



July 15, 2019

Ralph Padron

VIA EMAIL – ralphpadron@hotmail.com

Re: FOIA Request dated July 12, 2019 and received July 12, 2019

Subject: Requesting resignation letter and/or documents on departure, application, resume, and all contracts related to Scott Savage from the time period of January 1, 2010 to June 30, 2019.

Dear Mr. Padron:

This letter will serve as Oswego Community Unit School District 308's response to your July 12, 2019 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 #19-30*.

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

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

Mary Anne Buckley

Mary Anne Buckley
Freedom of Information Officer

Community Unit School District No. 308 Online Application

SAVAGE, SCOTT - AppNo: 38908

Date Submitted: 2/19/2015

Personal Data

Name: SCOTT L SAVAGE
(First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other:
(First) (Middle Initial) (Last)

Email Address:

Postal Address

Permanent Address

Number & Street:

City:

State:

Zip Code:

Home Phone:

Work Phone:

Other Phone:

Other Email:

Present Address

Number & Street:

City:

State:

Zip Code:

Home Phone:

Cell Phone:

Other Phone:

Employment Desired

Please indicate your preference in full or part time positions.

Full

Position Desired:

Administration

1. Principal (High School)
2. Principal (Junior High School)
3. Special Education Coordinator

**Experience in
Similar Positions**

-
4 years
years

Experience

Position Title	School/Facility Held At	District/Organization Held At
Principal	MacArthur Middle School 1310 N. Wolf Rd., Berkeley, IL 60163 708-449-3221	Berkeley 87 1200 N. Wolf Rd. 708-449-3500
Immediate Supervisor Contact Information		
Dr. Eva Smith	708-449-3356	
Additional Information		
Dates From - To:	7/2012 -	Full/Part Time: Full Annual Salary: 100,000
Reason For Leaving:	Current	

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SAVAGE, SCOTT - AppNo: 38908

Date Submitted: 2/19/2015

Experience Continued

Position Title	School/Facility Held At	District/Organization Held At
Assistant Principal/Freshman Principal	Thornton Township High School 15001 Broadway Ave., Harvey, IL, 60426 708-225-4100	Thornton Township High School District 205 465 E. 170 st., South Holland, IL, 60473 708-225-4000
Immediate Supervisor Contact Information		
Mr. Tony Ratliff	708-225-4100	
Additional Information		
Dates From - To:	7/2009 -	Full/Part Time: Full Annual Salary: 100,000
Reason For Leaving:	current	
Administrative Intern	Thornridge High School 15000 Cottage Grove, Dolton, IL, 60419 708-271-4411	Thornton Township High School District 205 465 E. 170 st., South Holland, IL, 60473 708-225-4000
Immediate Supervisor Contact Information		
Mr. Tony Ratliff	708-225-4100	
Additional Information		
Dates From - To:	8/2008 - 7/2009	Full/Part Time: Full Annual Salary: 65,000
Reason For Leaving:	Promotion to assistant principal position	
Teacher/Dean of Students/Administrative Intern	Thornton Township High School 15001 Broadway Ave., Harvey, IL, 60426 708-225-4100	Thornton Township High School District 205 465 E. 170 st., South Holland, IL, 60473 708-225-4000
Immediate Supervisor Contact Information		
Mr. Tony Ratliff	708-225-4100	
Additional Information		
Dates From - To:	8/2006 - 8/2008	Full/Part Time: Full Annual Salary: 60,000
Reason For Leaving:	Promoted to new position in district	
Teacher/Dean of Students	Centennial High School 913 Crescent Dr., Champaign, IL, 61821 217-351-3951	Champaign Unit 4 Schools 703 S. New St., Champaign, IL, 61821 217-351-3800
Immediate Supervisor Contact Information		
Dr. Judy Wiegand	217-351-3800	
Additional Information		
Dates From - To:	8/2000 - 6/2006	Full/Part Time: Full Annual Salary: 59,000
Reason For Leaving:	New job/family relocation	
Social Studies Teacher	Whitney Young Magnet High School 211 Laflin, Chicago, IL, 60607 773-534-7500	Chicago Public Schools 125 South Clark St # 14 Chicago, IL 60603 (773) 553-1000
Immediate Supervisor Contact Information		
Dr. Joyce Kenner	773-534-7500	
Additional Information		
Dates From - To:	8/1998 - 8/2000	Full/Part Time: Full Annual Salary: 40,000
Reason For Leaving:	New job/family relocation/accepted to graduate school	

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Date Submitted: 2/19/2015

Education

High School Attended: Centennial High School
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree / GPA	Date Conferred or Expected
Eastern Illinois Univeristy	2002-2008	Hrs: 37	Hrs:	3	6/2008
University of Illinois, Urbana-Champiagn		Hrs: 55	Hrs:	B.S. Educa 3	5/1998
Parkland College		Hrs: 95	Hrs:	A.A.S. EduS	12/1994

Highest Degree Attained
MA/MS

Grad Hrs Beyond Highest Degree

Grad Program Of Study
Educational Administration

List honors, awards or distinctions you have:

Licensure

Do you hold or anticipate an Illinois license?

