



April 10, 2018

Sarah Freishtat  
Beacon News

**VIA EMAIL – sfreishtat@tribpub.com**

Re: FOIA Request Dated April 9, 2018 and received April 9, 2018

Subject: Copies of the following information:

- 1) All records in Matthew Wendt's personnel file.
- 2) Records showing any formal disciplinary actions taken against Matthew Wendt by Community Unit School District 308 or any of its officials since January 1, 2012.
- 3) If not included in the above, all records related to internal and external complaints made against Matthew Wendt, including, but not limited to, allegation of misconduct.
- 4) If not included in the above, all records related to disciplinary action taken against Matthew Wendt.
- 5) If not included in the above, all records related to internal investigations of Matthew Wendt.

Dear Mrs. Freishtat:

This letter will serve as Oswego Community Unit School District 308's response to your April 9, 2018 request under the Freedom of Information Act (5 ILCS 140/1 et seq.), in which you asked for the above referenced information. Attached are the records responsive to the first item of your request (All records in Matthew Wendt's personnel file) with personal information redacted pursuant to section 7(1)(c) of the Freedom of Information Act.

The district does not have any responsive records for items 2 through 5.

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](http://www.sd308.org) and select *Our District > Freedom of Information Act Request > FOIA Request Responses*, then select *FOIA ID #18-25*.

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

*Carrie Szambelan*

Carrie Szambelan  
Freedom of Information Officer

**Dr. Matthew A. Wendt**



February 01, 2016

TO: School District 308 Board of Education  
RE: Resignation

Dear Board:

On July 01, 2012 I was provided the opportunity to begin serving School District 308 as Superintendent of Schools. Since that first day, I have enjoyed providing the leadership to ensure the school district is recognized as progressive, innovative and dedicated to the academic achievement of all students. Although the challenges at times have been incredible, it has also been one of the most rewarding positions over my 26-year career in public education.

Having been invited to serve as Superintendent of Schools for Fayetteville Public Schools, Fayetteville, Arkansas, I respectfully submit my resignation to be effective June 30, 2016. After this day, I look forward to my new position, being closer to family and having the opportunity to pursue other personal and professional goals. In advance, I extend my gratitude to the SD 308 Board of Education for granting approval to the mutual end of the current employment contract.

I have valued and appreciated the people that I have worked with – and for – over the past four academic years. The leadership team in place today is the best group of educational leaders that I have worked with in any position and within any school system. SD 308 enjoys exceptional teachers and staff members, and together, the partnership between all of us has created one of the best PreK-12 public school districts in Illinois.

I want to extend a special thank you to the board members who have served during my tenure. The volunteers who have dedicated years of service to SD 308 are special people and deserve the utmost respect. I especially offer my gratitude to those board members who served at the time I was employed and provided me with the initial opportunity. I am deeply grateful for Mr. Bill Walsh, President of the SD 308 Board of Education for three of the four years I served as Superintendent of Schools, for his leadership, vision, kindness and commitment to staff members and students.

Although too many relationships to honor in this letter exist, I am thankful for the collaborative and genuine friendships with association officers, legislators and other elected officials. Our work has been for a greater good, and I trust even more efforts can continue in the future.

I will value the personal relationships developed over time with some of the best people I have been blessed to meet and work with over the past four years. I am especially appreciative for my senior administrative team and their dedication to SD 308. Dr. Paul O'Malley, Dr. John Sparlin, Dr. Judy Minor served with me during a time of reform that has resulted in systemic changes benefiting district stakeholders, parents, staff members and students in immeasurable ways. These three people deserve the most credit for any accomplishments since July 2012.

Ursula Coan and Karen Lansky are two of the most valuable people in SD 308. Words cannot describe how appreciative I am for their work ethic, dedication and personal friendship.

School District 308, the communities served and the great people who call this area, "home," have made an impression upon me that will last a lifetime. I am a better leader and person for having served as Superintendent of Schools. World-class should not be just a slogan – SD 308 should make it a reality.

God bless you and all of the people of School District 308.

My very best,

Matthew A. Wendt

February 10, 2016

Dr. Matthew Wendt



Dear Dr. Wendt:

This letter is to inform you that on February 8, 2016, the Board of Education **approved your resignation** as Superintendent at the District Admin Center effective June 30, 2016.

To ensure that you receive documents and notices from School District 308, please contact the District Office at 630-636-3080 when you have your new address information. Should you have any questions or concerns, please do not hesitate to contact me at 630-636-4376.

Sincerely,

A handwritten signature in black ink, appearing to read "Sharon Sauer".

Sharon Sauer  
Administrative Assistant  
Human Resources

cc: Personnel File



## **MODIFICATIONS TO SUPERINTENDENT CONTRACT OF EMPLOYMENT**

AGREEMENT made this 27th day of April, 2015, by and between the Board of Education, Community Unit School District No. 308 (hereinafter "the Board"), and MATTHEW WENDT (hereinafter "WENDT"), ratified by motion adopted at a regular meeting of the Board held on April 27, 2015, and found in the minutes of that meeting, to modify the 2014-2019 Superintendent Contract of Employment executed on March 31, 2014, in accordance with Paragraph 19 of that Agreement.

### **IT IS AGREED:**

- I. All terms and conditions of the Superintendent Contract of Employment executed on March 31, 2014 remain valid except where modified below.
- II. The following language shall replace Paragraphs 3(A) and 3(B) of the 2014-2019 Superintendent Contract of Employment:

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

- A. From July 1, 2015 through June 30, 2016, the Board shall pay WENDT a base salary of Two Hundred Fifty Thousand Dollars (\$250,000.00) ("Base Salary").
- B. Each subsequent contract year of this Agreement, WENDT shall be paid a base salary to be determined by the Board. In no case shall the Board reduce WENDT's base salary below Two Hundred Fifty Thousand Dollars (\$250,000.00).

- III. The following language shall replace Paragraph 10(C) of the 2014-2019 Superintendent Contract of Employment:


10. Performance Based Goals ("Goals"): This Agreement is a performance-based contract pursuant to Section 10-23.8 of The School Code.

- C. In addition, each contract year, the Board and WENDT agree that additional Student Performance and Academic Improvement Goals may be mutually developed and attached as Exhibit A no later than June 1<sup>st</sup> of the preceding contract year.

By:

  
MATTHEW WENDT

By:

  
President  
Board of Education  
Oswego Community Unit School District  
No. 308

ATTEST:



Secretary  
Board of Education  
Oswego Community Unit School District No. 308

**SUPERINTENDENT  
CONTRACT OF EMPLOYMENT**

AGREEMENT made this 31 day of March, 2014, by and between the Board of Education, Oswego Community Unit School District No. 308 (hereinafter "the Board"), and MATTHEW WENDT (hereinafter "WENDT"), ratified by motion adopted at a regular meeting of the Board held on March 31, 2014, and found in the minutes of that meeting.

**IT IS AGREED:**

1. Employment: WENDT is hereby hired and retained from July 1, 2014 to June 30, 2019 as SUPERINTENDENT. WENDT hereby accepts and agrees to such hiring, engagement and employment subject to the general supervision and pursuant to the orders, advice and direction of the Board.

2. Duties: The duties and responsibilities of WENDT shall be all those duties incident to the office of SUPERINTENDENT as set forth in the job description as prescribed by Board policy; those obligations imposed by the law of the State of Illinois; and to perform such other duties incidental to the office of the Superintendent as from time to time may be assigned to WENDT by the Board. The Board reserves the right to assign WENDT to different duties for which he is certified from time to time during the contract, without a loss of contract term, pay or benefits.

