



January 11, 2021

Tambra Pendleton

VIA EMAIL – tambrapendleton@gmail.com

Re: FOIA Request Dated January 3, 2021 and received January 4, 2021

Subject: A request for all personnel documents related to Eulalia Valdez. A copy of her District 308 contract, 2019-20 school year, a copy of the personnel file, a copy of teaching records, discipline records, certifications, licensures, and proof of any training, seminars, conferences, and any complaints against Valdez.

Dear Ms. Pendleton:

This letter will serve as Oswego Community Unit School District 308's response to your January 3, 2021 request under the Freedom of Information Act (5 ILCS 140/1 et seq.), in which you asked for the above referenced information. Evaluations are exempt from disclosure under FOIA pursuant to Section 7(a) of FOIA (5 ILCS 140/7(a) that prohibits the disclosure of records prohibited from disclosure by other laws. Section 24A-7.1 of the Illinois School Code, 105 ILCS 5/24A-7.1, prohibits the disclosure of teacher, principal, and superintendent evaluations. A director who pays into TRS is a 'teacher' for purposes of this exemption. All remaining 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 #21-01*.

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

Mary Anne Buckley

Mary Anne Buckley
Freedom of Information Officer

FOIA RESPONSE.VALDEZ

- request of all personnel documents related to Eulalia Valdez - attached
- copy of her District 308 contract 2019-20 School Year - attached
- copy of her personnel file - excluding evaluations
- copy of teaching records - she was an administrator - no records exist
- discipline records - no records exist
- certifications - attached
- licensures - attached
- proof of and training seminars, conference - no records exist in her personnel file
- complaints against Valdez - no records exist

Community Unit School District No. 308 Online Application

Valdez, Eulalia - AppNo: 46557 | tulrich-Note: Extensive EL experience, including EL D...

Date Submitted: 4/18/2017

Personal Data

Name: Eulalia Valdez
(First) (Middle Initial) (Last)

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

Other: (Middle Initial) (Last)

Email Address:

Postal Address

Permanent Address

Number & Street:
City:
State: IL
Zip Code:
Home Phone:
Work Phone:
Cell Phone:
Other Phone:
Other Email:

Present Address

Number & Street:
City:
State:
Zip Code:
Home Phone:
Work Phone:
Cell Phone:
Other Phone:

Employment Desired

Closed Vacancy Desired:

JobID: 6416 **Administration:** Director of English Learners at District Administration Center

Date Last Submitted
4/18/2017

Experience in Similar Positions
-

Please indicate your preference in full or part time positions.

Full

Position Desired:

Administration

1. Central Office - Certified
2. Director

Experience in Similar Positions
7 years
7 years

Experience

Position Title	School/Facility Held At	District/Organization Held At
Assistant Director of ELL	West Aurora School District 129 1877 W. Downer Place Aurora, IL 60504 630-301-5021	Plano CUSD #88 800 S. Hale Street, Plano, IL 60545 630-552-8978
Immediate Supervisor Contact Information		
Maria Lozano	630-301-5077	mlozano@sd129.org
Additional Information		
Dates From - To:	07/2014 - 04/2017	Full/Part Time: Full Annual Salary: ---
Reason For Leaving:	I want to serve in the school district where I live.	

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Date Submitted: 4/18/2017

Experience Continued

Position Title	School/Facility Held At	District/Organization Held At
Director of Language Learning	Naperville CUSD 203 203 West Hillside Road Naperville, IL 60540 630-420-6300	Plano CUSD #88 800 S. Hale Street, Plano, IL 60545 630-552-8978
Immediate Supervisor Contact Information		
Dr. Jen Hester-Schalk	630-420-6836	jhester@naperville203.org
Additional Information		
Dates From - To:	08/2013 - 06/2014	Full/Part Time: Full Annual Salary: ---
Reason For Leaving: I was seeking to expand and diversify my experiences.		
Director of English Language Acquisition (ELA) Services	Plano School District #88 800 S. Hale Street Plano, IL 60545 630-552-8978	
Immediate Supervisor Contact Information		
Valerie Patterson	630-770-8706	vpatterson@sd308.org
Additional Information		
Dates From - To:	07/2010 - 07/2013	Full/Part Time: Full Annual Salary: ---
Reason For Leaving: I was interested in working for a larger school system.		
Assistant Principal	Plano School District #88 800 S. Hale Street Plano, IL 60545 630-552-8978	
Immediate Supervisor Contact Information		
Valerie Patterson	630-770-8706	vpatterson@sd308.org
Additional Information		
Dates From - To:	07/2009 - 07/2011	Full/Part Time: Full Annual Salary: ---
Reason For Leaving: I transitioned into a full-time Director of ELA Services		
Bilingual & Monolingual Teacher	East Aurora School District 131; L. D. Brady Elementary School 600 Columbia Street Aurora, IL 60505 630-299-5425	
Immediate Supervisor Contact Information		
Francisco de los Santos	630-299-5427	fdelossantos.brady@d131.org
Additional Information		
Dates From - To:	08/2003 - 06/2009	Full/Part Time: Full Annual Salary: ---
Reason For Leaving: I transitioned into a position in administration.		
Bilingual Paraprofessional	East Aurora School District 131: Mabel O'Donnell Elementary School 1640 Reckinger Road Aurora, IL 60505 630-299-8300	
Immediate Supervisor Contact Information		
Ed Brouch	630-299-8300	ebrouch.odonnell@d131.org
Additional Information		
Dates From - To:	08/2001 - 06/2002	Full/Part Time: Part Annual Salary: ---
Reason For Leaving: I was seeking a teaching position.		

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Education

High School Attended: Streamwood H.S., Streamwood, IL
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
University of St. Francis	01/2015 Present	Hrs:	Special Ed. Hrs: 9	4	05/2016
Aurora University, Aurora, IL	08/2016 Present	Dr. of Ed. Leadership Hrs: 8	Hrs:	Ed.D. 4	05/2019
Concordia University, Chicago	08/2007 05/2009	Master of Arts in School Leadership Hrs: 30	Hrs:	M.A. 4	05/2009
Northern Illinois University, Dekalb, IL	06/2005 05/2006	Hrs:	Bilingual/ESL Approval Certificate Hrs: 18	4	05/2006
Aurora University, Aurora, IL	08/2003 05/2005	Master of Arts in Teaching Hrs: 36	Hrs:	M.A.T.C. 4	05/2005
Northern Illinois University, Dekalb, IL	08/1992 12/1995	Marketing/Bus. Translation Hrs: 99	Hrs:	B.S./B.A. 3.1	12/1995
Elgin Community College, Elgin, IL	08/1990 05/1995	Business Hrs: 60	Hrs:	A.S. 3.6	05/1992

Highest Degree Attained
MA/MS

Grad Hrs Beyond Highest Degree
65

Grad Program Of Study
Doctor of Education (Leadership)

List honors, awards or distinctions you have:

Professional in Human Resources Certification, 01/2001
Society of Human Resources Management Certification, 02/2000
PayTrain Certification, 05/1999
Dean's List
Spanish Honors Society, Sigma Delta Pi

Licensure

Do you hold or anticipate an Illinois license?
Illinois Educator Identification Number (IEIN):

License is held
260384

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Date Submitted: 4/18/2017

Licensure Continued

Type	License Number	Expiration Date	Status
Elementary Certificate (K-9)	2392494	06/30/2019	Current
Administrative Certificate	2385555	06/30/2019	Current

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

Approvals: Bilingual Education Teacher (Spanish)/Teacher of ESL/and Teacher Aide Endorsement: LBS1

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

State	Type	License Number	Expiration Date	Current?
			mm/dd/yyyy	

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

Statement

ADM1. What personal characteristics define an excellent administrator?