Illinois Educator Identification Number (IEIN):

License is held



Type	License Number	Expiration Date	Status
Professional Educator License (General Administrative, Secondary Education (6-12), Social Science - Geography, Social Science - History, Social Science - Sociology and Anthropolgy)		06/30/2019	Current

Please list any other endorsements and/or verifications documented on your license(s):

Do you hold a current out-of-state license? No

State	Type	License Number	Expiration Date	Current?

List your out-of-state certified teaching/administration fields:

Statement

ADM1. What personal characteristics define an excellent administrator?

An excellent administrator must have an ethical disposition and must believe that the needs of children come first. Having a positive attitude and being a great listener is a needed skill that all excellent administrators must posses. Commitment, organization, attention to detail, creativity, vision, and a sense of humor allows an excellent administrator to be very serious about the mission of education but also have fun and enjoy the experiences, students, and professionals involved in the process of educating children. An excellent administrator is the school spirit cheerleader, has a strong work ethic, respects all ideas and people, believes in diversity, and is a team player. Being a life long learner allows the excellent administrator to model learning and continue to be a knowledgeable academic leader for the future. An excellent administrator take initiative is responsible, and humble all while maintaining a leadership disposition that encourages others to be leaders in various capacities. Excellent administrators encourage and promote shared leadership and teacher leaders. During an age of high stakes accountability, excellent administrators understand the need for results while keeping in mind that teachers need support, students deserve a safe and nurturing environment, and parents are encouraged to be full partners of the school

Community Unit School District No. 308 Online Application

SAVAGE, SCOTT - AppNo: 38908

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Question Continued

community. An excellent administrator believes that all students can and will be successful regardless of ethnic, cultural, or socio-economic backgrounds. In addition, excellent administrators embrace, celebrate and infuse the cultural differences of students into the daily culture of the school community. Finally, beyond maintaining a high level of school management, an excellent administrator makes instructional leadership a top priority. Understanding the importance of working with teachers and district leadership ensures that all students receive a quality education and perform at high levels.

ADM2. From your point of view, how important is technology in education. What technology-related skills can you contribute to a school district?

Technology definitely has a place in education, particularly if we as educators are serious about preparing 21st century students for an ever-evolving world. Internet access has put the entire world at our front door and the possibilities are endless. Without a doubt, however, we must take special care to acknowledge and then leverage the negative influence that technology can potentially have on society. Specifically with exposing students to the abundant information available through the Internet, it is vital to arm them with the skill of discerning what is valid. Of paramount importance for integrating technology into education is the need for a change in the thought process for its tremendous value. Unfortunately, in many schools, technology is seen as a supplemental component. It is utilized in tutorials, pullout programs, and enrichment as opposed to being incorporated into daily instruction for all students. Because technology has such a viable place in education, it must be implemented effectively in order to have the most meaningful impact on student learning. This means that teachers must have access to quality ongoing professional development and school administrators must equally commit to understanding the vitality of technology in the classroom in order to properly support teachers. In addition, administrators must make certain that the professional development is for the implementation of technology aligned to state, local and district standards. As an administrator, it is necessary for me to model effective technology integration. I have used PowerPoint as a classroom teacher and as an administrator in faculty meetings or parent presentations. I am very knowledgeable of all Microsoft Office programs, especially Excel and PowerPoint. I am familiar with and have used Elmo in the classroom as well as the smart board for instructional purposes. My current district uses Power School as its Student Information System and Plasco Trac to monitor student tardies and attendance. I was one of four administrators from District 205 that researched the use of Plasco Trac, visited high schools in the Chicago area, and worked with the Attendance Committee to implement the technology in all three high schools in our district. I am a firm believer in using technology to assist with data management in order to make sound and effective decisions for student achievement. As an administrator, my philosophy about technology has been shaped by personal experience and by fully understanding and believing in the five National Education Technology Standards and Performance Indicators for Administrators: 1. Visionary Leadership; 2. Digital Age Learning Culture; 3. Excellence in Professional Practice; 4. Systemic Improvement; 5. Digital Citizenship. These five performance indicators guide me as I continue to support the daily use of technology with teaching and learning. It is for these reasons, I believe I have made a positive contribution to my current school and will be an asset to Oswego East High School.

ADM3. Community Unit School District 308 is a growing Diverse Community. What cultural knowledge or past experiences might assist you in working with students?

