

CRYSTAL LAKE ELEMENTARY DISTRICT #47

300 Commerce Drive, Crystal Lake, Illinois 60014 (815) 788-5000

www.d47.org

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September 25, 2015

Mr. Patrick McCraney
pmccraney@bettergov.org

Re: Freedom of Information Request

Dear Mr. McCraney:

On September 18, 2015, the School District received a Freedom of Information Act ("FOIA") request from you. Your request and the School District's response are below.

1. **Request:** Any and all current collective bargaining agreements, including but not limited to union contracts with teachers. If a union is currently operating under an expired contract, please include it.

Response: All current collective bargaining agreements are available on the School District's website at the following links: <http://www.d47.org/Page/296>

The School District is not required to copy a public record that is published on the School District's website. 5 ILCS 140/8.5(a).

2. **Request:** Any and all employment/personnel agreements and contracts with current administrators, including but not limited to superintendents and principals.

Response: Attached are copies of the records responsive to your request.

3. **Request:** The approved operating and capital budgets for the 2015-16 school year.

Response: The School District's current budget for Fiscal Year 2015 is available on the School District's website at the following link: <http://www.d47.org/Page/433>

The School District is not required to copy a public record that is published on the School District's website. 5 ILCS 140/8.5(a).

4. **Request:** Any and all legal settlements entered into, signed, or otherwise adopted from January 1, 2014 to present:

Response: This request is vague and potentially broad. We have included agreements that the School District entered into during the specified time that are entitled settlement agreements. If there are other agreements you would like to review, please provide a more specific request.

5. **Request:** Documents sufficient to show the names and corresponding job titles and salaries of any and all district employees and board members as of today. (In other words, the current payroll records that include names, positions and pay for all employees, **not just teachers and administrators.**)

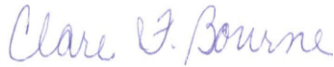
Educational Excellence for All Students is Our Passion and Commitment.

Response: The School District does not have a specific record that is responsive to this request and in the format that you request. The FOIA specifically provides that a public body is not obligated to prepare a public record for the purpose of responding to a FOIA request. 5 ILCS 140/1. Also note that board members are volunteers and do not receive a salary for their service.

You may, however, find useful information that includes employee titles and compensation and is available on the School District's website at the following link: <http://www.d47.org/Page/436>

To the extent you interpret any part of this response in this letter to be a denial of your requests, you have the right to have the denials to your requests reviewed by the Public Access Counselor (PAC) at the Office of the Illinois Attorney General. 5 ILCS 140/9.5(a). You can file your Request for Review with the PAC by writing to: Public Access Counselor, Office of the Attorney General, 500 South 2nd Street Springfield, Illinois 62706, Fax: 217-782-1396, E-mail: publicaccess@atg.state.il.us, Phone: 1-877-299-3642. If you choose to file a Request for Review with the PAC, you must do so within 60 calendar days after the date of the denial letter. 5 ILCS 140/9.5(a). Please note that you must include a copy of your original request for documents and the denial letter when filing a Request for Review with the PAC. You also have the right to seek judicial review of your denial by filing a lawsuit in the State circuit court. 5 ILCS 140/11.

Sincerely,



Clare F. Bourne
Freedom of Information Officer
Crystal Lake School District 47

Dear FOIA officer,

This is Patrick McCraney at the Better Government Association with a request for documents under the Illinois Freedom of Information Act.

Specifically, under FOIA, I am requesting copies of:

1.) Collective Bargaining Agreements: Any and all current collective bargaining agreements, including but not limited to union contracts with teachers. If a union is currently operating under an expired contract, please include it.

2.) Administrator Contracts: Any and all employment/personnel agreements and contracts with current administrators, including but not limited to superintendents and principals.

3.) Budget: The approved operating and capital budgets for the 2015-16 school year.

4.) Legal Settlements: Any and all legal settlements entered into, signed, or otherwise adopted from January 1, 2014 to present.

5.) Payroll: Documents sufficient to show the **names and corresponding job titles and salaries of any and all district employees and board members** as of today (In other words, the current payroll records that include names, positions and pay for all employees, **not just teachers and administrators**).

Please provide all documents in PDF format.

I am making this request on behalf of the Better Government Association (BGA). The BGA is a registered-non profit organization in the State of Illinois.

The principal purpose of this request is to access and disseminate information concerning news and current or passing events for articles of opinion or features of interest to the public regarding the health, safety and welfare or the legal rights of the general public. The information sought will not be used for sale, resale, or solicitation or advertisement for sales or services.

This request is not made for commercial or personal purposes. More information about the BGA is available on the BGA website, www.bettergov.org, and on file with the Illinois Secretary of State. I ask that you waive fees as the law allows.

For any written correspondence, please use this address: Patrick McCraney, 7756 Green Valley Ct, Darien, IL 60561. **However, in the interest of saving money and paper, I ask that you send all responses to my email address:**pmccraney@bettergov.org.