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

- A. From July 1, 2014 through June 30, 2015, the Board shall pay WENDT a base salary of Two Hundred Twenty Five Thousand Dollars (\$225,000.00) ("Base Salary").
- B. Each subsequent contract year of this Agreement, WENDT shall be paid a base salary to be determined by the Board. In no case shall the Board reduce WENDT's base salary below Two Hundred Twenty Five Thousand Dollars (\$225,000.00).
- C. The base salary for each year of this Agreement shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated members of the professional staff. Any adjustment in salary made during the life of

this Agreement shall be in the form of an amendment and shall become a part of this Agreement. It is provided, however, that by so doing it shall not be considered that the Board has entered into a new agreement with WENDT nor that the termination date of this Agreement has been in any way extended.

- D. The Board shall pay on behalf of WENDT all contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 and Section 16-133.1 of the Illinois Pension Code, as amended from time to time. If the current employee contribution rate required by TRS to be remitted decreases, the Board shall pay the difference to the Superintendent as salary to the extent the Board's total cost for salary and pick up of the TRS contribution does not exceed the Board's total cost before the TRS contribution rate decrease. The Board further agrees to pay and shelter that portion of the salary that is required as a contribution to TRS. Except as expressly provided herein paragraph 3.D., WENDT shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on his behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Illinois Pension Code and TRS rules and regulations.

4. Vacation: WENDT shall receive Twenty Five (25) days of vacation in each school year of this Agreement, exclusive of weekends and school holidays as defined in the School Code. Requests for vacation leave in excess of two (2) consecutive work days shall be subject to the approval of the Board President. Vacation leave for two (2) or fewer consecutive work days may be taken by providing electronic written communication to the Board President at least twenty-four (24) hours in advance of the vacation leave. Each contract year, WENDT may exchange a maximum of ten (10) unused vacation days for payment at the then current per diem in lieu of using said vacation days. WENDT shall be permitted to carry over any remaining unpaid vacation days up to Ten (10) days of vacation during each year of this Agreement for a maximum of Thirty (30) days of carried over vacation. At the termination of this Agreement, WENDT shall be paid for any accrued but unused vacation days not to exceed Thirty (30) days at WENDT's then current per diem.

5. Sick Leave: WENDT shall receive Fifteen (15) days of sick leave annually, of which Three (3) days can be used as personal leave days. Earned sick leave may accumulate to a maximum of 340 days.

6. Travel Expense: WENDT shall receive a monthly stipend of Four Hundred Sixteen Dollars and Sixty Six Cents (\$416.66) for District-related travel and mileage expenses.

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

8. Term Life and Long-Term Disability: The Board shall provide for ONE HUNDRED THOUSAND DOLLARS (\$100,000.00) of Term Life Insurance and Long-Term Disability benefits for WENDT during the term of this Agreement.

9. Annuity: Upon WENDT's satisfactory service each year of this Agreement, the Board shall, in accordance with applicable state and federal law, annually make a contribution to a tax-sheltered annuity or other account type qualifying under Section 403(b) and/or Section 457(h) of the *Internal Revenue Code of 1986* as amended, selected by WENDT, in the following amounts:

- A. Upon completion of WENDT's satisfactory service during the period July 1, 2014 through June 30, 2015, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2015.
- B. Upon completion of WENDT's satisfactory service during the period from July 1, 2015 through June 30, 2016, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2016.
- C. Upon completion of WENDT's satisfactory service during the period from July 1, 2016 through June 30, 2017, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2017.
- D. Upon completion of WENDT's satisfactory service during the period from July 1, 2017 through June 30, 2018, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2018.
- E. Upon completion of WENDT's satisfactory service during the period from July 1, 2018 through June 30, 2019, the Board shall make a non-elective employer contribution of Twenty Two Thousand Five Hundred Dollars (\$22,500) in June 2019.

The annuity will be in WENDT's name and all interest or dividends, as well as the principal amount, shall accrue and become the property of WENDT after his

retirement.

10. Performance Based Goals ("Goals"): This Agreement is a performance-based contract pursuant to Section 10-23.8 of The School Code.

A. Annually, WENDT, with the assistance of his administrative team, shall (1) evaluate student performance, including, but not limited to, student performance on standardized tests, successful completion of the curriculum, and attendance and drop-out rates; (2) review the curriculum and instructional services; (3) review school finances; and (4) report to the school board on his findings as to (a) student performance and (b) his recommendations, if any, for curriculum or instructional changes as a result of his evaluation of student performance.

B. In addition, by 2019, the composite score of District students taking the ACT shall be 23.

C. In addition, each contract year, the Board and WENDT agree that additional Student Performance and Academic Improvement Goals for the purposes of a merit bonus will be developed and attached as Exhibit A no later than June 1<sup>st</sup> of the preceding contract year. The Board shall pay WENDT a merit bonus for the completion of certain Goals in each year of the Agreement as provided in Exhibit A and as follows:

i. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2014-2015 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Twenty Seven Thousand Five Hundred Dollars (\$27,500). This payment will be made in the first pay cycle of June 2015.

A. ii. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2015-2016 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Thirty Two Thousand Five Hundred Dollars (\$32,500). This payment will be made in the first pay cycle of June 2016.

B. iii. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2016-2017 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Thirty Seven Thousand Five Hundred Dollars (\$37,500). This payment will be made in the first pay cycle of June 2017.

C. iv. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2017-2018 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Forty Two Thousand Five Hundred Dollars (\$42,500). This payment will be made in the first pay cycle of June 2018.

D. v. Upon WENDT's satisfactory completion of specific goals identified as eligible for a bonus payment during the 2018-2019 school year, the Board will make a payment in the sum of the assigned percentage for each identified goal that was successfully completed multiplied by Forty Seven Thousand Five Hundred Dollars (\$47,500). This payment will be made in the first pay cycle of June 2019.

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

12. Evaluation: WENDT's performance shall be evaluated annually by the Board no later than February 1 of each calendar year. WENDT shall be responsible for notifying the BOARD of the responsibility to evaluate him no later than December 31 of each year. It is agreed by the Board and WENDT that as part of this annual evaluation the Superintendent and the Board will review progress toward the achievement of the Goals set forth in Paragraph 10 and make appropriate modifications to the Goals and/or the program to achieve the Goals as may be mutually agreed to by the Board and WENDT.

13. Reappointment: Notice of intent not to renew this contract must be given to WENDT, in writing stating the specific reasons thereof, by the Board by April 1st of the last year of the contract. Failure to do so shall extend this Agreement for one (1) additional year. WENDT shall be provided all hearing rights as set forth in 105 ILCS 5/10-21.4.

14. Discharge for Cause: Through the term of this Agreement, WENDT shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that WENDT shall have the right to service of written charges, notice of hearing and a hearing before the Board. Cause is defined as: incompetence, cruelty, negligence, immorality, or other conduct which is seriously prejudicial to the District. If WENDT chooses to be accompanied by counsel at such hearing, WENDT shall pay for his personal expenses. Failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

15. Criminal Background Investigation: The BOARD is prohibited from knowingly employing a person who is convicted of committing or attempting to commit certain criminal offenses. In the event it is learned that there has been a prohibited conviction, this contract shall immediately become null and void.

16. Other Work: The Board encourages WENDT to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations to further his professional growth, as long as such activities do not interfere with WENDT's performance of his duties under this Agreement.