There are 21 schools in District 308, serving 17,175 of diverse ethnic and cultural backgrounds. In addition, Oswego Community Schools serves students and families from Oswego, Joliet, Aurora, Montgomery, Plainfield, and Yorkville. Finally, there are 1,667 employees who arrive to work each day to provide a high quality education to all students. I believe not only is it an asset to have students, parents, and employees who come from different communities and cultures but it is those differences that makes America a great nation and District 308 great school community. I have had the wonderful opportunity of living and working in diverse communities. I grew up in Champaign, Illinois and the University of Illinois has attracted people from all nations. I attended school with students from China, India, Japan, Costa Rica, Germany, Guam, South Africa, and Senegal. I became fascinated with various cultures from an early age. After high school, I served in the United States Marine Corps. I met and worked with people from various states and countries. My most interesting experiences in the Marines were working with my duty partner who was from North Dakota. Although he had seen African Americans on television, he had not seen nor interacted with African Americans in person. It was a learning experience for the both of us. Although we did not have many things in common, we shared the same love and value for our country. We both believed in freedom and were willing to give our lives for it if necessary. Although we never became good friends, we respected each other and our ideals often defending each other's ideologies with other Marines. It was the best Sociology class I had ever taken. In addition, I traveled the world during my tour of duty. I worked in Japan, Korea, Saudi Arabia, Kuwait, Hawaii, Guam and California. Traveling the world allowed me to see how people lived and what they truly valued. I understood how important the farming community was in Korea and how vital oil fields were to people in Kuwait. I know my experiences in the military helped shape who I am today. I have worked in high schools where not only was there ethnic diversity but gender and socio-economic diversity as well. I believe it's important to learn

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Question Continued

about the students we serve but it's equally important to get involved in their communities and their lives. Education is no longer just about subject matter but instead, we must educate the whole child. Schools should be community centers where all members of the community share in the educational process. Celebrating all cultures and values only enhances student learning and allows students to learn inside and outside of the classroom. In my current role as principal, I have worked with our School Improvement Plan team to incorporate various activities for our staff to help them better understand our students and families. My team has taken the lead on revising our mission and vision statements that truly reflect our diverse community and our belief in our families. With guidance from my administrative team, the SIP team and teachers have designed an International Fair to celebrate the many cultures in our school. Our teachers attend the Bilingual Parent Advisory Committee meetings on a rotating basis and report back to the staff. We hold month coffee chats and parent advisory meetings in order to best support our diverse school community. Lastly, I believe it's important to respect all people and not to allow anyone or any group to be attacked because they hold different beliefs. Stepping outside of our own cultural boxes is not always easy but should always be a priority.

Language Skills

Do you know any language other than English? No

Professional References

	Reference 1	Reference 2
Name:	Tony Ratliff	Ebonie Williams
School/Org:	Thornton Township High School	Thornton Township High School
Current Position:	Principal	Assistant Principal
Home Phone:		
Cell Phone:		
Work Phone:	708-225-4100	708-225-4115
Mailing Address:	Thornton Township High School 15001 Broadway Ave., Harvey, IL, 60426	Thornton Township High School 15001 Broadway Ave., Harvey, IL 60426
Email:		
Relationship to Candidate:	Immediate Supervisor	Colleague
Years Known:	9	8
	Reference 3	Reference 4
Name:	Darryl Reddick	Carrie Ablin
School/Org:	Thornton Township High School	Thornton Township High School District 205
Current Position:	Counselor	Director of Pupil Personnel Services
Home Phone:		
Cell Phone:		
Work Phone:	708-225-4111	708-225-4000
Mailing Address:	Thornton Township High School 15001 Broadway Ave., Harvey, IL, 60426	465 E. 170 st., South Holland, IL, 60473
Email:		
Relationship to Candidate:	Freshman Academy Counselor	District Office Administrator and Supervisor over Special Education
Years Known:	7	9

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Additional Information

List any additional information which will help in determining your professional qualifications for a position.

I have been in education for fifteen years, twelve of those years have been in high school as a teacher, dean, and assistant principal. The last three I have had the awesome opportunity to serve as principal of a wonderful middle school in Berkeley 87. We have turned around a school that experienced daily fights among students, had major discipline disruptions to the school day, and lacked organization. Suspensions are down 80% over the past two years. Teachers receive ongoing professional development in relationship building and de-escalation strategies. With my high school experience as my guiding light, we have worked closely with local high schools to better prepare students for the transition to ninth grade. We have increased our reading and math scores over the past two years and hope to continue this improvement by efficiently reviewing NWEA MAP data and other assessments to better support all students. We have increased parental involvement in the PTA and in our daily volunteer program. I have facilitated faculty meetings to address data from the 5 Essential Survey, prepare teachers for teacher evaluation, as well as instructional strategies such as Four Square Writing, Vocabulary's CODE, and Close Read. We continue to work closely with the staff to keep morale high by implementing team building activities and staff family events. I have worked in schools with student populations as large as 2000 students and as small as 500 students. Regardless of the size of the school, a principal must be fully dedicated to the success of students, teachers and staff, and the community. I believe it is for these reasons, I am a qualified candidate for the next principal position at Oswego East High School. I can provide updated recommendation letters and references upon request.