Excellent leaders are honest, ethical and create a positive and nurturing environment with clear expectations that enable all members to grow and feel a sense of belonging and accomplishment. I feel strongly that being an excellent leader encompasses being student-centered in all areas of decision-making and understanding how to collaborate and support colleagues representing the varied needs and interests that accomplish the mission, vision and goals of the organization.

I have enjoyed a career path that has allowed me to grow and expand continually- being a life-long learner is key to leadership! I am an advocate of a Professional Learning Community (PLC) mindset. I have supported colleagues through brainstorming to establish and grow the passion, structure and direction needed to empower staff to meet the needs of students, families and colleagues for real and continuous improvement. While working as Director of English Language Acquisition (ELA) Services, I collaborated with the Assistant Superintendent to roll-out Common Core State Standards in English Language Arts and Math. In addition, I worked with teachers to integrate English Language Proficiency Standards (ELPS) into content. As a result of this and other work, the district met Annual Measurable Achievement Objectives (AMAOs) in 2012 for the first time in five years! A major accomplishment following an intense ISBE audit of both the program and fiscal components in FY11.

Excellent leaders are passionate and enthusiastic about the right work. Accountability is woven into the messages they communicate every day and they celebrate with all the stakeholders when targets (big and small) are accomplished! They also know the wisdom of setting new targets right away as well! No resting places! Leaders must act as strong advocates and developers of the entire learning community, which includes students, teachers, parents, and community members.

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

Technology is the great equalizer. It is an extremely important resource that allows families to support learning at home and schools to function effectively and efficiently. Technology offers students rich experiences and learning opportunities that may otherwise be inaccessible. For example, students can absorb places, events and learning through videos; take virtual fieldtrips or visit space; use online resources for projects and/or complete projects and recover credit online.

Technology supports the expectation that teachers provide students and parents timely feedback. For example, after completing an online exam, teachers can discuss results immediately and tailor instruction to best meet student learning needs the next day! In addition, technology provides the avenue to communicate with parents and keep them well-informed of their child's progress and classroom activities.

Technology allows administrators to streamline pertinent processes and gather information efficiently for the ^¢ ¯dashboard^¢ ¯ approach

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Question Continued

to communicating progress and growth! For example, data analysis is made easier and can be completed in less time with the use of targeted indicators, centralized databases and spreadsheets. In addition, administrators can keep student, parent, staff and community involved and up-to-date on relevant events.

I possess strong technology-related skills that I can contribute to a school. I effectively manipulate and use Microsoft Suite products and several school-based and state-based software applications including, but not limited to: Excel, Word, PowerPoint, PowerSchool, IIRC (Rising Star), SWIS, IWAS and ECS. I have supported teachers' < > pathways to incorporating technology in the classroom so instruction is more accessible and meaningful. I assisted in developing ways to incorporate technology more effectively in district-wide staff development, as well as through Google docs/drive to share resources. I am comfortable with technology and can assist in helping others to view technology as workable in the daily tasks to be accomplished- and a positive tool. I am open and eager to learn new technologies.

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

My experiences have been a cornerstone in cultural diversity and competence both personally, as well as professionally. Personally, I have a different cultural background than many of the students and community members in communities where I have lived or served. This difference in background allows me to understand first-hand the benefits and challenges students may encounter. For example, students at times struggle with concepts because they are foreign to them or because it is unlikely to have a link to their own culture. As an educator, I have always embraced that is important to understand that this is a common situation and to ensure that schools and organizations be well-prepared with alternate approaches to making concepts accessible and meaningful for all students. It is important for systems to engage educators in the work of getting to know their students both academically, as well as personally, and providing needed resources and data. It helps in reaching students.

On a professional level, I have worked in diverse fields; affording me the opportunity to interact with individuals from all parts of the world. Authentic acceptance and understanding of each other makes for a more productive and welcoming work environment. In the school setting, educators are pressed for time and may need support in the best practice methodologies to develop deeper understanding of content, concepts and processes that will work for their students and meet their needs. Providing structured collaborative groups that allow students to work in teams regularly can set the stage for fostering the acceptance of diversity while learning. Educators should have students interact with each frequently and in both diverse groups, as well as intellectual peer groups.

Furthermore, I bring the experience of working at school districts with culturally diverse populations. What I have learned is that while it is important to educate and integrate all families into the education system and see the potential of their child. It is equally important to understand what value is placed on education within each of the cultures represented in the district. This allows for discussion about differences, commonalities and the building of strong programs that address areas of need at all levels and incorporate cultural diversity. Ultimately, all students and their families deserve and expect quality and accessible education that is fully and properly supported. All parents must want this for their children. I have learned that when parents maintain high expectations for their children and partner with schools and districts to provide programs that meet expectations for their culturally and linguistically diverse children, great things happen.

Language Skills

Do you know any language other than English? Yes

Language(s): Spanish
Oral Level: Fluent
Written Level: Fluent

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Professional References

	Reference 1 of 3	Reference 2 of 3
Name:	Dr. Brent Raby	Maria Lozano
School/Org:	West Aurora School District 129	West Aurora School District 129
Current Position:	Assistant Superintendent of Teaching & Learning	Director of English Language Learners
Home Phone:	630-777-0190	630-450-7201
Cell Phone:	630-777-0190	630-450-7201
Work Phone:	630-301-5000	630-301-5077
Mailing Address:	1877 W. Downer Place Aurora, IL 60506	1877 W. Downer Place Aurora, IL 60506
Email:	braby@sd129.org	mlozano@sd129.org
Relationship to Candidate:	Supervisor	Immediate Supervisor
Years Known:	3	7

	Reference 3 of 3	
Name:	Betsy Koepnick	
School/Org:	Naperville CUSD 203	
Current Position:	EC - 8 ELL Coordinator	
Home Phone:	630-450-1932	
Cell Phone:	630-450-1932	
Work Phone:	630-579-7286	
Mailing Address:	1108 Sweetbay Ct. Naperville, IL 60540	
Email:	bkoepnick@naperville203.org	
Relationship to Candidate:	Colleague	
Years Known:	4	

Additional Information

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

Completed Teacher Evaluator Modules 1-5 (October, 2012)
Completed Principal Evaluator Modules 1-5
(August, 2014)

Referrals

How did you hear about employment with us?