17. Professional Activities: The Board shall encourage WENDT to attend appropriate professional meetings at all local, state and national levels and to hold such membership as he deems appropriate, to the extent allowable by the Board's budget. Upon prior approval by the Board, the Board shall reimburse WENDT for the costs of such attendance and memberships. WENDT shall not, without formal approval from the Board, serve on or advise any board or organization that has an ongoing financial relationship with the District including, but not limited to, the Oswegoland Park District, the Oswego Senior Center and the Oswego YMCA.

18. Disability: Should WENDT be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond WENDT's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations of the parties shall terminate. Prior to termination for disability, WENDT may request a hearing before the Board in closed session.

19. Termination or Modification of this Agreement: During the term of this Agreement, the Board and WENDT may mutually agree, in writing, to terminate or modify this Agreement.

20. Medical Examination: Once a year during the term of this Agreement, WENDT shall obtain a comprehensive medical examination at the Board's expense. WENDT shall provide to the Board a copy of the examination or a certificate of the physician certifying WENDT's physical competence on a form approved by the Board. However, at any time that the Board believes it is necessary, WENDT may be required to take a comprehensive medical (including a comprehensive drug screen and blood analysis) and/or psychological examination from a physician identified by the Board, at the sole expense of the Board and on a form approved by the Board.



21. Notice: Any notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of mailing thereof by registered or certified mail, addressed:

If to the Board, to:

Oswego Community Unit School District # 308  
4175 Route 71  
Oswego, IL 60543  
Attn: School Board President

If to WENDT, to:

Dr. Matthew Wendt  
Oswego, IL 60543-8095


Dr. Wendt will provide the Board President with any changes in address during the term of this Agreement.

22. Miscellaneous

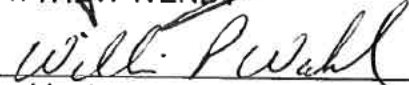
- 22.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 22.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between any headings or numbers and the text of this Agreement, the text shall control.
- 22.3 This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 22.4 If any provision of this Agreement is deemed invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of all other provisions of this Agreement shall not be impaired or affected without the mutual Agreement of WENDT and the Board.
- 22.5 This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this new Agreement and supersedes all prior agreements, arrangements, and

communications between the parties concerning such subject matter whether oral or written.

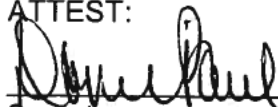
By:

  
MATTHEW WENDT

By:

  
President  
Board of Education  
Oswego Community Unit School District  
No. 308

ATTEST:

  
Secretary  
Board of Education  
Oswego Community Unit School District No. 308

**SUPERINTENDENT  
CONTRACT OF EMPLOYMENT**

AGREEMENT made this 31<sup>st</sup> day of May, 2012, by and between the Board of Education, Oswego Community Unit School District No. 308 (hereinafter "the Board"), and MATTHEW WENDT (hereinafter "WENDT"), ratified by motion adopted at a special meeting of the Board held on May 31, 2012, and found in the minutes of that meeting.

**IT IS AGREED:**

1. Employment: WENDT is hereby hired and retained from July 1, 2012 to June 30, 2015 as SUPERINTENDENT. WENDT hereby accepts and agrees to such hiring, engagement and employment subject to the general supervision and pursuant to the orders, advice and direction of the Board.

2. Duties: The duties and responsibilities of WENDT shall be all those duties incident to the office of SUPERINTENDENT as set forth in the job description as prescribed by Board policy; those obligations imposed by the law of the State of Illinois; and to perform such other duties as from time to time may be assigned to WENDT by the Board. The Board reserves the right to assign WENDT to different duties for which he is certified from time to time during the contract, without a loss of pay.

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

- A. From July 1, 2012 through June 30, 2013, the Board shall pay WENDT a base salary of Two Hundred Twenty Five Thousand Dollars (\$225,000.00) ("Base Salary").
- B. Each subsequent contract year of this Agreement, WENDT shall be paid a base salary to be determined by the Board. In no case shall the Board reduce WENDT's base salary below Two Hundred Twenty Five Thousand Dollars (\$225,000.00).
- C. The base salary for each year of this Agreement shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated members of the professional staff. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall

become a part of this Agreement. It is provided, however, that by so doing it shall not be considered that the Board has entered into a new agreement with WENDT nor that the termination date of this Agreement has been in any way extended.

- D. The Board shall pay on behalf of WENDT all contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 and Section 16-133.1 of the Illinois Pension Code, as amended from time to time. The Board further agrees to pay and shelter that portion of the salary that is required as a contribution to TRS. WENDT shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on his behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Illinois Pension Code and TRS rules and regulations.

4. Vacation: WENDT shall receive Twenty Five (25) days of vacation in each school year of this Agreement, exclusive of weekends and school holidays as defined in the School Code. Requests for vacation leave in excess of two (2) consecutive work days shall be subject to the approval of the Board President. Vacation leave for two (2) or fewer consecutive work days may be taken by providing electronic written communication to the Board President at least twenty-four (24) hours in advance of the vacation leave. WENDT shall be permitted to carry over up to Ten (10) days of vacation during each year of this Agreement for a maximum of Thirty (30) days of carried over vacation. At the termination of this Agreement, WENDT shall be paid for any accrued but unused vacation days not to exceed Thirty (30) days.

5. Sick Leave: WENDT shall receive Fifteen (15) days of sick leave annually, of which Three (3) days can be used as personal leave days. Earned sick leave may accumulate to a maximum of 340 days.

6. Travel Expense: WENDT shall receive a monthly stipend of Four Hundred Sixteen Dollars and Sixty Six Cents (\$416.66) for District-related travel and mileage expenses.

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

8. Term Life and Long-Term Disability: The Board shall provide for ONE HUNDRED THOUSAND DOLLARS (\$100,000.00) of Term Life Insurance and Long-Term Disability benefits for WENDT during the term of this Agreement.

9. Annuity: Upon WENDT's satisfactory service each year of this Agreement, the Board shall, in accordance with applicable state and federal law, annually make a contribution to a tax-sheltered annuity or other account type qualifying under Section 403(b) and/or Section 457(h) of the *Internal Revenue Code of 1986* as amended, selected by WENDT, in the following amounts:

- A. Upon completion of WENDT's satisfactory service during the period July 1, 2012 through June 30, 2013, the Board shall make a contribution in the amount equivalent to Five Percent (5.0%) of the 2012-2013 Base Salary. This payment shall be made in June, 2013.
- B. Upon completion of WENDT's satisfactory service during the period from July 1, 2013 through June 30, 2014, the Board shall make a contribution in an amount equivalent to Seven and One Half Percent (7.5%) of the 2013-2014 Base Salary. This payment shall be made in June, 2014.
- C. Upon completion of WENDT's satisfactory service during the period from July 1, 2014 through June 30, 2015, the Board shall make a contribution in an amount equivalent to Ten Percent (10%) of the 2014-2015 Base Salary. This payment shall be made in June, 2015.

The annuity will be in WENDT's name and all interest or dividends, as well as the principal amount, shall accrue and become the property of WENDT after his retirement.

10. Moving Expenses: On or before June 30, 2014, the Board shall reimburse WENDT up to but not exceeding Ten Thousand Dollars (\$10,000.00) for normal and customary relocation expenses of WENDT's personal belongings to a home within the District. All requests relating to this payment must be submitted to the Board President with receipts supporting such requests. If WENDT unilaterally leaves his employment as Superintendent prior to June 30, 2015, WENDT shall reimburse the Board for this payment.

