

RETIREMENT AGREEMENT

THIS RETIREMENT AGREEMENT is made and entered into on the date hereinafter set forth by and between the BOARD OF EDUCATION, NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, COOK COUNTY, ILLINOIS (the “BOARD”), and CHARLES JOHNS (the “SUPERINTENDENT”).

WHEREAS, the SUPERINTENDENT is currently employed under an Employment Agreement covering the period of July 1, 2024 through June 30, 2026.

WHEREAS, the SUPERINTENDENT has expressed his desire to retire effective at the close of business on June 30, 2026 pursuant to the terms and conditions expressed in this Retirement Agreement; and

WHEREAS, the BOARD is desirous of assisting the SUPERINTENDENT in his transition to retirement while serving the remainder of his Employment Agreement.

NOW, THEREFORE, the SUPERINTENDENT and the BOARD AGREE AS FOLLOWS:

1. The SUPERINTENDENT hereby provides, and the BOARD hereby accepts, his irrevocable notice of retirement to take effect at the close of business on June 30, 2026.
2. The SUPERINTEDENT will serve as Superintendent of Schools until June 30, 2025. From the period of July 1, 2025, through June 30, 2026, the SUPERINTENDENT will serve in the District administrative role of “Superintendent Emeritus”, completing duties requiring administrative licensure and projects identified in collaboration with Superintendent, Dr. R.J. Gravel, including but not necessarily limited to those assignments listed on Appendix A of this Retirement Agreement. During this period as Superintendent Emeritus, the SUPERINTENDENT will remain an employee of the BOARD until his retirement on June 30, 2026.

3. For the remaining entirety of his employment by the BOARD, the SUPERIENDENT will work with Dr. Gravel to successfully implement the Superintendent's Transition plan approved by the Board.
4. For the period of July 1, 2024 through June 30, 2026, the SUPERINTENDENT will be paid all salary and benefits provided under his current (2024-2026) Employment Agreement. He will remain subject to all other terms and conditions of said Employment Contract.
5. Upon his retirement, the SUPERINTENDENT will also receive the Retirement Benefit payments provided in Section 18 of his 2024-2026 Employment Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 25th day of November, 2024.

Charles Johns

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DR. CHARLES JOHNS

BOARD OF EDUCATION OF
NORTHFIELD TOWNSHIP HIGH SCHOOL
DISTRICT NO. 225,
COOK COUNTY, ILLINOIS

Bruce Boughty

By: D33832805F3647AAF6B9F658FA8DCC4 contractworks.

President

ATTEST:

Carol Smith

AC7AD4004BD858E1CADB769124209CF5 contractworks.

Secretary

APPENDIX A

During the period of his service as Superintendent Emeritus and during the Superintendent transition period, Dr. Charles Johns will have the following responsibilities:

- Oversee the Special Education audit and program evaluation.
- Implement a comprehensive special education plan to allow district students returning from the TrueNorth program to receive required services in their home schools.
- Select a new district Director of Special Education, replacing the retiring current director.
- Coach and provide professional development for district administrators, including those new to the district and current administrative staff.
- Monitor curriculum projects, as various areas of the district curriculum are scheduled for review/update.
- Work with administrators and staff to improve the district's proficiency rankings/ratings, as reported by the Illinois State Board of Education.
- Support Dr. Gravel in all areas of his transition to the role of superintendent
- Other projects as assigned by the Board and Dr. Gravel.