Referrals

How did you hear about employment with us?

District 308 Website

www.K12JobSpot.com

General Information

Contract Status

* Are you currently under contract?

Yes

If Yes, which district?

Berkeley 87

If Yes, when does it expire?

June 30th, 2015

When may your present employer be contacted?

Anytime

Professional Status

* Have you obtained tenure status in any other school district?

Yes

If Yes, where?

Champaign Unit 4 Schools

When?

2004

* Have you ever been denied tenure?

No

If Yes, where?

When?

* Have you ever had a teaching license or teaching certificate revoked or suspended?

No

If Yes, explain:

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

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General Information continued

* Are you a relative of any board member, administrator, or supervisor who is currently serving District 308?

No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

Yes

List any accommodations:

* Have you ever been employed by District 308?

No

If yes, in what capacity, if no please enter N/A?

na

Equal Opportunity Employer

District 308 is an Equal Opportunity Employer and provides employment opportunities on a nondiscriminatory basis. The District prohibits discrimination in employment on the basis of race, sex, color, national origin, religion, age, disability, ancestry, marital status, military service or unfavorable discharge from military service. The District has a policy of active recruitment of qualified minority teachers, administrators and non-certified employees.

Any individual needing assistance in making application for any District opening should contact the Personnel Department at (phone) 630-636-3080.

Legal Information

Please Note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest.

*If hired, can you submit immediate verification of your legal right to work in the United States? Yes

*Have you been convicted or plead guilty to any felony in Illinois or a crime in any other state or county which would be considered a felony in Illinois? Applicants are not obligated to disclose sealed or expunged records of conviction or arrest. No

If yes, explain, giving dates:

*Have you ever had any indicated finding of child abuse filed in your name? No

If yes, explain, giving dates:

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Confirmation

The Illinois School Code requires that all applicants for employment with an Illinois public school district submit to a fingerprint based criminal history records check as a condition of employment. By submitting this application I authorize Oswego Community Unit School District 308 to conduct such records check. I understand that I cannot be employed unless such criminal background check has been initiated.

I further certify that the information provided by me in this application is true and accurate and agree that if any information is found to be false or constitute a willful misrepresentation or omission, it will be considered cause to deny my employment or authorize my discharge from employment. Additionally individuals applying for employment as a teacher, administrator or other certificated employee and determined to have willfully made a false statement on his/her application, material to his/her qualifications, or knowingly omits or fails to include information which is material to his/her qualifications, may be guilty of a Class A misdemeanor pursuant to Section 5/22-6.5 of the Illinois School Code.

By submitting the application, the applicant authorizes the above-referenced background check and certifies the truth and accuracy of the submitted information.

SCOTT L. SAVAGE
(agreed online)

SCOTT L. SAVAGE

Email: [REDACTED]

[REDACTED] Cell Phone

EDUCATION

Master of Science, Educational Administration
Eastern Illinois University, Charleston, IL

Bachelor of Science, Secondary of Education
University of Illinois at Urbana/Champaign, IL

Certificates

Type 75 Administrative Certificate
Type 09 Initial Secondary Certificate

PROFESSIONAL EXPERIENCE

MacArthur Middle School – Berkeley SD 87

2012 - present

Principal

- Participate and make recommendation in the selection and supervision of all school building personnel
- Orient new staff and assist in their development
- Assist in the in-service orientation and training of teachers including staff administrative procedures and instruction
- Evaluate instructional personnel
- Supervise and evaluate all paraprofessional, administrative and educational support staff
- Recommend removal of a teacher identified as unsatisfactory through the evaluation process and follow established procedures
- Assist in the preparation and management of the school budget
- Maintain and control the various local funds generated by student activities
- Plan, organize and direct implementation of all school activities
- Supervise and evaluate the school extra-curricular program
- Conduct staff meetings as necessary to delineate information and maintain a high functioning school
- Maintain open communication and active relationships with students and parents
- Respond to written and oral requests for information
- Write or oversee writing of all official school correspondence and news releases
- Establish and maintain favorable relationships with local community groups and individuals to foster understanding and solicit support for school objectives and programs
- Foster positive relationships with local community groups, individuals, teacher associations, parents and students to discuss and resolve issues, concerns or problems that may require interpretation of Board policy or administrative directives
- Inform administrative staff of events and activities of an unusual nature as well as routine matters related to the administrator's accountability
- Make arrangements for special conferences between parents and teachers
- Serve as an ex-officio member of all committees and councils within the school