11. Performance Based Goals ("Goals"): This Agreement is a performance-based contract pursuant to Section 10-23.8a of The School Code. The Board and WENDT agree that the Goals, attached as Exhibit A, are linked to student performance and academic improvement.

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

13. Evaluation: WENDT's performance shall be evaluated annually by the Board no later than February 1 of each calendar year. WENDT shall be responsible for notifying the BOARD of the responsibility to evaluate him no later than December 31 of each year. It is agreed by the Board and WENDT that as part of this annual evaluation the Superintendent and the Board will review progress toward the achievement of the Goals set forth in Paragraph 10 and make appropriate modifications to the Goals and/or the program to achieve the Goals as may be mutually agreed to by the Board and WENDT.

14. Reappointment: Notice of intent not to renew this contract must be given to WENDT, in writing, by the Board by April 1st of the last year of the contract. Failure to do so shall extend this Agreement for one (1) additional year.

15. Discharge for Cause: Through the term of this Agreement, WENDT shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that WENDT shall have the right to service of written charges, notice of hearing and a hearing before the Board. Cause is defined as: incompetence, cruelty, negligence, immorality, or other conduct which is seriously prejudicial to the District. If WENDT chooses to be accompanied by counsel at such hearing, WENDT shall pay for his personal expenses. Failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

16. Certification/Criminal Background Investigation: WENDT shall furnish to the Board, on or before the beginning date of this Agreement (July 1, 2012), a valid and appropriate certificate to act as Superintendent of Schools in accordance with the laws of the State of Illinois. Failure to provide the requisite certification shall be cause to terminate this Agreement without any liability to the Board. As a required condition of employment, WENDT shall authorize a criminal background investigation by the Board pursuant to the relevant provisions of the Illinois School Code and Board policy. Failure to comply with this provision shall nullify this Agreement.

17. Other Work: The Board encourages WENDT to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations to further his professional growth, as long as such activities do not interfere with WENDT's performance of his duties under this Agreement.

18. Professional Activities: The Board shall encourage WENDT to attend appropriate professional meetings at all local, state and national levels and to

hold such membership as he deems appropriate, to the extent allowable by the Board's budget. Upon prior approval by the Board, the Board shall reimburse WENDT for the costs of such attendance and memberships. WENDT shall not, without formal approval from the Board, serve on or advise any board or organization that has an ongoing financial relationship with the District including, but not limited to, the Oswegoland Park District, the Oswego Senior Center and the Oswego YMCA.

19. Disability: Should WENDT be unable to perform the duties and obligations of this Agreement, by reasons of illness, accident, or other cause beyond WENDT's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations of the parties shall terminate.

20. Termination or Modification of this Agreement: During the term of this Agreement, the Board and WENDT may mutually agree, in writing, to terminate or modify this Agreement.

21. Medical Examination: Once a year during the term of this Agreement, WENDT shall obtain a comprehensive medical examination at the Board's expense. WENDT shall provide to the Board a copy of the examination or a certificate of the physician certifying WENDT's physical competence on a form approved by the Board. However, at any time that the Board believes it is necessary, WENDT may be required to take a comprehensive medical (including a comprehensive drug screen and blood analysis) and/or psychological examination from a physician identified by the Board, at the sole expense of the Board and on a form approved by the Board.

22. Notice: Any notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of mailing thereof by registered or certified mail, addressed:

If to the Board, to:

Oswego Community Unit School District # 308  
4175 Route 71  
Oswego, IL 60543  
Attn: School Board President

If to WENDT, to:

Dr. Matthew Wendt



Dr. Wendt will provide the Board President with any changes in address during the term of this Agreement.


23. Miscellaneous

- 23.1 This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- 23.2 Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between any headings or numbers and the text of this Agreement, the text shall control.
- 23.3 This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
- 23.4 If any provision of this Agreement is deemed invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of all other provisions of this Agreement shall not be impaired or affected without the mutual Agreement of WENDT and the Board.
- 23.5 This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter whether oral or written.

By:

  
MATTHEW WENDT

By:

  
President  
Board of Education  
Oswego Community Unit School District  
No. 308



ATTEST:

Laurie Pasterni  
Secretary

Board of Education

Oswego Community Unit School District No. 308

## **EXHIBIT A: PERFORMANCE BASED GOALS**

A. By September 1, 2012 Wendt shall provide no less than a bi-weekly status update to the Board in written form, expressing issues and progress toward goals.

B. Starting September 1, 2012, and continuing through May 31, 2013, Wendt will visit all District Schools at least four times.

C. By October 31, 2012 and then every 90 days afterwards through the term of the Agreement, Wendt will develop and present to the Board of Education and then the Community a Quarterly State of the District Report. This report will include data, as available, on standardized testing and other metrics that show student improvement within the District and comparisons to other regional schools and State averages.

D. By December 31, 2012, Wendt shall develop a comprehensive communication plan that is repeatable and sustainable for students, parents, staff, community members, and intergovernmental agencies that measures and identifies academic and extra-curricular achievements, as well as alerts parties to upcoming changes, forecasts future needs and seek support as needed from different entities. In that same time frame, Wendt shall develop and implement a method of working with different District 308 Parent Organizations to receive and respond to suggested opportunities for improvement.

E. By February 28, 2013, Wendt will develop and present to the Board a plan to prepare students, parents, teachers and administrators for the successful implementation of the Common Core Standards, Senate Bill 7 and the Performance Evaluation Reform Act within the deadlines imposed by the governing body and the incorporation options for instituting the PLC model.

F. By February 28, 2013, Wendt will complete an assessment and report back to the Board on the cost and student achievement effectiveness of up to four (4) District Programs agreed upon by the Board and Wendt no later than July 2012.

G. By February 28, 2013, Wendt will review and recommend to the Board academic curriculum improvements that will ensure that the high school graduation requirements exceed the state minimum requirements on a phased-in basis beginning in the 2013-2014 school year.

H. By March 31, 2013, Wendt will develop a Strategic Plan that includes parents, teachers and staff and focuses on improving ACT test scores and scores on other current standardized tests, and participation in Advanced Placement exams.

I. By April 30, 2013 Wendt will review and refresh the District's strategic plan for growth and efficient use of district facilities, and identify new and alternative sources of revenue to help fund future equipment and facilities' needs.

J. From time to time during this Agreement, additional annual Goals may be identified and agreed to by the Board and Wendt.