Please call or email with any questions. I look forward to your response within five business days as required by law.

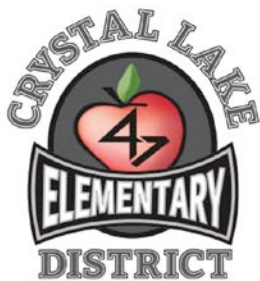
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Patrick McCraney

Better Government Association

Cell: [815-483-1612](tel:815-483-1612)

www.bettergov.org



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Alison Mitchell in the position of **Assistant Principal** at **Indian Prairie Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$70,173.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

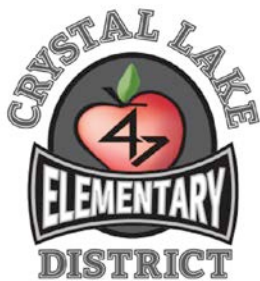
Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Amy Marks in the position of **Principal** at **Woods Creek Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$111,616.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

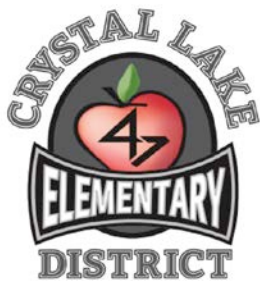


Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

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www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Anastasia Gruper in the position of **Assistant Principal** at **Glacier Ridge Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$76,995.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

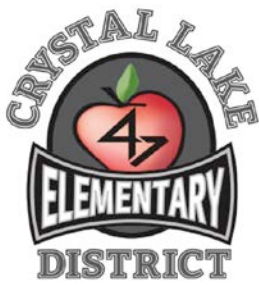
Date

07/01/2015

Date

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NO LATER THAN JULY 31, 2015



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CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Angela Compere in the position of **Principal at Lundahl Middle School** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$100,352.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
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 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
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- I. **TERMINATION.** This Employment Contract may be terminated by:
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 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
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- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

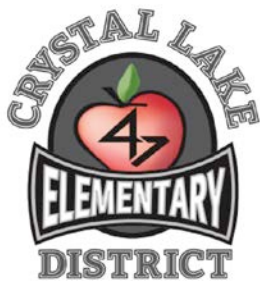


Superintendent of Schools

07/01/2015
Date

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NO LATER THAN JULY 31, 2015



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CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Bethany Klinsky in the position of **Principal** at **West Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$99,666.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

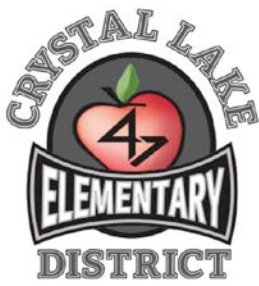


Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Month Administrator

- A. **EMPLOYMENT.** The Board agrees to employ **Carolyn Stadlman** in the position of **Assistant Principal** at **Hannah Beardsley Middle School** for a term commencing the 27th day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$75,947.52, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date



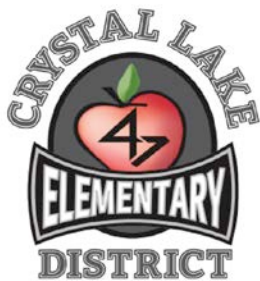
Superintendent of Schools

07/27/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 30, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Cathy Alberth in the position of **Principal** at **Hannah Beardsley Middle School** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$99,666.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 1. Travel expense allotment as determined annually by the Superintendent.
 2. Cell phone expense allotment as determined annually by the Superintendent.
 3. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - a) Professional development materials including books, magazines and software.
 - b) Physical fitness/wellness programs prescribed by your physician.
 4. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 5. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 1) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 2) Mutual agreement of the Administrator and Board of Education.
 - 3) Approved retirement.
 - 4) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date



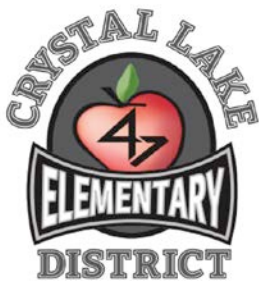
Superintendent of Schools

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Christina Moran in the position of **Assistant Principal at North Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$70,656.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

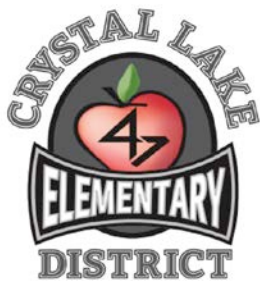


Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Glen Gabel in the position of **Assistant Principal** at **Hannah Beardsley Middle School** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$98,132.16, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
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 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
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- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

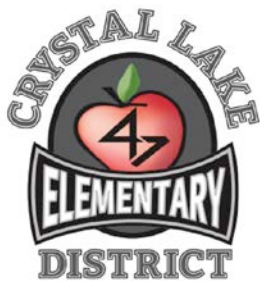
Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Guy Sromek in the position of **Assistant Principal** at **Husmann Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$77,518.85, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