District Employee

General Information

Contract Status

* Are you currently under contract?

If Yes, which district?

If Yes, when does it expire?

When may your present employer be contacted?

Yes

West Aurora School Dist.129

06/2017

Upon Mutual Agreement

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General Information continued

Professional Status

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

Yes

If Yes, where?

East Aurora School District #88

When?

2007

* 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:

* 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?

N/A

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.

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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:

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.

Eulalia . Valdez
(agreed online)

LEADERSHIP EXPERIENCE

Assistant Director of English Language Learners; Aurora, Illinois

West Aurora School District 129; August 2014 to Present

- Support and promote the district and ELL Department's vision, mission, and goals.
- Recruit, hire, evaluate and build an effective and competent bilingual and ESL administrators, teachers and support staff teams.
- Provide technical support, guidance, assistance, and direction to central office, building administration, and staff to ensure compliance with state and federal rules and regulations and alignment to district goals.
- Organize, offer, and deliver professional development on various ELL topics (e.g., culturally proficient practices, sheltered instruction observation protocol (SIOP) model, curriculum writing, biliteracy, standards, etc.) for diverse stakeholders.
- Collaborate on different initiatives with district groups, such as administrators, teachers, paraprofessionals, and Bilingual Parent Advisory Committee (BPAC).
- Oversee, organize, and supervise administration of state assessments for ELLs and screenings for identification and appropriate placement.
- Prepare budget (state and federal grants, as well as local monies) and monitor expenditures.
- Evaluate program model to meet state requirements and district goals and collaborate to ensure program alignment with the general education program (PreK-12).
- Supervise and monitor ELL program records through district's internal student database and ISBE's student information system.

Director of Language Learning; Naperville, Illinois

Naperville CUSD 203; August 2013 to June 2014

- Same responsibilities as those listed under West Aurora School District 129; the exception is that I was the Director.
- Prepared and submitted response to ISBE's Division of ELL's responding to monitoring visit and areas of non-compliance.
- Oversaw World and Classical Languages Departments at middle and high schools.
- Lead the development and integration of the English Language Arts Common Cores standards into the curriculum and the assessments.

Director of English Language Acquisition Services; Plano, Illinois

Plano School District 88; July 2010 to July 2013

- Same responsibilities as those listed under West Aurora School District 129; the exception is that I was the Director.
- Contributed to the revision of the District's Improvement Plan, High School's Restructuring Plan, and developed the Annual Measurable Achievement Objective (AMAO) Plan through Rising Star. Led the district in meeting AMAO's for school year 2012-2013.
- Collaborated with community-based organizations to provide workshops for parents in the community.
- Collaboratively prepared for ISBE's Division of ELL's September 2010 monitoring visit. Prepared and submitted the response to ISBE's Division of ELL's September 2010 monitoring visit.
- Co-created the district-wide Common Core State Standards (CCSS) Roll-Out Process in the areas of English language arts and mathematics. Provided professional development on the CCSS Roll-Out Process and the use of the CCSS templates for unpacking and repacking standards to administrators and teachers.
- Collaboratively implemented a District Professional Learning Community (PLC) and supported school-based PLCs.
- Collaborated with various stakeholders to develop and implement the district's Three-Year Strategic Plan.

Assistant Principal (P.H. Miller Elementary School PreK-1 & Emily G. Johns 4-6); Plano, Illinois

Plano School District 88; July 2009 to June 2011

- Supported building administrator in establishing and sustaining a conducive learning environment for all students, assisted with discipline, implementing school and district policies, and facilitating communication.
- Administered and enforced school rules and met monthly with truancy officer from ROE.
- Assisted with overseeing the activities of the Professional Learning Communities (PLCs).
- Planned, scheduled, and delivered professional development with principal (e.g., Standards, ACCESS, PBIS, benchmarking and progress monitoring assessments for ELLs).
- Supported RtI implementation and the problem-solving process and facilitated Tier II and Tier III meetings.
- Collaboratively developed and implemented School Improvement Plan.
- Assisted with evaluations of certified and non-certified staff.
- Supported the implementation of Positive Behavioral Interventions and Supports (PBIS) and generated monthly behavioral reports through the School Wide Information System (SWIS), and used them for PBIS purposes.

EULALIA VALDEZ

TEACHING EXPERIENCE

Bilingual Teacher (Kindergarten, Grades 3 and 5) and English-Monolingual Teacher (Grade 1); Aurora, IL
L.D. Brady Elementary School in East Aurora School District 131; August 2003 to June 2009

- Utilized central concepts and methods of inquiry to plan for meaningful and engaging learning experiences.
- Created a positive learning environment that promoted academic learning, social interactions, and active engagement.
- Incorporated culturally diversity to enrich instruction.
- Integrated technology purposefully into the classroom.
- Used formal and informal assessments and data to monitor and support the development of students.
- Developed and maintained collaborative relationships with colleagues, parents, community members, and administration to improve student learning.
- Contributed to Brady's school improvement team and other school and district committees.

OTHER PROFESSIONAL EXPERIENCE

Automatic Data Processing (ADP), Inc.; Elk Grove Village, Illinois
Client Account Specialist: August 1997 to July 2001

Portillo's Inc.; Oak Brook, Illinois

Manager: December 1988 to September 1997; Party Planner: November 2001 to June 2004

EDUCATION

Aurora University; Aurora, Illinois

Candidate: Doctor of Education (Leadership), Anticipated May 2019

University of St. Francis; Joliet, Illinois

Learning Behaviorist Specialist I, May 2016

Concordia University Chicago; River Forest, Illinois

Master of Arts in School Leadership, May 2009

Aurora University; Aurora, Illinois

Master of Arts in Teaching Certificate, May 2005

Northern Illinois University; DeKalb, Illinois

Certificate of Graduate Study in Teaching English as a Second Language and Bilingual Education, Spring 2006

Bachelor of Science in Marketing, December 1995

Bachelor of Arts in Spanish Business Translation, December 1995

SKILLS/LICENSURES

Languages: Native fluency in spoken and written English and Spanish.

Computer Literacy: ISBE Software - IWAS, ECS, Rising Star, IIRC; District Software – eSchool, PowerSchool, Infinite Campus (IC), SWIS, AIMSWeb, NWEA MAP, Performance Series, Unify; and General Software - Word, Excel, and PowerPoint.

ISBE Licensure: PEL-General Administrative & K-9 Elementary Education, Approvals- Bilingual and ESL, Endorsement- Principal Evaluator, Teacher Evaluator, Learning Behavior Specialist (LBS I)


Monday, April 17, 2017

Dear Executive Director of Human Resources:

I am extremely interested in the Director of English Learners position available at Oswego School District 308. I am confident that my professional experience will allow me to contribute to the district's goal of ensuring authentic learning experiences for every child.