## Performance Goals for Dr. Wendt

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

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

## Performance Goals for Dr. Wendt

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

## Performance Goals for Dr. Wendt

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

# Performance Goals for Dr. Wendt

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
Staff Development	<ul style="list-style-type: none"> <li>• Develop a framework for a district wide professional learning community (PLC) program and present an implementation plan for execution in the 2014-2015 school year. The plan should address: new professional development plans, teacher collaboration times, and staff mentoring/coaching.</li> <li>• Develop and present to the Board a retention plan for our teachers and staff.</li> <li>• Develop and present to the board a plan for promoting internal online education and best practices for our teachers.</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation to the BOE a complete framework and implementation plan that is executable for the 2014-2015 school year.</li> <li>• Presentation to BOE.</li> <li>• Presentation to the BOE.</li> </ul>	<ul style="list-style-type: none"> <li>• 3/24/14</li> <li>• 5/12/14</li> <li>• 5/12/14</li> </ul>	<ul style="list-style-type: none"> <li>• 15 %</li> <li>• 5%</li> <li>• 5%</li> </ul>

# Performance Goals for Dr. Wendt

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



# Performance Goals for Dr. Wendt

Initiative	Goal/Objective	Measurement	Completion No Later Than	Percentage of Eligible Bonus
District Wide	<ul style="list-style-type: none"> <li>• Every 90 days afterwards through the term of the Agreement, Wendt will develop and present to the Board of Education and then the Community a Quarterly State of the District Report. This report will include data, as available, on standardized testing and other metrics that show student improvement within the District and comparisons to other regional schools and State averages.</li> </ul>	<ul style="list-style-type: none"> <li>• To issue repeatable Quarterly Reports which will be posted on district website no later than 15 days after the end each calendar quarter.</li> </ul>	<ul style="list-style-type: none"> <li>• 1/27/14</li> </ul>	<ul style="list-style-type: none"> <li>• 0 %</li> </ul>

## Notes:

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

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

Calculation of Bonus Amount is based on the following:

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

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





Dr. Matthew Wendt

Date

William P. Walsh, Board President

Date

Danielle Paul, Board Secretary

Date

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

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

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

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

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

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

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

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

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

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

### Notes:

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

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

Calculation of Bonus Amount is based on the following:

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


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

  
Dr. Matthew Wendt

Date

  
William P. Walsh, Board President

Date

  
Danielle Paul, Board Secretary

Date



**Illinois State Board of Education**  
 Gerry J. Chico, Chairman  
 Dr. Christopher Koch, State Superintendent

**Educator Licensure Information System**  
 Welcome, BERNADETTE DUSELL - Sign Out

- Home
- Search
- Educator
- Help

Recent Educator:

## Credentials

Home > Educator

### Primary Information

Full Name: Matthew A. Wendt

### Contact Information

Address: [REDACTED]  
 City, State Zip: [REDACTED]  
 Email: mwendt@sds308.org  
 Primary Phone: [REDACTED]  
 Secondary Phone: [REDACTED]

### Profile

PD Status: Active  
 Deceased: No

### Applications

ID	Document	Description	Status	Background	Source	Received	Created
2121227	PEL	Professional Educator License	CLOSED	000001	EDU	03/01/2014	matthewwendt - 03/01/2014

Show All

### Licenses

Select	App ID	License ID	License	Status Code	Status Desc	Source	Entitlement	Application Date	Issued	Expires	Renews	ROE	Registered Thru
Select	2121227	2281216	PEL	I	Issued	TRAD		03/01/2014	10/24/2014	06/30/2020	07/01/2020		

### Illinois Approved Program / Endorsements For Selected License

App ID	Endorsement	Description	Grade	Status Code	Status Description	Issued	Major?	Illinois Approved Program?	Endorsement?	Source	Entitlement	Application Date
2121227	SUPT	Superintendent	PreKindergarten through Age 21	I	Issued	10/24/2014	No	No	Yes	ISBE		03/01/2014

Approvals

Select	Approval Code	Approval	District Code	Application Received	Status	Approval Denied/Granted Date	End Date
No Records Found							

Designations

Source	Status	Endorsement	Grade	Candidate Number	Issue Year	Expires

Registration

Fiscal Year	School Year	Region Code	Region	License Code	License	Certificate Number
No Records Found						

Previous Qualifications

Endorsement Code	Endorsement	Grade	Status Code	Status	Region Code	Region	Issued



# State of Iowa

Board of Educational Examiners

## Professional Administrator License

By this license let it be known that

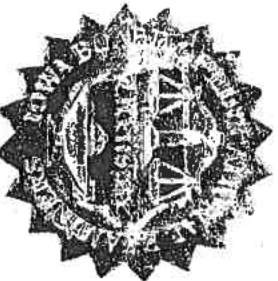
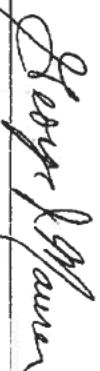
**MATTHEW ARTHUR WENDT**

is authorized to serve in the following areas :

PK-12 Superintendent & AEA Administrator  
Evaluator (New)

Folder Number 974093 License Issue Date 6/17/2008 Expiration Date 4/30/2014

George J. Maurer Ed. D  
Executive Director  
Board of Educational Examiners



Pat Quinn  
Governor



Erwin McEwen  
Director

## Illinois Department of Children & Family Services

### ACKNOWLEDGEMENT OF MANDATED REPORTER STATUS

I, Matthew A. Wendt, understand that when I am employed as a  
(Employee Name)

Superintendent of Schools, I will become a mandated reporter under the  
(Type of Employment)

Abused and Neglected Child Reporting Act [325 ILCS 5/4]. This means that I am required to report or cause a report to be made to the child abuse Hotline number (1-800-25A-BUSE) whenever I have reasonable cause to believe that a child known to me in my professional or official capacity may be abused or neglected. I understand that there is no charge when calling the Hotline number and that the Hotline operates 24-hours per day, 7 days per week, 365 days per year.

I further understand that the privileged quality of communication between me and my patient or client is not grounds for failure to report suspected child abuse or neglect, I know that if I willfully fail to report suspected child abuse or neglect, I may be found guilty of a Class A misdemeanor. This does not apply to physicians who will be referred to the Illinois State Medical Disciplinary Board for action.

I also understand that if I am subject to licensing under the Illinois Nursing Act of 1987, the Medical Practice Act of 1987, the Illinois Dental Practice Act, the School Code, the Acupuncture Practice Act, the Illinois Optometric Practice Act of 1987, the Illinois Physical Therapy Act, the Physician Assistants Practice Act of 1987, the Podiatric Medical Practice Act of 1987, the Clinical Psychologist Licensing Act, the Clinical Social Work and Social Work Practice Act, the Illinois Athletic Trainers Practice Act, the Dietetic and Nutrition Services Practice Act, the Marriage and Family Therapy Act, the Naprapathic Practice Act, the Respiratory Care Practice Act, the Professional Counselor and Clinical Professional Counselor Licensing Act, the Illinois Speech-Language Pathology and Audiology Practice Act, I may be subject to license suspension or revocation if I willfully fail to report suspected child abuse or neglect.

I affirm that I have read this statement and have knowledge and understanding of the reporting requirements, which apply to me under the Abused and Neglected Child Reporting Act.

[Signature]  
Signature of Applicant/Employee

06/10/12  
Date

CANTS 22  
Rev. 1/2009

Office of the Director  
406 E. Monroe Street • Springfield, Illinois 62701



ACCREDITED • COUNCIL ON ACCREDITATION FOR CHILDREN AND FAMILY SERVICES

**Statement Concerning Your Employment in a Job  
Not Covered by Social Security**

**Employee Name** Matthew A. Wendt

**Employee ID#** [REDACTED]

**Employer Name** Oswego Community Unit District #308

**Employer ID#** #36-6004828

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

**Windfall Elimination Provision**

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

**Government Pension Offset Provision**

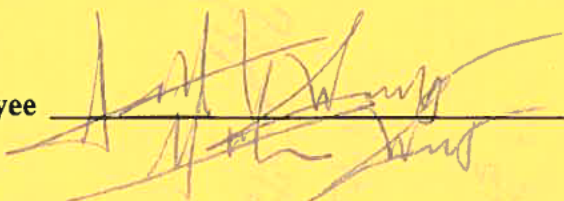
Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security (\$500 - \$400 = \$100). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

**For More Information**

Social Security publications and additional information, including information about exceptions to each provision, are available at [www.socialsecurity.gov](http://www.socialsecurity.gov). You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security Benefits.