- Attend special events held to recognize student achievement and school sponsored activities, functions and athletic events
- Maintain high standards of student conduct and enforce discipline as necessary following due process for the rights of students
- Establish rules, regulations, procedures and protocols for proper student conduct and maintaining student discipline
- Assert leadership in time of civil disobedience in school accordance with established Board policy
- Utilize the resource of law enforcement agencies when the safety and well-being of students and staff are threatened by illegal use of drugs and alcohol

Thornton Township High School – District 205

2009 – 2012

Assistant Principal, Discipline and Freshmen Academy Principal

- Supervised two deans, two counselors, 3 secretaries, and Freshmen Academy House Leader.
- Implemented RTI at Thornton Township High School in the Freshman Academy.
- Special Education Administrator – Responsible for supervising the Special Education Department Chairperson and the Special Education Department. Responsible for ensuring the department remains compliant and works closely with the chairperson for support.
- Implemented counselor/dean/social worker interventions for students performing below standards or experience.
- Use data monitor student growth and make data driven decisions to support student achievement.
- Improved student growth by 10% from 2010 school year to 2011 school year, with a goal to increase student growth by 20%.
- Supervised 5 Deans, Freshmen Academy staff and secretaries.
- District Disciplinarian – Responsible for monitoring district wide discipline policy and procedures. Supervised all expulsions for the district.
- Discipline Committee - Responsible for district safety and security policies.
- Security Manager – Supervised the district security staff. Routinely met with and coordinated security details with Diamond Security Agency personnel.
- Sexual Harassment Administrator – Responsible for reviewing all sexual harassment allegations for Thornton Township High School.
- In-School Suspension Room – Supervised ISS staff and programs.
- Expulsions – Conducted expulsion hearings at Thornton Township High School and presented all expulsion cases for the district to the District 205 Board of Education.
- Residency/Truancy – Supervise residency/truancy staff. Responsible for ensuring the district boundaries are maintained and enforced. Supervised the truancy program at Thornton Township High School and District 205.
- Teacher Evaluations – Evaluate certified and non-certified staff.
- Student Activities – Supervise the Activity Director and monitor all organizations and their supervisors.
- Professional Development Administrator – Responsible for providing quality professional development for staff and maintaining a professional development library.
- Substitute Teachers – Responsible for substitute teachers, staff field trips, and workshops.
- Member of the Building Leadership Team – Responsible for collecting and disaggregating data for academic decisions.

- District Student Handbook – Updated the student handbook for the 2010-2011 school year. Worked with the handbook company for book design and proper language for updates.
- Member of the Thornton Township Teaching and Learning Partnership. This partnership is a group of high school and middle school teachers, administrators, and support staff charged with task of ensuring a smooth and successful transition of eighth grade students to high school.

Thornridge High School – District 205

2008-2009

Administrative Intern

- Student Discipline – Responsible for implementing and enforcing the discipline code at Thornridge High School. Supervised a team of four deans.
- Security – Responsible for working with Diamond Security and security supervisor to maintain a safe and security school environment.
- In-School Suspension – Supervised the ISS staff and ISS policies and procedures.
- Buildings and Grounds – Managed the facilities staff at Thornridge High School. Ensured the needs of staff were met with regards to building and facility issues.
- Cafeteria services and supervision – Managed the lunch program, free and reduced lunch applications, and handled all cafeteria complaints from students, staff, and parents.
- Teacher supervision assignments – Assigned staff supervision duties throughout the school building.
- Parking – Responsible for maintaining a safe and organized student and staff parking.
- Crisis Management – Acted as the chief crisis management supervisor.
- Safety Drills – Conducted fire drills, tornado drills, and intruder drills. Updated staff about new safety initiatives.
- Attendance Office – Responsible for supervising attendance office staff, attendance procedures and policies. Served on the Attendance Committee, charged with updating attendance technology and reviewing the policy and procedures.
- Residency – Supervised the Residency and Truancy staff.

Thornton Township High School

2008

Administrative Intern

- Buildings and Grounds - Managed and supervised the facilities staff at Thornton Township High School. Ensured the needs of staff were met with regards to building and facility issues.
- Student Transportation – Supervised the transportation program at Thornton. Maintained and updated bus routes with the bus companies providing service to Thornton.
- Detention supervisors – Supervised all detention supervisors and programs.
- Cafeteria services - Managed the lunch program, free and reduced lunch applications, and handled all cafeteria complaints from students, staff, and parents.
- Explore Test – Responsible for Explore testing for all incoming freshmen students and maintaining their scores.
- Parking - Responsible for maintaining a safe and organized student and staff parking.
- Faculty Handbook – Maintained and issued faculty handbooks to all staff members.