While serving as language acquisition director and assistant director, I collaboratively worked to meet the academic, cultural, and linguistic needs of English learners from preschool through twelfth grade. Below are some of my contributions while serving in this capacity.

- Coordinated the review and revision of the district's English Language Acquisition Program.
- Analyzed ACCESS, state, and local assessment student data to make instructional recommendations and provide professional development to address deficiencies or discrepancies.
- Provided professional development on various topics to administrators and teachers district-wide.
- Collaborated with community-based organizations to provide workshops for parents in the community.
- Provided guidance, support, and training to the Bilingual Advisory Committees (BPAC) district-wide.
- Contributed to the revision of the District's Improvement Plan and High School's Restructuring Plan as well as participated in the development and implementation of a School Improvement Plan.
- Co-lead the district-wide Common Core State Standards (CCSS) Roll-Out in the areas of English Language Arts and Math.
- Collaboratively implemented a Professional Learning Community (PLC) at the district level and supported school-based PLCs district-wide.

Prior to working as an administrator, I worked at East Aurora School District 131 as a teacher for six years. During this time, I served in various teaching roles in both bilingual and monolingual (English) classrooms. In addition, I had the opportunity to be a teacher leader with some administrative-related responsibilities. Below are some of my contributions as a classroom teacher and teacher leader.

- Analyzed student data, created reports, and made instructional recommendations.
- Provided professional development on various topics for school and district staff.
- Participated in school and district School Improvement Teams.

My invaluable experiences as a building and district level administrator, classroom teacher, and teacher leader have prepared me to understand the magnitude of an administrative position. I am aware of what it takes to be an effective leader and coach. I also know the importance collaboration plays in meeting the learning needs of all learners. I would truly appreciate the opportunity to speak with you about your Director of English Learners position and my commitment to ensuring we meet the learning needs of every child every day. Thank you for your time and consideration.

Please contact me at  at your earliest convenience. I look forward to hearing from you soon.

Sincerely,

Eulalia Valdez



Plano Community Unit School District No. 88

Dr. Laurel Walker, Superintendent

Mrs. Valerie Patterson, Assistant Superintendent

April 20, 2012

To Whom It May Concern:

It has been my privilege the past three years to work with Mrs. Eulalia Valdez. Eulalia has served the district most recently as the Director of English Language Acquisition Services. Formerly, Eulalia served the district as an assistant principal in both a grade PK-1 and grade 4-6 building. As an administrator, Eulalia has served as a strong instructional leader with valuable expertise in curriculum and instruction in both monolingual and bilingual classrooms.

Mrs. Valdez has an excellent understanding of curriculum and instruction for all students. In particular, her expertise with English Learners (ELs) makes her a rich resource for teachers and administrators striving to meet the educational needs of students and families. She has provided the leadership necessary for creating a quality Title III program that honors best practice in instruction, assessments and curriculum. She has provided unwavering instructional leadership through the District ESL/Bilingual Curriculum Committee, District Literacy Committee, and core curriculum alignment meetings.

Mrs. Valdez' expertise in the area of curriculum alignment has been especially appreciated as she has helped shape the process of beginning to align the core curriculum to the Common Core State Standards, Illinois English Language proficiency (ELP) standards, and Spanish Language Arts Standards. She has played a major role in the design of the alignment template and in the training of district administrators in its implementation. During this process, Eulalia has insured that final products will include learning targets that address each of the four language domains.

Eulalia has stood out in her ability to create and implement a recruitment and hiring protocol for employing highly qualified teachers with appropriate skills and certification. She has attended job fairs in order to effectively recruit and screen potential candidates in both English and Spanish. Mrs. Valdez has followed up with district principals to work collaboratively through the interview and hiring process. Principals have greatly appreciated her proficiency in discerning a candidate's language proficiency and skill in designing a lesson tailored to meet the needs of an English learner.

Mrs. Valdez works well with parents, providing them with accurate information and written communications regarding the Title III program. She has also promoted parent training through collaboration with members of the Bilingual Parent Advisory Council (B-PAC) and Plano Community Coalition for Character. Over seventy families have attended two Saturday training events this year. Mrs. Valdez also actively follows up with parents on an individual basis to explain programs and resources available to them.

Eulalia Valdez has proven herself to be an articulate and dynamic leader, determined to improve student learning and teacher effectiveness. Her experiences as a building and district administrator highlight her excellent credentials as a school administrator. It is with great confidence that I highly recommend Mrs. Valdez for your consideration.

Sincerely,

Laurel A. Walker, Ed.D.
Superintendent



Regional Offices of Education
Will & Grundy-Kendall Counties

2705 McDonough Street
Joliet, Illinois 60436
Ph: 815-744-8334 Fax: 815-744-8396

May 2, 2013

To Whom It May Concern:

I am pleased to write this letter in support of Eulalia Valdez's application for an administrative position in your district. I have known Eulalia for the past two years in my role as an educational consultant at Professional Development Alliance (PDA), the Regional Office of Education for Will and Grundy-Kendall counties. I came to PDA when I retired after 20 years as a principal in Palatine. My work with Eulalia is in my capacity as an ISBE Coach in the Statewide System of Support (SSOS) for district and school improvement at Plano District 88. Eulalia serves as a team member of the District Improvement Team (Rising Star), a role in which she demonstrates a collaborative and collegial approach to goal-setting and problem-solving.

Beyond her work on the District Rising Star Team, Eulalia takes an active leadership role in engaging broad systems change. She has been instrumental in the instructional design and implementation of Common Core Standards throughout the district. In my observations, she routinely demonstrates leadership and expertise in the review, implementation, and evaluation of English Language Acquisition (ELA) Services for English Language Learners. She has a rich knowledge of curriculum and is adept at implementing Professional Learning Communities (PLC). She also demonstrates skill at identifying staff development needs, and at planning and delivering staff development to support targeted areas.

In summary, Eulalia Valdez is an experienced, highly respected, and well-liked administrator who truly exhibits the requisite skills of leadership, collaboration, knowledge of curriculum, integrity, and strong commitment to work on behalf of the best interest of students. Without hesitation, I recommend Eulalia for an administrator's position in your district. Should you have questions or if I can provide you with additional information, please don't hesitate to contact me.

Sincerely,

A handwritten signature in cursive script, reading 'Cheryl A. Quinn'.

Cheryl A. Quinn, M.A.
Educational Consultant

Dr. Jay Linksman
Executive Director, Professional Development Alliance

Hon. Shawn Walsh
Fiscal Agent/Regional Supt. Will County

Hon. Christopher Mehochko
Regional Supt. Grundy-Kendall Counties

March 1, 2013

Human Resources Manager:

It has been my professional privilege to work collaboratively with Eulalia Valdez the past four years as members of the Plano District #88 Administrative team. Eulalia has successfully served the district as an assistant principal at both P.H. Miller School and Emily G. Johns School in 2009-2010, and most recently as Director of English Language Acquisition Services from 2010 to present.