**Signature of Employee** 

**Date** 06/10/12  
06/10/2012



Administration Center  
4175 Route 71  
Oswego, IL 60543

Phone 630.636.3080  
Fax 630.636.3688  
www.oswego308.org

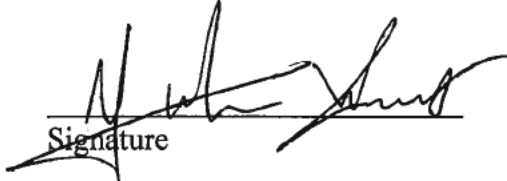
## Acknowledgement

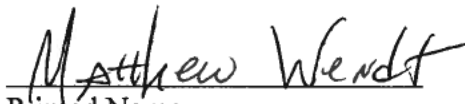
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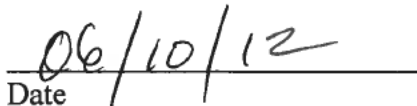
Return to Oswego Community Unit School District 308 Human Resources Department

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I acknowledge that I have received a copy of Oswego Community Unit School District 308 Sexual Harassment (Policy Number 5:20), Harassment (Policy Number 5:25) and Computer Network System Use policies and that I am responsible for reading, understanding, and abiding by these policies. I agree to fully comply with the Sexual Harassment, Harassment and Computer Network System Use policies.

  
Signature

  
Printed Name

  
Date



Administration Center  
4175 Route 71  
Oswego, IL 60543

Phone 630.636.3080  
Fax 630.636.3688  
www.oswego308.org

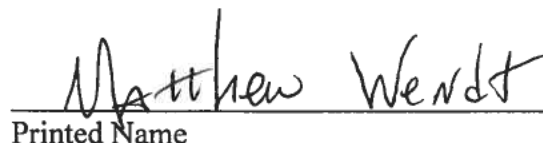
## NO SMOKING AFFIRMATION

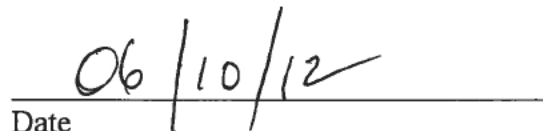
Per Illinois School Code 105 ILCS 5/10-20.5b Tobacco Prohibition

Sec. 10-20.5b Tobacco prohibition. Each school board shall prohibit the use of tobacco on school property by any school personnel, student, or other person when such property is being used for any school purposes. The school board may not authorize or permit any exception to or exemption from the prohibition at any place or at any time, including without limitation outside of school buildings or before or after the regular school day or on days when school is not in session. "School purposes" include but are not limited to all events or activities or other use of school property that the school board or school officials authorize or permit on school property, including without limitation all interscholastic or extracurricular athletic, academic, or other events sponsored by the school board or in which pupils of the district participate. For purposes of this Section "tobacco" shall mean cigarette, cigar, or tobacco in any other form, including smokeless tobacco which is any loose, cut shredded, ground, powdered, compressed or leaf tobacco that is intended to be placed in the mouth without being smoked.

I understand and abide by the above No Smoking Policy.

  
Signature

  
Printed Name

  
Date



NAME: Wendt Matthew A ID: [REDACTED]

MATRIC: Sprg 1997

HIGH SCHOOL: Osawatomie HS Osawatomie, KS  
PARENTS/GUARD:

ISSUED TO: Oswego Community School District  
Dist: Administration Center  
Attn: Bernadette DuSell  
4175 Route 71  
Oswego, IL 60543

DEPT	NUM	SEC	COURSE TITLE	GRADE	SEM HRS	SEM PTS
ACES	952		Spring 97 Fort Hays State University Trends and Practices in Educational Administration	G A	3.0	12.0
ACES	875	CY	Seminar in Education: Conflict Resolution	G A	1.0	4.0
ACES	875	CZ	Seminar in Education: Inclusion	G A	1.0	4.0
ACES	979	CZ	Practicum in Education: Superintendent	G A	3.0	12.0
SEMESTER	GR	HRS	8.0	PTS	32.0	GPA 4.00
				HOURS PASSED		8.0
ACES	951		Summer 97 Fort Hays State University Advanced Educational Administration	G A	3.0	12.0
ACES	955		The School Plant	G A	3.0	12.0
SEMESTER	GR	HRS	6.0	PTS	24.0	GPA 4.00
				HOURS PASSED		6.0
ACES	858	CX	Fall 97 Fort Hays State University Educational Issues	G A	3.0	12.0
ACES	875	CA	Seminar in Education: Teaching Critical Thinking	G A	1.0	4.0
ACES	875	CV	Seminar in Education: Supervision/Evaluation	G A	3.0	12.0
SEMESTER	GR	HRS	7.0	PTS	28.0	GPA 4.00
				HOURS PASSED		7.0
ACES	875	CA	Spring 98 Fort Hays State University Seminar: The Future of Tomorrow's Education	G A	1.0	4.0
ACES	875	CB	Seminar: The Brain and Learning	G A	1.0	4.0
ACES	875	CG	Seminar: Integrated Curriculum	G A	1.0	4.0
SEMESTER	GR	HRS	3.0	PTS	12.0	GPA 4.00
				HOURS PASSED		3.0
CUMULATIVE	UG	HRS	0.0	PTS	0.0	GPA 0.00
CUMULATIVE	UG	HRS	24.0	PTS	96.0	GPA 4.00
FHSU	UG	HRS	0.0	PTS	0.0	GPA 0.00
FHSU	UG	HRS	24.0	PTS	96.0	GPA 4.00
Cumulative hours include hours failed and are used in computing GPA; Grades of P and CR are not included but are included in hours passed.						

\*\*\*\* END OF TRANSCRIPT RECORD \*\*\*\*

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STUDENT NAME: **WENDT, MATTHEW A**

STUDENT NUMBER: [REDACTED]

DATE ENTERED: FALL SEMESTER 1986

Page 1

DATE OF BIRTH: [REDACTED]

HIGH SCHOOL: OSAWATOMIE HIGH SCHOOL

DATE PRINTED: 07/06/12

SS NO: [REDACTED]

OSAWATOMIE KS

SEX: MALE

HS GRADUATION: 1986

DEPT NO.	COURSE NAME	HOURS	GRADE	PTS	FOOTNT	DEPT NO.	COURSE NAME	HOURS	GRADE	PTS	FOOTNT
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\*\*\*\*\*

