

**GLENBROOK HIGH SCHOOL DISTRICT 225  
SUPERINTENDENT’S EMPLOYMENT AGREEMENT  
2025-2028**

**THIS EMPLOYMENT AGREEMENT** (the “Agreement”) is made this 25th day of November 2024, by and between the BOARD OF EDUCATION, GLENBROOK HIGH SCHOOL DISTRICT 225, COOK County, Illinois (“the BOARD”), and DR. RAOUL J. GRAVEL, III (“SUPERINTENDENT”) and has been approved and adopted at the meeting of the BOARD held on November 25, 2024, and is appended to the Minutes of said meeting.

**IT IS AGREED:**

**1. EMPLOYMENT**

SUPERINTENDENT is hereby hired and retained from July 1, 2025, through June 30, 2028 as Superintendent. The SUPERINTENDENT is hereby hired and retained from, and, as it may be later agreed to by the parties, hereafter, as a Superintendent of Schools and Chief Executive Officer of the School District. During the term of this Agreement, the SUPERINTENDENT shall hold a valid and properly registered license with necessary endorsements issued by the Illinois State Board of Education, qualifying the SUPERINTENDENT to perform the duties of Superintendent.

**2. DUTIES**

The duties and responsibilities of the SUPERINTENDENT shall be those duties incidental to the office of Superintendent as set forth in the job description (including those contained in Board Policy, as adopted, and which may be amended from time to time), those obligations imposed by laws of the State of Illinois upon the SUPERINTENDENT, and in addition, to perform such other duties customarily performed by the SUPERINTENDENT as from time to time may be assigned by the BOARD. The SUPERINTENDENT shall have charge

of the administration of the School District under the policies of the BOARD. He shall direct and assign, place and transfer all employees, and shall organize and administer the affairs of the School District as best serves the School District consistent with Board Policy and BOARD directives. He shall from time to time suggest regulations, rules, and procedures deemed necessary for the well-ordering of the School District. The BOARD reserves the right to reassign the SUPERINTENDENT to different duties customarily performed by other executive officers of high school districts from time to time, during the life of this Agreement, without a loss of contract term, pay and/or benefits.

### **3. SALARY**

In consideration of the compensation set forth below (hereinafter “Base Salary”), the SUPERINTENDENT hereby agrees to devote such time, skill, labor, and attention to his employment, during the term of this Agreement, in order to perform faithfully the duties of SUPERINTENDENT. For the 2025-2026 school term, the SUPERINTENDENT’S base salary will be \$295,000. Thereafter, the SUPERINTENDENT’S Base Salary for each school term of this agreement (e.g., July 1st - June 30th) shall be increased by the Consumer Price Index as used for the Illinois Property Tax Extension Limitation Act, but no less than 2% and no more than 3%, less such amounts as provided for in this Agreement, and other amounts as may be required by law, but in no event will such annual Base Salary be less than that paid for the preceding school term.

The BOARD’S action to increase or otherwise change the SUPERINTENDENT’S salary under this paragraph shall be in the implementation of this provision of this Agreement and shall not constitute or require an amendment to this Agreement. Additionally, any such change in salary or benefits will not be considered that the BOARD has entered into a new Agreement with

the SUPERINTENDENT nor that the termination date of this Agreement has been in any way extended. The BOARD and the SUPERINTENDENT, however, may enter into subsequent Agreements or extensions of this Agreement for additional periods of time, if both parties so agree and reduce their action to writing.

#### **4. DEFERRED COMPENSATION**

The SUPERINTENDENT may elect that a portion of his annual compensation be used to purchase a tax-sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Section 457 of the *Internal Revenue Code of 1986* ("the Code"), as amended. The SUPERINTENDENT may also, at his option, elect to forego a portion of any increase to the annual compensation paid to him under this Agreement and have that amount contributed to such a tax-sheltered annuity and/or deferred compensation plan. It is understood and agreed that the cost of the purchase of said annuity, and contributions to said annuity and/or deferred compensation plan, shall be deducted from the SUPERINTENDENT'S annual compensation and shall not require an expenditure of funds by the BOARD above the amount paid to the SUPERINTENDENT in the form of annual compensation. The amounts so contributed shall not exceed an amount equal to the maximum allowable contributions under the *Internal Revenue Code*. This provision is intended to be a salary reduction agreement.