Mrs. Valdez is an ethical, conscientious, and strong instructional leader who continues to transform the Pre-Kindergarten through grade 12 Transitional Bilingual Education program. A balanced focus on improving student learning and realizing compliance with all rules and laws, best serves students and families. Eulalia skillfully plans, implements, and provides professional development in instruction and assessment areas to all staff. The transition toward a continuum of services that support students based on their proficiency and includes sheltered instruction classroom support, is one challenging endeavor Mrs. Valdez has undertaken and accomplished with great dedication and passion!

In her role as English Language Acquisition Director, Eulalia coordinates monthly trainings for staff to improve instructional practices for English Learners. She also collaborates seamlessly with the Assistant Superintendent to align and improve instructional practices for all students in the district, and is invaluable as a resource for improving student learning. Her deep understanding of the standards related to instruction (CCSS, ELPs, Spanish Language Arts, and Early Childhood) has laid the foundation for providing effective instructional support for both administrative colleagues and teachers. Eulalia collaboratively designed and initiated a 5-Phase CCSS Roll-Out plan in 2011-2012 to meet the increased rigor of the CCSS in Math and English/Language Arts, as well as a district-wide RtI protocol. She continues to manage numerous reports and documentation that sustain continuous improvement for the TBE/TPI program of approximately 400+ English Learners and co-coordinates NCLB SES services! Evidence includes the district's English Learners meeting AMAO's for the first time in 5 years in 2012!

Eulalia is a relentless advocate for Professional Learning Communities as a framework for improving learning and meeting all students' needs. She has enthusiastically participated in many professional development opportunities on important instructional topics for English Learners, and also for all students. Some examples include: ISBE Title I and III Directors' meetings, CLIMBS, Perfect Match, Common Core trainings, Rising Star District Improvement meetings, state-wide Bilingual Conferences, Bilingual Parent Summit conferences, PLC Institute, SIOP for administrators, Comprehensive Intervention Model training, state-certified training for the CCSS-Math. Eulalia does not just "attend" trainings, she critically evaluates how the best-practice big ideas, and instructional shifts in both thinking and practice within a school system, will benefit the students for whom she advocates each day.

Mrs. Valdez has participated in the Rising Star process that establishes a district team responsible for addressing indicators identified by the state, and selecting priority initiatives for inclusion in the District Improvement Plan. She helps to keep the focus on current data analysis, as well as bring higher standards of equity to the curriculum, instruction, and assessment of all students. Eulalia works with teachers of English Learners and with grade level teams to identify appropriate instruction, support, and intervention for students acquiring English regardless of other services that may be appropriate.

Eulalia Valdez is a committed educational leader whose vision is to collaborate with integrity with all colleagues and to successfully support the initiatives that align with student and district needs and result in learning at high levels for all students. She actively stays abreast of the research, law changes, and administrative rules that must be considered as the district moves to promote best instructional practices. Her leadership experiences and her character prove to me that she will be a valuable administrator in any setting, and in any administrative role, for which she is qualified. It is with unparalleled pride and confidence that I recommend my colleague, Eulalia Valdez, for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Patterson", with a stylized flourish at the end.

Val Patterson
Assistant Superintendent for Curriculum and Support
Plano CUSD #88
Plano, Illinois 60545
vpatterson@plano88.org
630-552-8978

938624

STATE TEACHER CERTIFICATION BOARD - STATE OF ILLINOIS

CERTIFICATE

Issued To:

Valdez, Eulalia

Number: 1912871

Type: Transitional Bilingual Teaching

Issued: 04/30/2002

Years Valid: 6

Valid For: Kindergarten to Grade 12 - Language Endorsed

Issued by the State Teacher Certification Board at Springfield, Illinois

Rosario F. Vazquez

Chairman of the Board

Robert Simpson

Secretary

Alan Mejia

Regional Superintendent of Schools

KANE

Region

ENDORSEMENTS: The Certificate holder is qualified to teach the subjects, to perform the school services or to serve in the field of administrative endorsement listed below.

Certificate Endorsements:

Spanish

04/30/2002

*** No Further Valid Entries ***

ADDITIONAL INFORMATION:

- This certificate must be registered with your regional superintendent.
- This certificate is valid until 06-30-2007. Then to continue in Bilingual Education, the holder must possess a standard certificate and a Bilingual Approval. A single two year extension of the certificate is permitted.

1250552

STATE TEACHER CERTIFICATION BOARD - STATE OF ILLINOIS

CERTIFICATE

Issued To:

Valdez, Eulalia

Number: 2187855

Type: Initial Elementary Teaching

Issued: 07/08/2005

Years Valid: 4

Valid For: Kindergarten to Grade 9

Issued by the State Teacher Certification Board at Springfield, Illinois

Jose H. Ruiz
Chairman of the Board

Dennis A. Williams
Secretary

Alan Mejia
Regional Superintendent of Schools
KANE
Region

ENDORSEMENTS: The Certificate holder is qualified to teach the subjects, to perform the school services or to serve in the field of administrative endorsement listed below.

Completed State Approved Program In:

Elementary Education

Certificate Endorsements:

Self Contained General Education Kindergarten - Grade 9

Grade level of Certificate 07/08/2005

*** No Further Valid Entries ***

ADDITIONAL INFORMATION:

- This certificate must be registered with your regional superintendent.
- This certificate may be registered in four year periods and is valid until June 30 of the year in which four years of teaching have been completed.

1504785

STATE TEACHER CERTIFICATION BOARD - STATE OF ILLINOIS
CERTIFICATE

Issued To:
260384
Valdez, Eulalia

Number: 2385555
Type: Administrative
Issued: 07/01/2009
Valid For: Kindergarten to Grade 12

Issued by the State Teacher Certification Board at Springfield, Illinois


Chairman of the Board


Secretary


State Superintendent of Education

ENDORSEMENTS: The Certificate holder is qualified to teach the subjects, to perform the school services or to serve in the field of administrative endorsement listed below.

Completed State Approved Program In:

General Administrative

Certificate Endorsements:

General Administrative

Grade level of Certificate 07/01/2009

*** No Further Valid Entries ***

ADDITIONAL INFORMATION:

- This certificate must be registered with your regional superintendent.
- This certificate is valid and does not expire provided it is registered and renewed in compliance with the rules for registration and renewal.
- This certificate is valid for additional five year renewals; when the holder is serving in a public school in an administrative capacity, renewals are granted upon presentation of satisfactory professional development completed during each renewal period.