**Credits Completed at**

FORT SCOTT COMMUNITY COLLEGE, FORT SCOTT, KANSAS

\*\*\*\*\*

**1985 Spring Semester-UNDERGRADUATE**

HIST 615 WESTWARD EXPANSION 3.00 C 6.00

TERM TOTALS: GPA = 2.0000 3.00 6.00

\*\*\*\*\*

**Credits Completed at**

PITTSBURG STATE UNIVERSITY, PITTSBURG, KANSAS

\*\*\*\*\*

**1986 Fall Semester -UNDERGRADUATE**

ENGL 101 ENGLISH COMPOSITION 3.00 B 9.00

PSYCH 155 GENERAL PSYCHOLOGY 3.00 C 6.00

BIOL 113 ENVIRONMENTAL LIFE SCIENCE 3.00 D 3.00

HIST 101 WORLD CIVILIZATION 3.00 B 9.00

CSIS 121 INTRODUCTION TO COMPUTING 3.00 B 9.00

TERM TOTALS: GPA = 2.4000 15.00 36.00

**1987 Spring Semester-UNDERGRADUATE**

ENGL 102 ENGLISH COMPOSITION 3.00 A 12.00

SOSCI 101 AMERICAN GOVERNMENT 3.00 B 9.00

SOSCI 224 INTRO TO COMPARATIVE POLITICS 3.00 C 6.00

HPER 319 RULES AND OFFICIATING 2.00 A 8.00

COMM 207 SPEECH COMMUNICATION 3.00 B 9.00

SOSCI 100 INTRODUCTION TO SOCIOLOGY 3.00 C 6.00

TERM TOTALS: GPA = 2.9412 17.00 50.00

**1987 Fall Semester -UNDERGRADUATE**

ENGL 202 APPLIED GRAMMAR 3.00 A 12.00

COMM 105 THEATRE APPRECIATION 3.00 A 12.00

BUS 105 INTRO TO ENTREPRENEURSHIP 3.00 B 9.00

ENGL 240 BRITISH LITERATURE 3.00 C 6.00

PSYCH 263 DEVELOPMENTAL PSYCHOLOGY 3.00 C 6.00

CHEM 211 PHYSICAL GEOLOGY 3.00 WP 0.00

TERM TOTALS: GPA = 3.0000 15.00 45.00

-- CONTINUED IN NEXT COLUMN --

**1988 Spring Semester-UNDERGRADUATE**

PSYCH 357 EDUCATIONAL PSYCHOLOGY 3.00 C 6.00

MATH 103 NATURE OF MATHEMATICS 3.00 C 6.00

ENGL 302 ADVANCED COMPOSITION 3.00 A 12.00

ENGL 230 AMERICAN LITERATURE 3.00 B 9.00

CURR 200 PRE-PROFESSIONAL LABORATORY I 1.00 P 0.00

ENGL 301 TECHNICAL WRITING 3.00 B 9.00

TERM TOTALS: GPA = 2.8000 16.00 42.00

**1988 Fall Semester -UNDERGRADUATE**

SSAS 510 OVERVIEW ED EXCEPTIONAL CHILD 3.00 B 9.00

ENGL 479 TECH FOR TEACHING ENGLISH 3.00 A 12.00

ENGL 250 INTRO TO CREATIVE WRITING 3.00 B 9.00

ENGL 304 INTRO TO LITERARY ANALYSIS 3.00 B 9.00

ENGL 308 GENERAL LINGUISTICS 3.00 B 9.00

TERM TOTALS: GPA = 3.2000 15.00 48.00

**1989 Spring Semester-UNDERGRADUATE**

ENGL 490 DIR STY(MASTERPIECES OF LIT) 3.00 A 12.00

ENGL 220 WORLD MASTERPIECES 0.00 F 0.00 &amp;

ENGL 478 LIT FOR MIDL/SCDRY SCHOOLS 3.00 D 3.00

ENGL 490 DIRECTED STUDY 3.00 A 12.00

ENGL 303 HISTORY OF THE ENGLISH LANG 3.00 C 6.00 M

TERM TOTALS: GPA = 2.7500 12.00 33.00

**1989 Fall Semester -UNDERGRADUATE**

ENGL 220 WORLD MASTERPIECES 3.00 B 9.00 R

CURIN 720 MIDDLE &amp; SECONDARY READING 3.00 A 12.00

PHYS 171 PHYSICAL SCIENCE 3.00 B 9.00

ENGL 300 TOP IN ENGL (CHAUCER) 3.00 A 12.00

TERM TOTALS: GPA = 3.5000 12.00 42.00

-- CONTINUED ON NEXT PAGE --

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*Debbie Greve*

REGISTRAR





# PITTSBURG STATE UNIVERSITY

Office of the Registrar, Pittsburg, Kansas, 66762

# OFFICIAL TRANSCRIPT

STUDENT NAME: **WENDT, MATTHEW A**  
STUDENT NUMBER: [REDACTED]

Page 2  
DATE PRINTED: 07/06/12

DEPT NO.	COURSE NAME	HOURS	GRADE	PTS	FOOTNT	DEPT NO.	COURSE NAME	HOURS	GRADE	PTS	FOOTNT
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## 1990 Spring Semester-UNDERGRADUATE

CURIN 458 METHODS AND CURRICULUM	3.00	A	12.00		
CURIN 461 SCHOOL AND SOCIETY	2.00	A	8.00		
CURIN 462 SECONDARY EDUCATION	2.00	A	8.00		
CURIN 464 FOUND OF MEASURMT & EVALUATN	2.00	A	8.00		
CURIN 480 SUPERVISED TCHG IN SEC SCHOOL	3.00	P	0.00		
CURIN 482 SUPERVISED TCHG IN SEC SCHOOL	5.00	P	0.00		

### ALL A SCHOLASTIC HONORS

TERM TOTALS: GPA = 4.0000 17.00 36.00

## Credits Completed at UNIVERSITY OF KANSAS, LAWRENCE, KANSAS

## 1990 Interim Summer -UNDERGRADUATE

ENGL 419 SHAKESPEARE	3.00	C	6.00	T	U
TERM TOTALS:	GPA = 2.0000	3.00	6.00		

CUMULATIVE TOTALS	PASS & MISC CREDITS:	9.00
HOURS PASSED:	125.00	
HOURS TAKEN:	125.00	
GRADE POINTS:	344.00	
GRADE POINT AVERAGE:	2.9655	

### FOOTNOTE DESCRIPTION

& ORIGINAL COURSE HOURS DECREASED DUE TO A REPEAT  
OF COURSE.  
M REMOVAL OF PREVIOUS INCOMPLETE.  
R COURSE REPEATED. THIS GRADE USED IN CUMULATIVE  
TOTALS.  
U UPPER DIVISION CREDIT.  
T DISTANCE EDUCATION

## \*\*\*\*\*END OF UNDERGRADUATE TRANSCRIPT\*\*\*\*\*

## Credits Completed at PITTSBURG STATE UNIVERSITY, PITTSBURG, KANSAS

## 1993 Spring Semester-GRADUATE

SSAS 811 PERSONNEL MGMT IN SCHOOL ADMIN	3.00	B	9.00		
TERM TOTALS:	GPA = 3.0000	3.00	9.00		

-- CONTINUED IN NEXT COLUMN --

CUMULATIVE TOTALS	PASS & MISC CREDITS:	0.00
HOURS PASSED:	3.00	
HOURS TAKEN:	3.00	
GRADE POINTS:	9.00	
GRADE POINT AVERAGE:	3.0000	

### FOOTNOTE DESCRIPTION

\*\*\*\*\*NONE\*\*\*\*\*

STUDENT ID: [REDACTED]

## \*\*\*\*\*END OF GRADUATE TRANSCRIPT\*\*\*\*\*

## DEGREES AWARDED

DEGREE:	BACH OF SCI IN ED
DATE GRANTED:	07/27/1990
INSTITUTION:	PITTSBURG STATE UNIVERSITY
	PITTSBURG, KANSAS
MAJOR:	ENGLISH

## \*\*\*\*\*END OF TRANSCRIPT\*\*\*\*\*

### RAISED SEAL NOT REQUIRED

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security paper and does not require a raised seal.

