,461.84 for a start date of November 15, 2016),** the User Support Manager hereby agrees to devote such time, skill, labor and attention to this employment during the time of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of User Support Manager for this District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff.

4. Evaluation. Annually, not later than June 30th, the Director of Technology, or his designee, shall review with the User Support Manager, the User Support Manager's progress toward established goals and working relationships among staff and community.

5. Discharge for Cause. Throughout the term of this Agreement, the User Support Manager shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the User Support Manager shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the User Support Manager which is detrimental to the best interests of the School District. The User Support Manager's permanent disability or incapacity or the User Support Manager's failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement. .

6. Termination by Agreement. During the term of this Agreement, the Board and the User Support Manager may mutually agree, in writing, to terminate this Agreement.

7. Vacation. The User Support Manager will be entitled to an annual allotment of twenty-five (25) paid vacation days, exclusive of legal holidays. (For the 2016-2017 school year, this amount will be pro-rated to sixteen (16) days to reflect a November 15, 2016 start date.). Twenty five (25) vacation days will be granted on July 1 of the new contract year, provided the employee has no more than twenty five (25) unused vacation days accumulated from previous year(s). In the event the employee's vacation bank exceeds twenty five (25) days as of July 1, the employee would only be granted the number of vacation days that when added to previously accumulated vacation days would constitute the double allotment or fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or his designee and shall be subject to the Superintendent's or his designee's approval. On a yearly basis, up to and including ten (10) unused vacation days may be paid to the administrator at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year. Individual employee's discretionary days not used by June 30 each year will be converted into a vacation day (one for one), conditionally if the employee is within their respective vacation day parameters (e.g., not more than double their allotted vacation days.) If the employee severs employment with SD308 prior to the end of the contract, the employee's unused vacation day allotment for the current contract year will be prorated based on the number of days worked from the beginning of the year to the termination date.

Sick and Personal Leave. Administrators shall be entitled to 14 work days of sick leave annually, of which two (2) days can be used as personal leave. (For the 2016-2017 school year, this amount will be pro-rated to eight (8) work days sick leave and one (1) personal day.) Earned sick leave may accumulate to a maximum of 240 days while you are an IMRF employee. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year and deposited in employee's local sick bank, (e.g., 10 unused sick days on June 30, 2015, will be converted into a credit of 15 sick days in the individual's local sick bank.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.

8. Medical, Dental, Vision Insurance. The Board shall provide 80% of the cost of the premium for medical and dental insurance, and 100% of the vision insurance premium for the administrator and the members of the administrator's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.

9. Term Life and Long-Term Disability Insurance. The Board shall provide one times base salary not to exceed $50,000. of Term Life insurance and Long-Term Disability benefits for the Systems Manager during the term of this Agreement.

10. Mileage Reimbursement: The Board shall provide the User Support Manager $150.00 each month for mileage expenses.

11. It is the responsibility of the administrator to inform the Superintendent of Schools (or his/her designee) if the administrator is named a finalist for any other position outside of School District 308.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

User Support Manager

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST:

_____
Secretary

FOIA Response for CBA information:

As for CBA's, please refer them to the website. Here's the link:
http://www.sd308.org/Page/1881