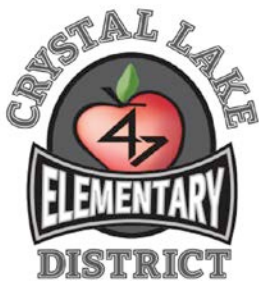
Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ James Kelley in the position of **Principal** at **Indian Prairie Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$160,924.15, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

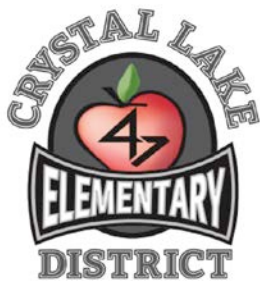


Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ James Stone in the position of **Assistant Principal** at **Lundahl Middle School** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$98,132.16, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

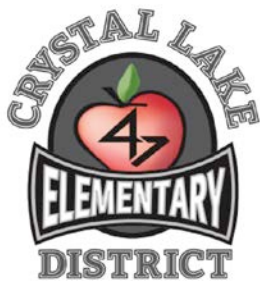
Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Jeffry Prickett in the position of **Principal** at **Richard F. Bernotas Middle** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$122,368.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

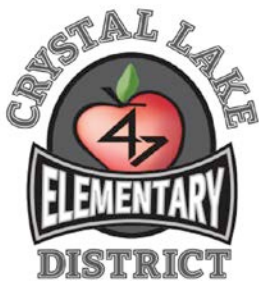


Superintendent of Schools

07/01/2015
Date

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NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

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www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ John Jacobsen in the position of **Principal** at **Glacier Ridge Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$117,760.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
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- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date



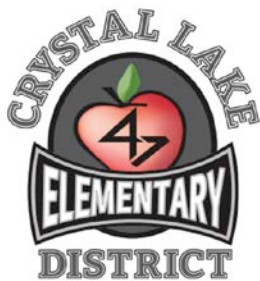
Superintendent of Schools

07/01/2015

Date

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NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

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www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Kathy Cruz in the position of **Assistant Principal at West Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$70,173.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date



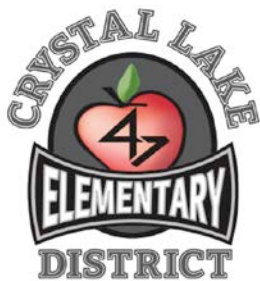
Superintendent of Schools

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Kellie Marks in the position of **Assistant Principal** at **Richard F. Bernotas Middle** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$70,173.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

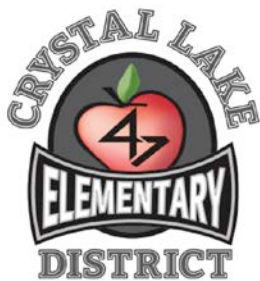
Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Kristen Cannon in the position of **Assistant Principal at South Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$70,656.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

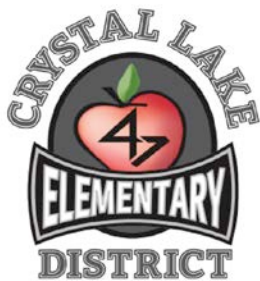


Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Lily Smith in the position of **Assistant Principal** at **Coventry Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$72,281.09, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
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- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
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- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

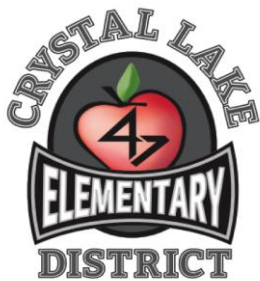
Date

07/01/2015

Date

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NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

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www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Month Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Lisa Severns in the position of Assistant Principal at Canterbury Elementary School for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$70,173.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
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 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
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 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
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Administrator

Date



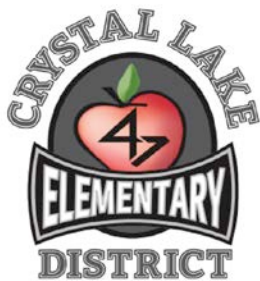
Superintendent of Schools

07/01/2015

Date

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NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

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CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Matthew Grubbs in the position of **Principal at Coventry Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$116,224.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

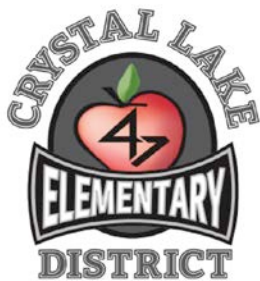


Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Melinda Merritt in the position of **Assistant Principal** at **Lundahl Middle School** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$70,173.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

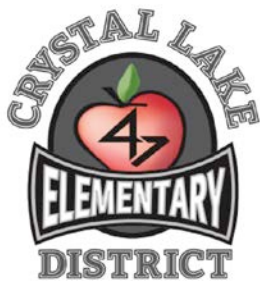


Superintendent of Schools

07/01/2015
Date

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NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Melissa Lashelle in the position of **Assistant Principal** at **Woods Creek Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$70,656.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