*Debbi Greve*

REGISTRAR







## Official Transcript

Name: Matthew Wendt  
Student ID: [REDACTED]

Print Date: 2012-06-22

SSN: [REDACTED]

Birthdate: [REDACTED]

Institution Info: The University of Arkansas  
Registrar's Office  
146 Hunt Hall  
Fayetteville, AR 72701

Institution ID: 001108

Send To: Oswego Community School District 308  
Human Resources - Bernadette Duseil  
District Administrative Center  
4175 Route 71  
Oswego, IL 60543

## Beginning of Graduate Record

## Spring 2002

Graduate Education			
Course	Description	Attempted	Earned Grade
EDAD 6503	ADMIN THEORY & LDRSHIP	3.00	A
EDAD 6563	EDUC ADMIN/HUMAN BEHAVIOR	3.00	A
		12.000	

Term GPA	4.000	Term Totals	6.00	Earned	6.00	Points	24.000
Cum GPA	4.000	Cum Totals	6.00	Earned	6.00	Points	24.000

## Graduate Education Summer 2002

Course	Description	Attempted	Grade	Points
EDFD 5013	RESEARCH METHODS IN EDUC	3.00	A	12.000
EDFD 6403	EDUC STAT & DATA PROCESS	3.00	B	9.000

Term GPA	3.500	Term Totals	6.00	Earned	6.00	Points	21.000
Cum GPA	3.750	Cum Totals	12.00	Earned	12.00	Points	45.000

## Fall 2002

Graduate Education			
Course	Description	Attempted	Grade
EDAD 6333	PLANNING FOR EDUC CHANGE	3.00	A
EDAD 6533	EDUCATIONAL POLICY	3.00	A
ETEC 6223	STRATEGIC PLNG & IDT PROG	3.00	A
		12.000	

Term GPA	4.000	Term Totals	9.00	Earned	9.00	Points	36.000
Cum GPA	3.857	Cum Totals	21.00	Earned	21.00	Points	81.000

## Spring 2003

Graduate Education			
Course	Description	Attempted	Grade
EDAD 6523	ADV APPL EDUC LEADERSHIP	3.00	A
EDAD 699V	SEMINAR SEM. RES IN ED LEADERSHIP	3.00	A
		12.000	

Term GPA	4.000	Term Totals	6.00	Earned	6.00	Points	24.000
Cum GPA	3.889	Cum Totals	27.00	Earned	27.00	Points	105.000

## Summer 2003

Graduate Education			
Course	Description	Attempted	Grade
CNEX 799V	CANDIDACY EXAM PASSED	0.00	-
EDAD 700V	DOCTORAL DISSERTATION	3.00	R
EDFD 6623	TECHN OF RSRCH IN EDUC	3.00	A
		12.000	

Term GPA	4.000	Term Totals	3.00	Earned	3.00	Points	12.000
Cum GPA	3.900	Cum Totals	30.00	Earned	30.00	Points	117.000



Student ID:

## Graduate Education

**Fall 2003**

UNIVERSITY OF ARKANSAS			Graduate Career Totals	
Term GPA	Attempted	Earned	Points	Confer Date:
Cum GPA	Term Totals			Plan:
4.000	3.00	3.00	12.000	2004-12-15
3.909	33.00	33.00	129.000	Education (Educational Administration)

## Graduate Education

Spring 2004

Course	Description	Attempted	Grade	Points
EDAD 700V	DOCTORAL DISSERTATION	6.00	R	0.000

## Graduate Education

## Summer 2004

	Attempted	Earned	Points	2004-11-15 Completed
Term GPA	0.000	0.000	0.000	
Cum GPA	3.909	33.00	129.000	
	Cum Totals			
	33.00	33.00	129.000	

<u>Course</u>	<u>Description</u>
EDAD 700V	DOCTORAL DISSERTATION

<u>Attempted</u>	<u>Grade</u>	<u>Points</u>
1.00	R	0.000

DISSERTATION: "INFLUENCES AFFECTING ELEMENTARY MATHEMATICS ACHIEVEMENT IN ONE KANSAS SCHOOL DISTRICT: A CASE STUDY"  
2004-11-15 Completed

## Graduate Education

**Fall 2004**

	<u>Attempted</u>	<u>Earned</u>	<u>Points</u>
<u>Term GPA</u>	<u>0.000</u>	<u>0.00</u>	<u>0.000</u>
<u>Cum GPA</u>	<u>3.909</u>	<u>33.00</u>	<u>129.000</u>
	<u>33.00</u>		

JUN 22 2012

**End of Official Transcript**

Registrar

JUN 22 2012

David A. Dumas



## Academic Transcript

## Kansas State University

KSTATE

STUDENT NAME  
WENDT, MATTHEW ARTHURSTUDENT NUMBER  
[REDACTED]

HIGH SCHOOL

BIRTH DATE  
[REDACTED]DATE PREPARED  
06/20/2012PAGE  
1PERMANENT ADDRESS  
[REDACTED]COLLEGE CURRICULUM  
0895 GR-GM EDUCATIONAL ADMINISTRATION  
(SUB/DUAL/OPTION/MINOR)

COURSE TITLE PREVIOUS COLLEGES ATTENDED LEVEL HOURS GRADE POINTS

\*\* PITTSBURG STATE UNIVERSITY  
GRAD-07/90 BACHELOR OF SCIENCE  
COURSEWORK ACCEPTED

SSAS 811 PERSONAL MGMT SCH ADMN GR 3.00 B  
\*\*\*\*\*

\*\* EMPORIA STATE UNIVERSITY  
DATES-08/92-12/92 LEV-UG HRS- 0.00  
COURSEWORK ACCEPTED

EA 849 EDUC LAW & REGULATN GR 3.00 B  
\*\*\*\*\*

FALL 91  
EDADM818 GEN SCHOOL ADMIN GR 3 A 12  
EDADM835 THE PRINCIPALSHIP GR 3 A 12  
TERM- UG 0 0.000  
GR 24 TOTAL CR/P - 0

SPRING 92  
EDADM841 EDUC PROG MGMT EVAL GR 3 A 12  
TERM- UG 0 0.000  
GR 12 TOTAL CR/P - 0

SUMMER 92  
EDADM834 STRAT EDUC CHANGE GR 3 A 12  
EDADM836 SCHOOL-PUBLIC RELAT GR 3 A 12  
EDADM875 IDRSHP/STAFF SUPRVSN GR 3 A 12  
TERM- UG 0 0.000  
GR 36 TOTAL CR/P - 0

SPRING 93  
EDADM889 PRC/EDUC ADMINIST GR 3 A 12  
TERM- UG 0 0.000  
GR 12 TOTAL CR/P - 0

COURSE TITLE LEVEL HOURS GRADE POINTS

FALL 95  
EDADM855 ADMIN IDRSHP/CURR GR 3 A 12  
EDADM886 SEM/HIST-PHIL ANL ED GR 3 A 12  
TERM- UG 0 0.000  
GR 24 TOTAL CR/P - 0

SPRING 96  
EDADM819 EDUCATIONAL FINANCE GR 3 A 12  
TERM- UG 0 0.000  
GR 12 TOTAL CR/P - 0

05/96 DEGREE RECEIVED  
MASTER OF SCIENCE

MAJOR EDUCATIONAL ADMINISTRATION  
\*\*\*\*\*

CUM GPA UG 0 0.000  
GR 30 4.000  
END OF RECORD \* \* \* \* \*

TOTAL CR/P - 0

TOTAL CR/P - 0

TOTAL CR/P - 0

TOTAL CR/P - 0

TOTAL CR/P - 0

TOTAL CR/P - 0

TOTAL CR/P - 0

TOTAL CR/P - 0

TOTAL CR/P - 0