In addition to the salary paid to the SUPERINTENDENT under Section 3 of this Agreement, the BOARD will annually pay to him the additional sum of \$6,000, payable in monthly installments of \$500, and the SUPERINTENDENT will elect to immediately have such amount reduced from his salary and used to purchase a tax sheltered annuity pursuant to Section 403(b) or Section 457 of the *Internal Revenue Code of 1986*, as amended. It is understood and

agreed that the cost of the purchase of said annuity, and contributions to said annuity and/or deferred compensation plan, shall be deducted from the SUPERINTENDENT'S annual compensation and shall not require an expenditure of funds by the BOARD above the amount paid to the SUPERINTENDENT in the form of annual compensation. The amounts so contributed shall not exceed an amount equal to the maximum allowable contributions under the *Internal Revenue Code*

**5. PERFORMANCE GOALS**

This Agreement is performance-based, linked to student performance, and academic improvement. The SUPERINTENDENT shall strive to meet the goals during the term of this Agreement. The parties agree the goals and indicators are linked to student performance and academic improvement of the schools within the District. The goals for the 2025-2026 school year are attached to this Agreement in Appendix A. Annually, within three months of July 1 of each year of this Agreement, the BOARD may develop additional annual goals and indicators as the parties deem necessary. These goals and indicators shall be determined by the BOARD and appended to this Agreement and made part hereof. The SUPERINTENDENT'S decision to add or revise performance goals shall be in the implementation of this provision of this Agreement and shall not constitute or require an amendment to this Agreement.

**6. EVALUATION**

The BOARD and SUPERINTENDENT agree that no later than February 1, annually, the BOARD will formally review with the SUPERINTENDENT the quality of performance of his duties and responsibilities hereunder. In the final year of a multi-year contract, the evaluation will be completed by December 1 of that year. The evaluation shall be provided to the SUPERINTENDENT during a regular or special meeting of the BOARD, and provide an

opportunity for the SUPERINTENDENT to discuss with the BOARD the evaluation.

**7. TERMINATION OF AGREEMENT**

This Employment Agreement may be terminated prior to its expiration date by:

- A. Mutual agreement of the parties.
- B. Retirement of the SUPERINTENDENT.
- C. Disability of the SUPERINTENDENT.
  - a. In the event of an illness or incapacity of the SUPERINTENDENT, which renders him totally and permanently unable to perform his duties as stated herein, such disability, when declared by the BOARD, shall terminate this Agreement. Prior to making such determination, the BOARD shall receive the advice of such physician or physicians as it deems necessary.
  - b. The BOARD may, after receipt of advice from such physician or physicians as it may reasonably require, temporarily relieve the SUPERINTENDENT from his duties during his illness or incapacity. In the event the sick leave of the SUPERINTENDENT has been exhausted, the compensation of the SUPERINTENDENT shall be reinstated upon his return to employment and the full assumption of his duties.
- D. Resignation of the SUPERINTENDENT, provided, however, the SUPERINTENDENT gives the BOARD at least one-hundred and twenty (120) work days written notice of the proposed resignation.
- E. Discharge of SUPERINTENDENT for cause.
  - a. Discharge for cause shall constitute conduct that is detrimental to the School District.

b. Notice of Discharge for cause shall be given in writing and the SUPERINTENDENT shall be entitled to appear before the BOARD to discuss such causes. If the SUPERINTENDENT chooses to be accompanied by legal counsel at such a meeting, he shall bear any cost involved. Such meetings shall be conducted in closed session.

F. Discharge of SUPERINTENDENT for violating the Illinois Educator Code of Ethics which includes failing to meet the five core principles including responsibility to students, to self, to colleagues and the profession, to parents, families, and the community, and the Illinois State Board of Education.

**8. OTHER BENEFITS AND LEAVE**

The SUPERINTENDENT shall be allowed such other privileges, leaves, and/or fringe benefits, including tuition reimbursement, not specifically enumerated as were extended to all other administrative personnel as contained in Board Policy Procedures 3:50 - Administrative Personnel, as amended from time to time, except as set forth herein. The amount or levels of such privileges, leaves, and/or fringe benefits, shall not be reduced as to the SUPERINTENDENT for the duration of this agreement.

**9. ILLINOIS TEACHERS RETIREMENT SYSTEM CONTRIBUTIONS**

In addition to the Base Salary paid to the SUPERINTENDENT by the BOARD as expressed in Section 3 herein, the BOARD shall pick up and pay on the SUPERINTENDENT'S behalf the SUPERINTENDENT'S entire contribution to the Illinois Teacher Retirement System ("TRS").