CON



Illinois State Board of Education

James T. Meeks, Chairman
Tony Smith, Ph.D., State Superintendent of Education

Educator Licensure Information System

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Credentials

[Home](#) > [Educator](#)

Primary Information

Full Name: Eulalia Valdez
IEIN: 260384
Gender: Female

Contact Information

Address: [REDACTED]
City, State Zip: [REDACTED]
Email: [REDACTED]
Primary Phone: [REDACTED]
Secondary Phone: [REDACTED]

Profile

Flag: ☐
PD Status: Active
Deceased: No

[Show All](#)

Applications

View	ID	Document	Description	Status	Background	Source	Received	Evaluator	Created	Updated
View	2315192	PEL(ENDRS)	Add Endorsement to PEL	CLOSED	0000000	EDU	04/08/2016	JSul15	evaldez - 04/08/2016	JSul15 - 05/09/2016

[Show All](#)

Licenses

Select	App ID	License ID	License	Status Code	Status Desc	Source	Entitlement	Application Date	Orig Issued	Issued	Expires	Renews	Evaluator	ROE	Registered Thru	Reg. Fees Due	Updated
Select	2142230	1862242	PEL	I	Issued	ISBE	IL-CON (05/15/2009)	06/09/2014	07/08/2005	07/01/2013	06/30/2019	07/01/2019	HDF476	19	2019	\$0.00	hitls.master - 04/28/2015

Illinois Approved Program / Endorsements For Selected License

App ID	Endorsement	Description	Grade	Status Code	Status Description	Issued	Evaluator	Updated	Major?	Illinois Approved Program?	Approved Program Grade	Endorsement?	Source	Entitlement	Application Date
486435	ELEM	Elementary Education	Kindergarten through Grade 9	I	Issued	07/08/2005	hitls.admin	hitls.master - 04/13/2015	No	Yes		No	UNIV	IL-AUR (05/26/2005)	
486435	SCGE	Elementary Education (Self Contained General Education)	Kindergarten through Grade 9	I	Issued	07/08/2005	hitls.admin	hitls.master - 04/13/2015	No	No		Yes	UNIV	IL-AUR (05/26/2005)	
486436	GADM	General Administrative	Kindergarten through Grade 12	I	Issued	07/01/2009	hitls.admin	hitls.master - 04/13/2015	No	Yes		Yes	UNIV	IL-CON (05/15/2009)	
486436	BSPA	Bilingual Education Teacher - Spanish	Kindergarten through Grade 9	I	Issued	10/28/2006	hitls.admin	hitls.master - 04/13/2015		No		Yes	ISBE		
2280258	ESL	English As A Second Language	Kindergarten through Grade 9	I	Issued	07/01/2013	cberger	cberger - 11/13/2015	No	No		Yes	ISBE		07/01/2013
2315192	LBSI	Learning Behavior Specialist I	Kindergarten through Grade 9	I	Issued	05/09/2016	JSul15	JSul15 - 05/09/2016	No	No		Yes	ISBE		04/08/2016

Approvals

Select	Approval Code	Approval	Endorsement	Grade	Application Received	Status	Approval Granted Date	End Date
Select	TA	Teacher Aide			07/01/2013	Approved	09/19/2001	
Select	SPAN	Bilingual Education Teacher - Spanish			07/01/2013	Approved	10/28/2006	

Designations

Source	Status	Endorsement	Grade	Candidate Number	Issue Year	Expires
ISBE	I	Teacher Evaluator - Growth (Module 1-5)			2012	
ISBE	I	Teacher Evaluator - Non-Growth (Module 1-4)			2012	
ISBE	I	Teacher Evaluator - Observation (Module 1-3)			2012	
ISBE	I	Principal Evaluator - Observation (Module 1-3)			2014	
ISBE	I	Principal Evaluator - Growth (Module 1-5)			2014	

Registration

Fiscal Year	School Year	Region Code	Region	License Code	License	Certificate Number
2019	2018-2019	19	DU PAGE ROE	PEL	Professional Educator License	
2018	2017-2018	19	DU PAGE ROE	PEL	Professional Educator License	
2017	2016-2017	19	DU PAGE ROE	PEL	Professional Educator License	
2016	2015-2016	19	DU PAGE ROE	PEL	Professional Educator License	
2015	2014-2015	19	DU PAGE ROE	PEL	Professional Educator License	
2014	2013-2014	19	DU PAGE ROE	PEL	Professional Educator License	
2014	2013-2014	24	GRUNDY/KENDALL ROE	PEL	Professional Educator License	
2013	2012-2013	24	GRUNDY/KENDALL ROE	PEL	Professional Educator License	
2012	2011-2012	24	GRUNDY/KENDALL ROE	PEL	Professional Educator License	
2011	2010-2011	24	GRUNDY/KENDALL ROE	PEL	Professional Educator License	
2010	2009-2010	24	GRUNDY/KENDALL ROE	PEL	Professional Educator License	
2019	2018-2019	31	KANE ROE	PEL	Professional Educator License	
2018	2017-2018	31	KANE ROE	PEL	Professional Educator License	
2017	2016-2017	31	KANE ROE	PEL	Professional Educator License	
2016	2015-2016	31	KANE ROE	PEL	Professional Educator License	
2015	2014-2015	31	KANE ROE	PEL	Professional Educator License	
2014	2013-2014	31	KANE ROE	PEL	Professional Educator License	
2013	2012-2013	31	KANE ROE	PEL	Professional Educator License	
2012	2011-2012	31	KANE ROE	PEL	Professional Educator License	
2011	2010-2011	31	KANE ROE	PEL	Professional Educator License	
2010	2009-2010	31	KANE ROE	PEL	Professional Educator License	
2009	2008-2009	31	KANE ROE	PEL	Professional Educator License	
2008	2007-2008	31	KANE ROE	PEL	Professional Educator License	
2007	2006-2007	31	KANE ROE	PEL	Professional Educator License	
2006	2005-2006	31	KANE ROE	PEL	Professional Educator License	

Previous Qualifications

Endorsement Code	Endorsement	Grade	Status Code	Status	Region Code	Region	Issued	Evaluator

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

Director's Name: Eulalia Valdez
Contract Year: 2017-2018
2017-2018 Base Salary \$98,000.00
Board Meeting Approval: June 12, 2017

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

IT IS AGREED:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2017 to June 30, 2018 as Director of English Learners for Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$98,000.00 for the 2017-2018 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

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

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

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 Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director'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 Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Director 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 Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Director 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 Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including fifteen (15) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
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 Director during the term of this Agreement.
5. In-District Travel. The Board shall provide the Director \$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 Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

1. Duties. The duties and responsibilities of the Director of this District shall be all those duties incident to the Director position as set forth in the Director job description and Board

policies, those obligations imposed by Illinois law upon the Director, and such other duties as from time-to-time may be assigned to the Director by the Superintendent or designee.