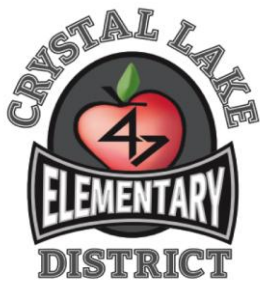
Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Monica Petersen in the position of Principal at Husmann Elementary for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$109,568.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

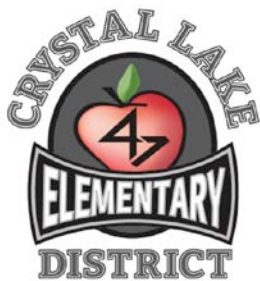


Superintendent of Schools

07/01/2015
Date

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NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Rachael Alt in the position of **Principal** at **South Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$114,176.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
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 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
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- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

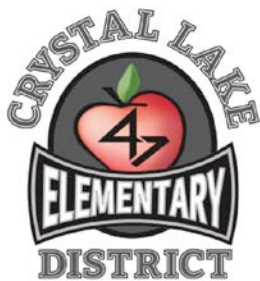


Superintendent of Schools

07/01/2015
Date

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Crystal Lake Elementary District 47

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CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Scott Meyer in the position of **Assistant Principal** at **Richard F. Bernotas Middle** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$97,632.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

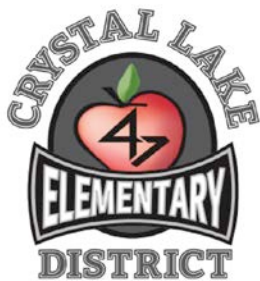
Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Stacy Graff in the position of **Principal** at **Canterbury Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$117,760.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

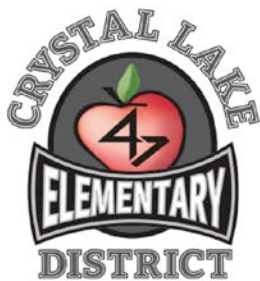


Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

10 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Steve Scarfe in the position of **Principal** at **North Elementary** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$99,666.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator

Date

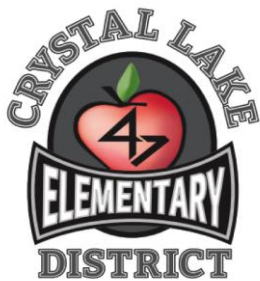


Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Amy Lilly in the position of **Asst. Director of High Incidence Dis** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$85,800.8, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



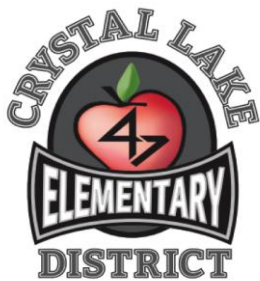
Superintendent of Schools

Date

07/01/2015

Date

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Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Amy Mosquera in the position of **Director of DL and ELL Programs** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$92,160.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
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 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
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- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



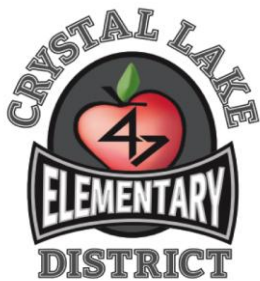
Superintendent of Schools

Date

07/01/2015

Date

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Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

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CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Brenda Clark-Cox in the position of **Director of District Improvement** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$101,566.03, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



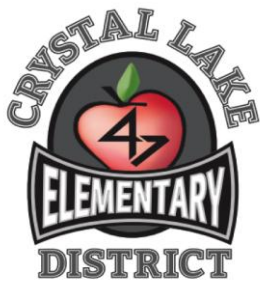
Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Cathy Nelson in the position of **Asst Superintendent of Business** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$116,955.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



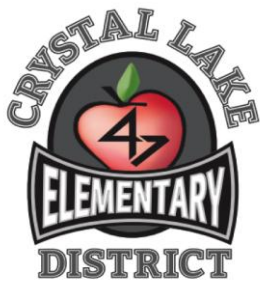
Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Charmian Fletcher in the position of **Director of Math and Science** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$92,160.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



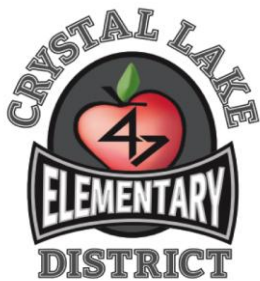
Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Cynthia Leli in the position of **Asst. Director of Low Incidence Dis** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$87,874.75, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



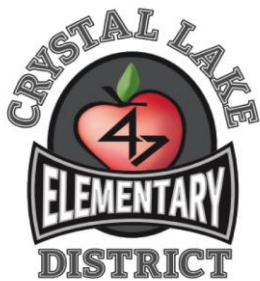
Superintendent of Schools

Date

07/01/2015

Date

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Crystal Lake Elementary District 47