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the SUPERINTENDENT'S behalf as employer payments pursuant to Section 414(h)

of the *Internal Revenue Code of 1986*, as amended. The SUPERINTENDENT shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the TRS. The SUPERINTENDENT does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to the TRS. These contributions are made as a condition of the SUPERINTENDENT'S employment for his future service, knowledge, and experience.

**10. TEACHERS' HEALTH INSURANCE SECURITY FUND CONTRIBUTION**

The BOARD will pick up and pay on the SUPERINTENDENT'S behalf, the entire retirement contribution to the Teachers' Health Insurance Security Fund ("THIS"). The BOARD will remit this contribution to the Illinois Teachers' Retirement System as the THIS collection agent.

**11. TRAVEL EXPENSES**

As a condition of employment, the SUPERINTENDENT is required to have a personally owned automobile or other vehicle for use in the performance of his duties. The SUPERINTENDENT will bear all costs associated with the upkeep and maintenance of said vehicle including, but not limited to, license, sticker fees, fuel, repairs, parking, tolls, and insurance. The BOARD shall provide the SUPERINTENDENT with a \$750.00 monthly automobile allowance designed to reimburse the SUPERINTENDENT for substantiated transportation expenses and mileage associated with his employment and travel. Travel in excess of the monthly automobile allowance shall be reimbursed on the same basis as for other administrative staff and within the constraints established by the annual budget of the BOARD.

**12. BUSINESS EXPENSES**

It is anticipated and agreed that the SUPERINTENDENT shall be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the SUPERINTENDENT for any such reasonable expenses incurred by him on behalf of the BOARD, subject to the BOARD's approval of such expenses and the SUPERINTENDENT'S substantiation of the same.

In addition, each contract year, the BOARD shall provide the SUPERINTENDENT with a \$2,500 technology allowance designed to reimburse the SUPERINTENDENT for substantiated software and hardware expenses associated with his employment.

**13. WAIVER OF TENURE**

By accepting the terms of this Agreement, the SUPERINTENDENT waives all rights to tenure granted under Sections 24-11 through 24-16 of the *Illinois School Code* during the term of this Agreement.

**14. NOTICE**

Any notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of mailing by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD:

Board of Education  
Glenbrook High School District 225  
3801 W. Lake Avenue  
Glenview, IL 60026

If to the SUPERINTENDENT:

Dr. Raoul J. Gravel, III  
(at the last address of the SUPERINTENDENT contained in the official Business Office records of the BOARD).



**15. MISCELLANEOUS**

- A. This Agreement has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Paragraph headings and numbers have been inserted for convenience of reference only, and if these shall be any conflict between such headings or numbers and the text of this Agreement, the text shall control.
- C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Agreement contains all 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.
- E. This Agreement shall inure to the benefit of the parties, their successors, assigns, heirs, executors, and personal representatives, and shall be binding upon the BOARD, its successors, and assigns.
- F. Except as may otherwise be provided herein, no subsequent alteration, change, or addition to this Agreement shall be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.

**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 and Secretary on the day and year first above written.

FOR THE BOARD OF EDUCATION OF  
GLENBROOK HIGH SCHOOL DISTRICT  
225, COOK COUNTY, ILLINOIS

*Raoul J. Gravel, Ed.D.*

74D3E340D4AC8531CF98106B2482F33E contractworks.

DR. RAOUL J. GRAVEL, III

*Bruce Boughty*

By: D338328805F3647AAF6B9F658FA8DCC4 contractworks.

President

ATTEST:

*Carol Smith*

By: AC7AD4004BD858E1CADB769124209CF5 contractworks.

Secretary

## APPENDIX A

### 2025-26 Goals:

1. The Superintendent will promote academic improvement.

INDICATOR - The Superintendent will work with the District administrators to review and modify, as needed, district and school improvement plans. These plans will reflect Board and school goals for each campus. The plans developed will be presented to the Board in the Spring of 2026.

2. The Superintendent will promote enhanced student performance.

INDICATOR - Using the district and school improvement plans, the Superintendent will assess and evaluate student performance, including an analysis of performance on standardized assessment. The Superintendent will make recommendations to the Board on methods to be used to improve such performance.