- Crisis Management – Developed a new crisis response plan for the school and district. Currently used by the district.
- Safety Drills - Conducted fire drills, tornado drills, and intruder drills. Updated staff about new safety initiatives.

Thornton Township High School

2007 – 2008

Dean of Students

- Responsible for maintaining discipline according to the district policy.
- Supervise cafeteria during lunch periods.
- Monitor student attendance and enforce attendance discipline policy as prescribed by the District 205 attendance policy and procedures.
- Work with Special Education teachers/case managers when addressing student discipline of Special Programs students.
- Work with security to maintain order in hallways, school grounds, and sporting events.
- Recommend students for a Pupil Personnel Services, alternative school, and/or alternative placement.
- Certified CPR (Creating Positive Relationships) trainer.
- Completed CRISS II training.
- A member of the District 205 Crisis Response Team.

Thornton Township High School

2006 - 2007

Social Studies Teacher

- Provide lessons to Freshman Academy students enrolled in World History. All lessons are taught with a holistic approach to support the learning of all students.
- Respond to student, parent, and class needs by providing consistent communication, professional classroom management, and positive and constructive analysis of academic performance.
- Used various assessment tools to monitor the growth of student achievement and to determine the effectiveness of each lesson or teaching strategy. Adjustments would be made according to assessment results.
- Member of the district Crisis Response Team. This group of teachers and administrators statewide school emergency trainings and collaborated with local emergency response agencies, parents and community members in order to revise and update the safety plan for District 205 schools.

Centennial High School, Unit 4 Schools

2004 - 2006

Dean of Students

- Provide administrative support for the Principal and Assistant Principal in accordance to district policies, procedures, and expectations.
- Responsibilities include: Student Discipline, parent conferences, academic student conferences, School Improvement Committee, school safety, parking lot supervisor, monitor student attendance, District Discipline Team, supervise extra-curricular events, evaluate secretarial staff, emergency evacuation, and other duties assigned by the principal.

Additional Involvement:

- Advisor, Man 2 Man Student Leadership Group **2002 - 2006**
 - Man 2 Man is comprised of students who provide leadership to other students through mentoring, sponsoring group activities, inviting guest speakers, hosting rap sessions and symposiums, book clubs, and fundraisers.

- Coordinator, Prom Promise and DUI Awareness **2001 - 2006**
 - Centennial became a Prom Promise school in 2000 and began hosting annual activities to make students aware of the dangers of underage drinking and driving. Events such as DUI Crash Simulations, DUI Awareness Assemblies, Prom Promise sign-ups, and the Buddy Program, would all run in conjunction with Homecoming and Prom.
- Building Support Team Member **2000 - 2005**

Centennial High School, Unit 4, Champaign, IL

2005

Summer School Principal

- Provided administrative support to district employees during the 2^d Session Summer School.
- Daily Responsibilities: Monitored student academic achievement, supervised the attendance office; assigned and supervised teacher supervision; monitored transportation of students; parent contact about attendance and discipline concerns; approved budget and payroll for teachers; supervised the Driver's Education program; prepared Summer School Report for district administrators and school board.

Centennial High School, Unit 4, Champaign, IL

2000 - 2004

Social Science Teacher

- Taught 3 Government courses and 2 Sociology courses to juniors and seniors. Lessons were taught with a diverse approach to support the learning needs of all students.
- Teaching methods included: PowerPoint presentations, review games, group projects, individual class projects, class discussions, term papers, article and book reviews, mock trials, field trips, guest speakers, community volunteer assignments, quizzes and exams.
- Respond to student, parent and class needs by providing consistent communication, professional classroom management, and positive as well as constructive feedback of academic performance.

Additional Involvement:

- Summer School Teacher, Centennial High School **2001 - 2004**
 - Taught Geography to students who failed during the regular school year, as well as those students who chose to go for a higher grade or fulfill the credit responsibility in advance.
- Coordinator, Summer Bridge Program **2002 - 2004**
 - My responsibility was to provide leadership and guidance to incoming freshmen. This program is designed to help those students who had academic or social interaction concerns at the middle school level, make the transition to high school. I was responsible for giving students the tour of the school, understanding graduation requirements, understanding their class schedules, and begin career planning.
- Sponsor, African American Club **2000 - 2004**

Provide leadership and guidance to the elected club officers and the club's general body. Under my sponsorship, the African American Club reached astronomical levels of membership, performed service projects for the community and school, organized Black History Month awareness programs, held academic information seminars, sponsored Centennial's first Family Celebration Dinner, and helped with the planning of National African American Parent Involvement Day (NAPPID).
- Positive Behavior Intervention and Supports (PBIS) Committee **2001 - 2005**
 - The PBIS team was responsible for taking data from students, parents, and teachers and using it to help promote a positive school climate. The committee was responsible for providing information to the school about incentives for positive behavior, data to the principal about school climate, and involving local businesses in positive climate building at the school.