The Director 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, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance 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 Director provided the Director 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 Director'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 Director 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:

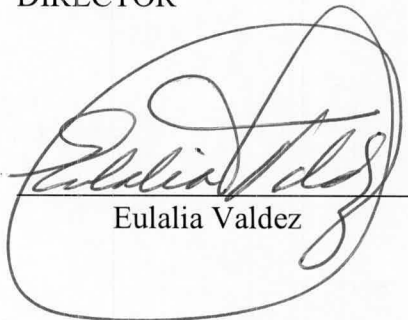
- a) Receipt of an annual summative evaluation rating of "Needs improvement" or "Unsatisfactory".
- b) Mutual agreement. During the term of this contract, the Board and the Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director 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 Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this 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 Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.
2. It is the responsibility of the Director to inform the Superintendent or his/her designee, if the Director is named a finalist for any other position outside of School District. 308.
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.

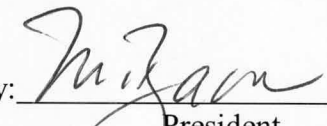
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, and in the case of the Board, by its President, on the day and year first written above.

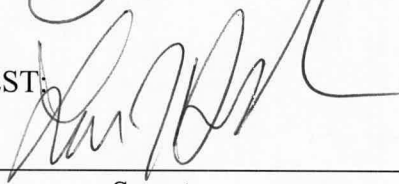
DIRECTOR



Eulalia Valdez

BOARD OF EDUCATION
COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 
President

ATTEST: 
Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT**

Director's Name: Eulalia Valdez
Contract Year: 2018-2019
2018-2019 Base Salary \$99,764.00
Board Meeting Approval: May 14, 2018

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

IT IS AGREED:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2018 to June 30, 2019 as Director of English Learners for Oswego Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$99,764.00 for the 2018-2019 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of Director as set forth in this Agreement or in policies or rules established by the Board.

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

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

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 Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director'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 Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Director 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, 2019 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Director will be entitled to a paid vacation of twenty-five (25) work days annually. Twenty-five (25) vacation days will be granted on July 1 of each year of the contract, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval. On a yearly basis up to and including fifteen (15) unused vacation days may be paid to the Director at his/her per diem rate. Requests are to be submitted to the Superintendent or designee by June 15th of each year.
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 Director during the term of this Agreement.
5. In-District Travel. The Board shall provide the Director \$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 Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

D. DUTIES, PERFORMANCE GOALS AND EVALUATION

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

The Director 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, the Superintendent or designee shall review with the Director and assess the Director's overall performance based upon the performance 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 Director provided the Director 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 Director's employment, this contract shall expire on June 30, 2019. Written notice of non-renewal or written notice or reclassification shall be given to the Director 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 Director may mutually agree, in writing, to terminate this Agreement.
- c) Permanent Disability. If illness, incapacity, or any other condition causes the Director 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 Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this contract shall also be sufficient cause for purposes of discharge as provided in this contract.

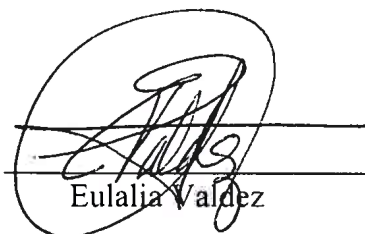
F. NOTICES / MISCELLANEOUS

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

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

DIRECTOR




Eulalia Valdez

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: 

President

ATTEST:



Secretary

**OSWEGO COMMUNITY UNIT SCHOOL DISTRICT NO. 308
DIRECTOR'S CONTRACT**

Director's Name: Eulalia Valdez
Contract Year: 2019-2020
2019-2020 Base Salary: \$106,956.00
Board Meeting Approval: June 17, 2019

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

IT IS AGREED:

A. EMPLOYMENT AND COMPENSATION

1. Employment and Work Year. The Director is hereby hired and retained to work from July 1, 2019 to June 30, 2020 as the Director of English Learners for Oswego Community Unit School District No. 308, Oswego, Illinois.
2. Salary. In consideration for the base salary of \$106,956.00 for the 2019-2020 contract year, the Director hereby agrees to devote such time, skill, labor and attention to this employment during the term of this Agreement and to perform faithfully the duties of the Director 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 Director, 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 Director shall receive a base salary increase of \$2,500.00 beginning the following July 1, and an additional \$2,500.00 base salary increase at the beginning of the next following July 1 if the Director continues to be employed by the Board (not to exceed \$5,000.00 total.)

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 Director does not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois TRS, and that such contributions are made as a condition of employment to secure the Director'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 Director and the members of the Director's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided to members of the professional staff.
2. Sick and Personal Leave. The Director 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, 2020 will be converted in a credit of 15 sick days for the Director's use.) This unused sick day multiplier will not be in effect during the four (4) years prior to retirement.
3. Vacation. The Director will be entitled to twenty-five (25) work days of paid vacation annually. These twenty-five (25) vacation days will be granted on July 1 of each year, provided the Director has no more than twenty-five (25) unused vacation days accumulated from previous year(s). In the event the Director's vacation bank exceeds twenty-five (25) days as of July 1, the Director will be granted only the number of vacation days that when added to previously accumulated vacation days will constitute a vacation bank of fifty (50) vacation days. Requests for vacation leave shall be made to the Superintendent or designee and shall be subject to the Superintendent's or designee's approval.
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 Director during the term of this Agreement.
5. In-District Travel. The Board shall provide the Director \$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 Director shall furnish to the Board a valid and properly registered PEL issued by the State of Illinois Teachers' Licensure Board qualifying him/her to act as a Director of the School District.

D. DUTIES AND EVALUATION

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

During the term of this contract, the Director shall spend one day identified by the Superintendent or designee serving as a substitute teacher in an area for which the Director is endorsed.

The Director 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, the Superintendent or designee shall review with the Director and assess the Director's overall performance.

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 Director.
2. Non-Renewal or Reclassification. In the event the Board determines not to renew the Director's employment, this contract shall expire on June 30, 2020. Written notice of non-renewal or written notice of reclassification shall be given to the Director 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 Director may mutually agree, in writing, to terminate this Agreement.
 - c) Permanent Disability. If illness, incapacity, or any other condition causes the Director 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 Director shall be subject to discharge for cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal, and that the Director shall have the right to service of written charges. Discharge for cause shall be for any conduct, act, or failure to act by the Director which is detrimental to the best interests of the School District. The Director's failure to comply with the terms and conditions of this 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 Director and the President of the Board personally or by certified mail, return receipt requested. Notices shall be addressed to the Director at the address furnished by the Director and on file in the Director's personnel file and to the President of the Board at the District Administrative Center.
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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.