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CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ David Jenkins in the position of **Assist. Supt. of Technology Services** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$117,760.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
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 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
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- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



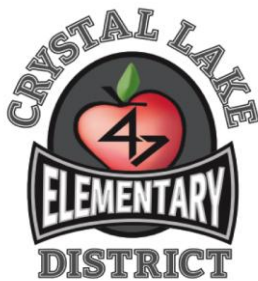
Superintendent of Schools

Date

07/01/2015

Date

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Crystal Lake Elementary District 47

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CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ David Schuh in the position of **Director of Operations** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$104,001.68, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



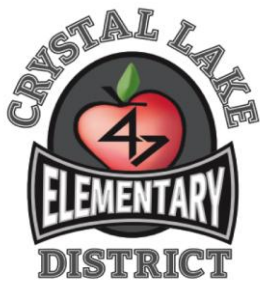
Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Denise Barr in the position of **Coordinator of Community Relations** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$81,920.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 1. Travel expense allotment as determined annually by the Superintendent.
 2. Cell phone expense allotment as determined annually by the Superintendent.
 3. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - a) Professional development materials including books, magazines and software.
 - b) Physical fitness/wellness programs prescribed by your physician.
 4. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 5. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 1) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 2) Mutual agreement of the Administrator and Board of Education.
 - 3) Approved retirement.
 - 4) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



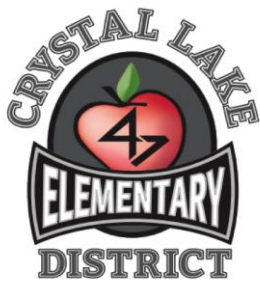
Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Gregory Buchanan in the position of **Assistant Superintendent of HR** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$153,600.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



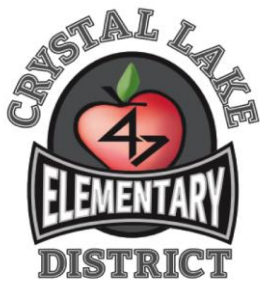
Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

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CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Gregory Groves in the position of **Maintenance Manager** at **Operations** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$72,249.24, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



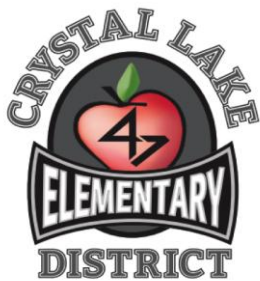
Superintendent of Schools

Date

07/01/2015

Date

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Crystal Lake Elementary District 47

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CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Jean Bevevino in the position of **Asst. Supt. of Student Learning** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$153,774.46, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
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 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
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 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
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- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

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Administrator



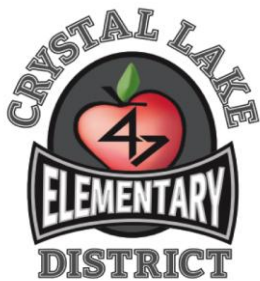
Superintendent of Schools

Date

07/01/2015

Date

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Crystal Lake Elementary District 47

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CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Jeannie Ferretti in the position of **Operations Manager at Operations** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$64,591.01, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
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- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

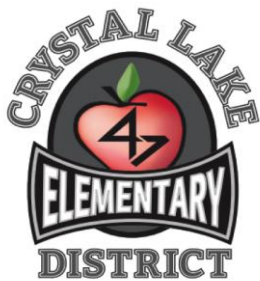
Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Karen Plaza in the position of **Director of Finance at CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$74,795.01, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



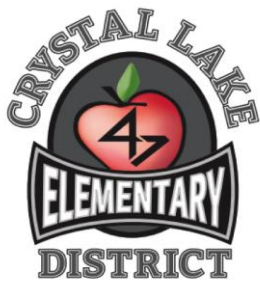
Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Kathleen Hinz in the position of **Superintendent** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$173,000.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

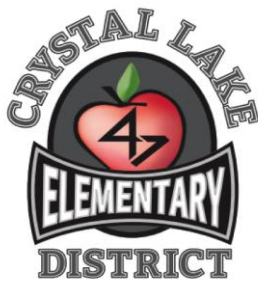
Date

07/01/2015

Date

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NO LATER THAN JULY 31, 2015



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Kelli Catini in the position of **Director of Special Education at CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$96,256.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



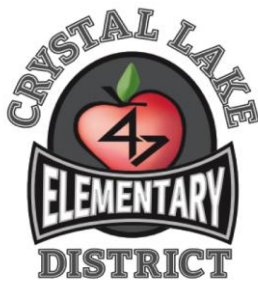
Superintendent of Schools

Date

07/01/2015

Date

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CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Kristin Schmidt in the position of **Asst. Director of Out of District Plmt** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$78,292.55, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
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 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
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- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