Whitney Young Magnet High School, Chicago Public Schools**1998 - 2000**

Social Studies Teacher

- Taught 2 U.S. History course and 3 World History courses.
- Respond to student, parents, and class needs by providing consistent communication, professional classroom management, and positive as well as constructive analysis of academic achievement.
- National Honor Society Faculty Advisor; African American Club sponsor; Black History Month Celebration Co-Coordinator

Centennial High School, Unit 4 Schools**1998 - 1998**

Social Studies Teacher

- Taught Sociology and American Government
- Responded to student, parents, and class needs by providing consistent communication, professional classroom management, and positive/constructive analysis of academic performance.

ADDITIONAL PROFESSIONAL EXPERIENCE

Collegiate Basketball Official

1994 - 2012

Illinois Basketball Official's Association (IBOA), Great Rivers Athletic Conference (GRAC), Lincoln Land Collegiate Conference (LLCC), Missouri Valley Conference (MVC)

- Officiated high school and college basketball throughout the Midwest region. Promoted to Division I Basketball level in July 2003.

Active Duty Marine**1988 - 1992**

United States Marine Corp., Pearl Harbor, Hawaii

- Worked as a "high security" Marine Security Guard for the Pearl Harbor Nuclear Installation. Primary duties: responsible for securing sensitive and classified materials, providing security for high ranking officers and civilian dignitaries, coordinate security details for transports, provide reports to company commanders, supervise shift teams of as many as 35 Marines, coordinate training days for security details.
- Severed in Desert Storm from January 1991 to May 1991 Combat Replacement Team.

AWARDS, CERTIFICATES, PROFESSIONAL ORGANIZATIONS

- Certified Trainer, Positive Behavior Facilitation (2005)
- Member, Omega Psi Phi Fraternity, Inc., Sigma Xi Alumni Chapter
- Member, NASSP (National Association of Secondary School Principals)
- Member, NABSE (National Alliance of Black School Educators)
- Minority Teachers of Illinois Scholarship (1993 to 1995)
- University of Illinois Teacher of the Future Scholarship (1996)

SPECIAL INTERESTS

- Exercise
- Mentoring/Tutoring
- Reading
- Cooking
- Golf

original

Termination/Resignation Form

Sent By: ssauer

Completed By: User - ssauer

Sent On: 9/5/2017 2:52pm CT
Completed: 9/5/2017 2:54pm CT

- * Employee Last Name:
- * Employee First Name:
- * Position:
- * Location:
- * Last Day Worked:
- * Reason for Termination:

Savage
Scott
Principal
Oswego East High School
07/11/2017
R - Resigned - Non-Medical

Comments:

- * Eligible for Rehire?
- * Replacing Position? (If yes, please complete the Posting Request Form on AppliTrack):
- * Did you collect all District Property, i.e., keys, phone, etc.? (If no, please specify under Comments.)

Yes
Yes
Yes

Comments:

Please upload resignation letter/termination paperwork
savage resignation letter.pdf

Supervisor Signature:

X

Signed: **Roxana Sanders/ss**

Stamped: 9/5/2017 2:53:29 PM; 50.201.194.225; User - ssauer - ssauer@sd308.org;

FOR HR USE ONLY

Human Resources Signature

X

Signed: **Sharon Sauer**

Stamped: 9/5/2017 2:53:56 PM; 50.201.194.225; User - ssauer - ssauer@sd308.org;

Date of Board Meeting

07/17/2017



Sharon Sauer <ssauer@sd308.org>

FW: Resignation

1 message

Roxana Sanders <rsanders@sd308.org>
To: Sharon Sauer <ssauer@sd308.org>

Wed, Aug 23, 2017 at 1:23 PM

From: Scott Savage [mailto:ssavage@sd308.org]
Sent: Tuesday, July 11, 2017 12:58 PM
To: John Sparlin
Subject: Resignation

Good afternoon Dr. Sparlin,

I am truly grateful for the opportunity you and the school board provided me as principal of Oswego East High School. The memories and experiences I have gained will last for a lifetime. Effective, July 11, 2017, I would like to offer my resignation from Oswego East High School. I wish you, 308 staff members, families, and especially students the very best.