DIRECTOR

Eulalia Valdez

BOARD OF EDUCATION
OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT NO. 308

By: _____
President

ATTEST:

Secretary

Employee Name: EULAKIA VALDEZ
Bldg./Position: DIRECTOR OF EL
Start Date: 7/1/17

Section 1
IMMEDIATE ACTION REQUIRED
Certified Staff

- ☒ Personnel Information Sheet
- ☒ ISBE Race & Ethnicity Data Form
- ☒ Self-addressed envelope for mailing signed contract
- ☒ Driver's License
- ☒ Evidence of eligibility to work in the U.S. (Social Security Card, Birth Certificate or Passport)
- ☒ Illinois W4
- ☒ Federal W4
- ☒ Fingerprints *WAITING ON RESULTS REC'D 5/13/17*
- ☒ Teachers' Retirement System Member Information and Beneficiary Designation
New members only - completed online, printed and signed
- ☒ Social Security Statement
- ☒ Direct Deposit
- ☒ Image Release Form
- ☒ Department of Children and Family Services
- ☒ Department of Homeland Security - I-9
- ☒ Teaching License registered Kendall County (ELIS print out)
- ☒ Transcripts - copies are acceptable to initiate contract, but official transcripts must be submitted within **thirty (30) business days** *klansky@sd308.org*
- ☒ Policies Sign-Off Sheet
- ☒ Insurance Information *ONLINE (NEED BIRTH CERT. FOR CHILDREN)*
(you must enroll or waive coverage within **31 business days of your start date**)
- ☒ Contract
- ☒ Health Exam (due **within 30 business days**)

Admin initials/date: *EV 5/30/2017*

Tchr. initials/date: *KLANSKY 5/30/17*

EMPLOYEE INFORMATION SHEET

(***Please print name as shown on your social security card ***)

(Last)

(First)

(Middle)

Title: ☐ Dr. ☐ Mr. ☒ Mrs. ☐ Ms.

Date of Birth (mm/dd/yyyy):

Assignment Position (C

Building:

Grade/Subject (if applicable):

Current SD 308 Email Address*(if applicable):

**Sub Teachers, Coaches, Behind-The-Wheel only: Are you currently a contracted teacher in another district?: ☐ Yes ☐ No Retired TRS: ☐ Yes ☐ No

Gender: ☒ F ☐ M

IEIN (Administrators/Teachers/ Paraprofessionals only):

Marital Status: ☐ Single ☒ Married ☐ Civil Union ☐ Divorced ☐ Widowed

Maiden/Previous Last Name:

Home Phone: (630)

Select Primary Contact: ☐ Home ☒ Cell

Emergency Contact Name:

Emergency Contact Phone: (630)

*If you wish to retain use of your current SD308 email address you must provide it.

Employee Signature

Date

HR USE ONLY

Transcript Required: ☐ Yes ☐ No

Actual Start Date:

RATE/SALARY: \$

98,000 (BASE)

28
5/30/17

Agreement: Image Release Form

As a condition of my employment, I hereby give Community Unit District 308 consent to record, videotape and photograph my image and/or voice to be used in the following ways:

- District intranet accessible by employees only
- District website accessible via the World Wide Web to anyone
- Printed newsletter
- Printed annual report

I further understand that no special compensation will be provided to me for use of my image and that I may not be informed in advance of the specific use of my image.

Eulalia Valdez
Employee Name (Please Print)

Eulalia Valdez
Employee Signature

05/30/2017
Date

Illinois Department of
DCFS
Children & Family Services

ACKNOWLEDGEMENT OF MANDATED REPORTER STATUS

I, Eulalia Valdez, understand that when I am employed as a
(Employee Name)

Dir. of English Learners, 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 at 1-800-25-ABUSE (1-800-252-2873) 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 but not limited to the following acts: 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.

Eulalia Valdez
Signature of Applicant/Employee

Tues. 05/30/2017
Date

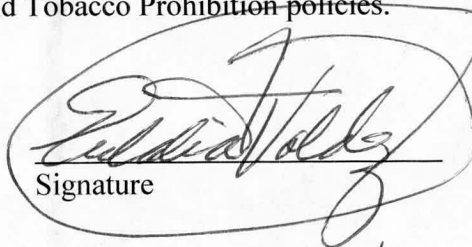
CANTS 22
Rev. 8/2013

Office of the Director
406 E. Monroe Street • Springfield, Illinois 62701
www.DCFS.illinois.gov

Acknowledgement

Return to Community Unit School District 308 Human Resources Department

I acknowledge that I have received a copy of Community Unit School District 308 Sexual Harassment (Policy Number 5:20), Computer Network Services (Policy Number 5:155), Access to Electronic Networks (Policy Number 6:235), Personal Technology and Social Media; Usage and Conduct (Policy Number 5:125) and Drug- and Alcohol-Free Workplace (Policy Number 5:50) and Tobacco Prohibition Policy and that I am responsible for reading, understanding, and abiding by these policies. I agree to fully comply with the Sexual Harassment, Harassment, Computer Network Services, Personal Technology and Social Media; Usage and Conduct and Drug and Alcohol – Free Workplace and Tobacco Prohibition policies.



Signature

Eulalia Volbe
Printed Name

05/30/2017
Date

Termination/Resignation Form

Sent By: kmiller01

Completed By: User - ssauer

Sent On: 7/1/2019 11:26am CT

Completed: 7/2/2019 7:21am CT

* Employee Last Name:

Valdez

* Employee First Name:

Eulalia

* Position:

Director of English Learners

* Location:

District Administration Center

* Last Day Worked:

07/11/2019

* Reason for Termination:

A - Other IL Public School

Comments:

Eligible for Rehire?

Yes

* Replacing Position? (If yes, please complete the Posting Request Form on AppliTrack):

Yes

* Did you collect all District Property, i.e., keys, phone, etc.? (If no, please specify under Comments.)

No

Comments:

Will Collect Upon Resignation

Please upload resignation letter/termination paperwork

[valdez resignation letter.pdf](#)

Supervisor Signature:

X

Signed: **Kenneth L. Miller**

Stamped: 7/1/2019 11:26:56 AM; 107.1.119.254; User - kmiller01 - kmiller01@sd308.org;

FOR HR USE ONLY

Human Resources Signature

X

Signed: **Sharon Sauer**

Stamped: 7/2/2019 7:20:02 AM; 107.1.119.254; User - ssauer - ssauer@sd308.org;

Date of Board Meeting

07/15/2019

July 01, 2019

Dr. John Sparlin, Superintendent
Oswego CUSD 308
4175 Route 71
Oswego, IL 60543

Dear Dr. Sparlin and Board of Education:

I am writing to inform you that I am resigning from my position as Director of English Learners. July 13, 2019 will be my last day of employment.

I am grateful that you afforded me the opportunity to serve Oswego CUSD students, families, administrators and the community. I appreciate the professional guidance and support provided by Dr. Sparlin and Dr. Lisa Smith.

There are many wonderful initiatives being implemented that support student learning. I wish you continued success with these. Once again, thank you for the opportunity to serve at Oswego CUSD 308.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Eulalia Valdez', with a stylized flourish extending to the right.

Eulalia Valdez