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Administrator



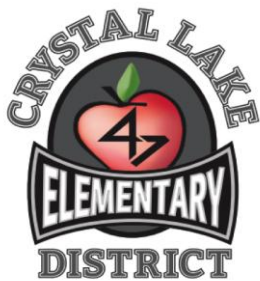
Superintendent of Schools

Date

07/01/2015

Date

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CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Lori Parrish in the position of **Director Prof. Development & Grants** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$106,496.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
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- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
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 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
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- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



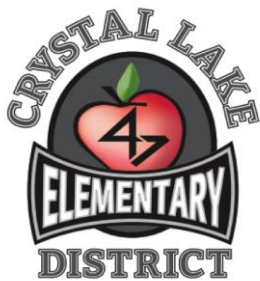
Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

www.d47.org  /D47schools  @crystallakesd47

CONTRACTUAL AGREEMENT

Between

The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Pamela White in the position of **Administrator of Early Childhood Program** at **Carl Wehde Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$99,666.00, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



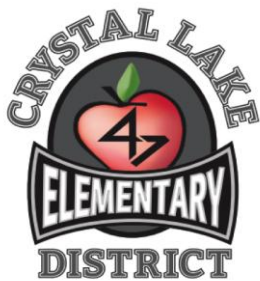
Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 459-6070

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CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Sandra Correa in the position of **Dir of Information Services** at **CORE Center** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$87,719.98, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
- I. **TERMINATION.** This Employment Contract may be terminated by:
- 1) The Board may terminate an administrator for any cause, which it deems sufficient for the health, safety, and welfare of the school district or for cause as may be defined for teachers in the Illinois School Code. The Administrator shall be entitled to appear before the Board in closed session to be afforded a hearing. If the Administrator chooses to be accompanied by legal counsel at such meeting, he/she shall bear any costs therein involved. The Administrator shall be provided a written decision describing the results of the meeting.
 - 2) Either the Board or the Administrator may terminate this contract without cause at the end of the term of this contract in accordance with the applicable non-renewal provisions including tenure rights, if any, contained in Section 10-23.8a of the *Illinois School Code*, as amended from time to time.
 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



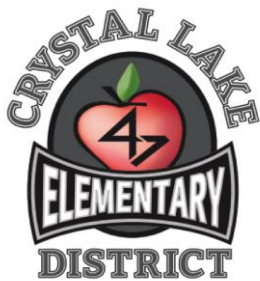
Superintendent of Schools

Date

07/01/2015

Date

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Crystal Lake Elementary District 47

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CONTRACTUAL AGREEMENT Between The Board of Education and Administrator

12 Mth Administrator

- A. **EMPLOYMENT.** The Board agrees to employ Tommy Chanthasene in the position of **Tech/Network Serv Mrg at Technology** for a term commencing the 1st day of July, 2015 and extending through the 30th day of June, 2016. Employment is contingent upon successful completion of necessary paperwork requirements, including a criminal background investigation required by the *Illinois School Code* (105 ILCS 5/10-21.9).
- B. **SALARY.** The salary for the specified term of employment shall be \$82,265.15, which includes the Teachers' Retirement Fund (TRS) or IMRF contribution. Although designated by the Illinois Pension Code as employee contributions, the amounts paid by the Board shall be paid in lieu of contributions by the Administrator. The Administrator shall not have the option of choosing to receive directly the amounts contributed to the TRS or IMRF by the Board on his/her behalf, nor any right or claim to the contributions except pursuant to the provisions of the Pension Code and TRS/IMRF rules and regulations.
- C. **LICENSURE.** The Administrator represents that he/she holds a valid Illinois Professional Educators License, properly registered to perform all duties assigned under this Employment Contract and his/her job description. The Administrator shall ensure that this license will be maintained in full force and effect at all times during the term of this Employment Contract.
- D. **DUTIES.** The duties of the Administrator shall be those duties prescribed by the laws and regulations of the State of Illinois, by the policies, regulations and directions of the Board, the job description for the administrative position to which the Administrator is assigned and by the directions of the Superintendent, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of an administrator in the District.
- E. **BENEFITS OF EMPLOYMENT**
1. Participation in the District 47 group life, health, dental and vision insurance with a Board contribution to be determined annually. Such benefits may be modified, reduced or eliminated for any later contract year as the Board determines to be in the best interests of the School District.
 2. Travel expense allotment as determined annually by the Superintendent.
 3. Cell phone expense allotment as determined annually by the Superintendent.
 4. \$750.00 allotment to be applied to choices from the following:
 - a) Professional organization dues/fees.
 - b) Professional development materials including books, magazines and software.
 - c) Physical fitness/wellness programs prescribed by your physician.
 5. District 47 Administrative Retirement Program, as amended from time to time by the Board. (Contact Human Resources Department for details).
 6. The Administrator is entitled to time off on all legal school Holidays as approved by The Board of Education.