Respectfully Submitted,

Scott Savage

Principal

Excellence Academics Spirit Tradition

"Home of the Wolves"



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

Principal's Name: Scott L. Savage
Length of Contract: July 1, 2015 through June 30, 2016
2015/2016 Base Salary \$118,685.97
2015/2016 TRS Salary: \$131,000.00
Board Meeting Approval: March 23, 2015

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

IT IS AGREED:

1. Employment and Work Year. The High School Principal is hereby hired and retained from July 1, 2015 through June 30, 2016, 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.
3. Salary. In consideration for the High School Principal's salary of \$131,000.00 for the 2015-2016 contract year which includes the retirement contribution to the Illinois Teachers' Retirement System (TRS), the High School Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of High School Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff. The Principal does not have any right or claim to any amount paid directly to the State of Illinois TRS except as it may become available at the time of retirement or resignation. In addition to the salary provided herein, the Board shall pay the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience. Any salary or other adjustment or modification made during the term of this contract shall be in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Principal, nor as an extension of the termination date of this contract. It is agreed, that upon completion of your Doctorate degree and final receipt of your transcripts, you will receive a base salary increase of \$2,500.00 beginning the next fiscal year and an additional \$2,500.00 base salary increase at the beginning of the next fiscal year.
4. Evaluation. Annually, not later than March 1st, the Superintendent or designee shall review with the High School Principal, the High School Principal's progress toward established goals

and working relationships among staff and community.

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

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

7. Vacation 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.

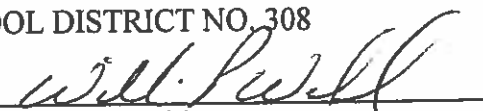
15. If after signing this contract, the Administrator wishes to be released from this contract, or unilaterally resigns his/her employment prior to the end of the term hereof, the Administrator agrees to pay Community Unit School District 308, \$5,000.00 in liquidated damages.

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
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

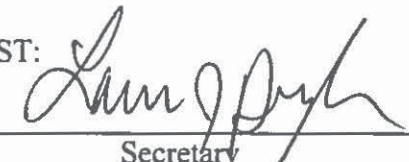


Scott L. Savage

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By _____
President

ATTEST:



Secretary

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

Principal's Name: Scott L. Savage
Contract Year: 2017-2018
2017-2018 Base Salary \$118,685.97
Board Meeting Approval: February 27, 2017

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

IT IS AGREED:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Principal is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Principal for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$118,685.97 for the 2017-2018 contract year, the Principal hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Principal as set forth in this Agreement or in policies or rules established by the Board.

The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the administrative staff.

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

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

3. Teacher's Retirement System and Health Insurance Security Fund. In addition to the salary provided herein, the Board shall pay the retirement contribution to the Illinois Teachers Retirement System and the Teachers' Health Insurance Security Fund (THIS) contribution. Both parties acknowledge that the Principal does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to

the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

B. BENEFITS

1. Insurance. The Board shall provide 80% for medical and dental insurance premiums, and 100% for vision insurance premiums for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Principal shall annually be entitled to twelve (12) days of sick leave and two (2) days of personal leave. Unused personal leave days will accumulate as sick leave days. Earned sick leave may accumulate to a maximum of 340 days. Every sick day that is issued for the current school year and eventually not utilized during that school year will be multiplied by 1.5 at the end of the school year (e.g., 10 unused sick days on June 30, 2018 will be converted in a credit of 15 sick days for the Principal's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Principal will be entitled to a paid vacation of twenty-five (25) work days each contract year. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Principal has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Principal's vacation bank exceeds twenty-five (25) days as of July 1, the Principal will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including fifteen (15) unused vacation days may be paid to the Principal at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
4. Term Life and Long-Term Disability Insurance. The Board shall provide \$100,000.00 of Term Life insurance and Long-Term Disability benefits for the Principal during the term of this Agreement.
5. In-District Travel. The Board shall provide the Principal \$150.00 each month for in-district travel expenses.

C. CONDITIONS OF EMPLOYMENT

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

D. DUTIES AND EVALUATION

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

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

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

E. RENEWAL AND TERMINATION OF CONTRACT

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

3. Grounds for Termination.

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

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

F. NOTICES / MISCELLANEOUS

1. All notices under this contract shall be deemed sufficient if given in writing and served upon the Principal and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Principal at the address furnished by the Principal and on file in the Principal's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Principal to inform the Superintendent or his/her designee, if the Principal is named a finalist for any other position outside of School District 308.
3. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
4. Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between the headings or numbers and the text of this Agreement, the text shall control.
5. This agreement may be executed in one or more counterparts, each of which shall be considered an original, and which taken together shall be considered one and the same instrument.
6. This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter whether oral or written.

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

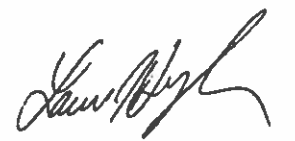
PRINCIPAL


Scott L. Savage

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST:


Secretary