12-Month

262 Workdays

14 Holidays

12 Sick Days

2 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

2 Personal Days

- F. **VACATION.** Twelve (12) month employees are entitled to twenty-five (25) days of vacation. Days must be used during the fiscal year and cannot be accumulated.
- G. **RECLASSIFICATION/REASSIGNMENT.** In the event of a reduction of administrative personnel, the Administrator may be reassigned to any other position as the Board may choose for which the Administrator is licensed and qualified. Tenure rights, if any, are governed by the Illinois School Code and its implementing regulations.
- H. **PROFESSIONAL LIABILITY.** The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator acting in her/his official capacity within the scope of her/his authority as an agent and employee of the Board.
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 - 3) Mutual agreement of the Administrator and Board of Education.
 - 4) Approved retirement.
 - 5) The Board may terminate this contract during its term by written notice to the Administrator at any time after the Administrator has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled or has been absent from the Administrator's employment for whatever cause for an additional continuous period of ninety (90) days.
- J. **EVALUATION.** The Administrator shall receive an annual evaluation of performance as required by the *Illinois School Code* (105 ILCS 5/24-12).
- K. **SEVERABILITY.** In the event that any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall remain in full force and effect.
- L. **COMPLETE CONTRACT.** This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Administrator's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs, executors, and successors of the parties.
- M. **APPLICABILITY OF LAW.** This agreement is subject to all applicable laws and regulations of the State of Illinois and the United States of America.

IN WITNESS WHEREOF, the parties have executed the agreement on the dates set forth below.

Administrator



Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

SETTLEMENT AGREEMENT AND RELEASE

THIS AGREEMENT is made and entered into by and between **DEBORAH BARTELT**, on behalf of herself, her heirs, agents, representatives, executors and administrators (hereinafter referred to as "Bartelt"); **RONALD LUDWIG**, on behalf of himself, his heirs, agents, representatives, executors and administrators (hereinafter referred to as "Ludwig"); and the **BOARD OF EDUCATION OF CRYSTAL LAKE SCHOOL DISTRICT 47**, its present and former Board members, officers, directors, employees, agents, representatives and assigns (hereinafter referred to as the "District").

WHEREAS, on or about December 13, 2013, Bartelt filed a civil complaint in the Circuit Court of McHenry County, Illinois, Case No. 13 LA 357, against Ludwig alleging civil battery and against the District alleging violation of the Illinois Whistleblower Act (herein "the Lawsuit"); and

WHEREAS, the parties have agreed to settle the Lawsuit and all other disputes between them;

IT IS HEREBY UNDERSTOOD AND AGREED AS FOLLOWS:

1. **Waiver and Release:** Except for breaches of this Settlement Agreement and Release (herein "Agreement"), Bartelt hereby irrevocably waives, releases and discharges the District and Ludwig from any and all claims, demands, damages, grievances, causes of action or suits, including claims for attorney fees, that she might have or that she has had, arising from, growing out of any action or inaction by the District and/or Ludwig up to and including the effective date of this Agreement including, but not limited to, the Lawsuit, all claims of employment discrimination, retaliation, civil battery, and/or any other alleged violation or cause of action. Bartelt acknowledges and agrees that any right to relief which she sought in the Lawsuit shall be fully satisfied upon her execution of this Agreement and that this Agreement resolves and subsumes any and all claims based on any conduct by the District and/or Ludwig through the effective date of this Agreement including, but not limited to, any and all claims arising under the Illinois School Code, Illinois Human Rights Act, Title VII of the Civil Rights Act of 1964, as amended (including as amended by the Civil Rights Act of 1991), 42 U.S.C. §§ 2000e *et seq.* and 42 U.S.C. § 1981a; 28 U.S.C. § 1983; the United States Constitution; the Constitution of the State of Illinois; the Age Discrimination in Employment Act (ADEA), 29 U.S.C. § 621 *et seq.*; the Americans with Disabilities Act, 42 U.S.C. § 12101 *et seq.*; the Family and Medical Leave Act, 29 U.S.C. § 2601 *et seq.*, the Employee Retirement Income Security Act, 29 U.S.C. §§ 1001 *et seq.*; the Fair Labor Standards Act, 29 U.S.C. §§ 201 *et seq.*; the Illinois Whistleblower Act, 740 ILCS 174/1 *et seq.*; any applicable state constitution, statute, local ordinance, policy or collective bargaining agreement addressing matters similar to those addressed by the foregoing statutes; any other federal, state or local statute or ordinance; any policy or collective bargaining agreement; and any claims or causes of action that Bartelt has had or may have had regarding any assault, battery, mistreatment, discrimination, negligence, malfeasance, wrongful or retaliatory discharge, deprivation of constitutional rights, breach of express or implied contract, breach of covenant, defamation, tortious interference, intentional or negligent infliction

of emotional distress, statutory or common law tort, and/or any other alleged wrongdoing or illegality.

2. **Covenant Not to Sue:** Bartelt warrants and affirms that, other than the Lawsuit, she has not filed or initiated any claims of any type against the District, any District employee and/or Ludwig with any court, governmental, administrative or other agency. Bartelt further warrants that she will not seek to reinstate the Lawsuit or file any other charge or claim against the District or any District employee in the future, based in whole or in part upon events occurring to the present date.
3. **Payment:** In consideration of the foregoing, the parties agree as follows:
 - a. **2015-2016 Salary:** Bartelt shall be employed by the District as a certified employee for the period of July 1, 2015 through June 9, 2016 and will receive service credit for purposes of her participation in the Teachers' Retirement System of the State of Illinois (TRS) during this time period. Bartelt's 2015-2016 salary shall be Sixty Thousand, Nine Hundred Six Dollars and Three Cents (\$60,906.03), which shall be paid in the same installments, under the same terms and conditions, and with the same fringe benefits as the District pays to its other teachers, less applicable withholdings. The District reserves the right to assign Bartelt to duties otherwise assigned in a location other than her assigned building.
 - b. **Additional Payment:** Within twenty (20) business days of the effective date of this Agreement, the District shall pay to Bartelt the amount of Thirty Thousand, One Hundred and Ninety One Dollars and Ninety Seven Cents (\$30,191.97) in full settlement of the pending Lawsuit. This payment shall be made in one lump sum, less applicable withholdings. Bartelt acknowledges and agrees that she would not be entitled to receive the money specified in this paragraph except for her execution of this Agreement and her agreement to fulfill the promises described herein. Consistent with TRS guidance, the parties understand and agree that this amount is specifically not considered creditable compensation for TRS purposes.
4. **Resignation:** As of the effective date of this Agreement, Bartelt irrevocably resigns as a District employee. Her resignation will take effect on June 9, 2016. Bartelt relinquishes any and all reinstatement, tenure, or continued employment rights she had as of the effective date of this Agreement. The District hereby accepts Bartelt's resignation, which is irrevocable.
5. **Letter of Recommendation:** Upon request, the District will provide Bartelt with the neutral letter of reference attached as Exhibit A.
6. **Reference Checks:** The District will refer all reference checks to the District's administrator responsible for human resources, who will provide references consistent with the terms of this Agreement.

7. **Non-Admission:** The District and Bartelt understand and agree that this Agreement is not intended to and does not constitute any admission of fault, wrongdoing, responsibility, or liability on the part of the District, Ludwig, or Bartelt. The District, Ludwig, and Bartelt understand and acknowledge that the District and Ludwig have both denied, continue to deny and will deny in the future all allegations of wrongdoing, liability, and/or other impropriety or illegality regarding Bartelt's claims in the Lawsuit, her employment, her treatment as an employee, and/or her decision to resign as an employee of the District.
8. **Confidentiality and Non-Disparagement:** Bartelt agrees that she has not disclosed and will not discuss or disclose the terms and provisions of this Agreement or the fact of its existence to any person other than her attorney, her financial and tax advisors, TRS, and state and federal taxing authorities, unless otherwise required by law. The District, Ludwig and Bartelt agree to refrain from making defamatory, derogatory or disparaging statements, oral or written about each other or the subject of this Agreement.
9. **Tax Responsibility:** The District makes no representations or warranties about the tax consequences of any monies paid pursuant to this Agreement. The District shall issue a Form W-2 for all payments for which federal and state withholdings have been made. Any other amounts will be reported on IRS Form 1099. If any governmental body determines that taxes owed by Bartelt on those monies should have been withheld over and above any amount withheld by the District, Bartelt covenants and agrees that she will pay such amount, and will hold the District harmless for any such amounts and related penalties.
10. **Withdrawal of Charges:** Within ten (10) business days of the effective date of this Agreement, Bartelt shall dismiss the Lawsuit with prejudice.
11. **Acknowledgments:** Bartelt acknowledges that she is entering into this Agreement knowingly and voluntarily, with no undue influence, and further acknowledges that: (1) this Agreement is written in a manner she understands; (2) this Agreement refers to and specifically waives any and all claims under the Illinois Human Rights Act, as amended, Title VII of the Civil Rights Act of 1964, as amended, and the Age Discrimination in Employment Act, as amended; (3) she has received valuable consideration in exchange for the waiver and release of claims in this Agreement that exceed amounts she would otherwise be entitled to receive; (4) she has been advised by the District in writing (by this Agreement) to consult with an attorney prior to executing this Agreement; (5) she may take up to twenty-one days from receipt of this Agreement to consider whether to sign the Agreement; and (6) she shall have seven days following her execution of this Agreement to revoke this Agreement.
12. **Entire Agreement:** The terms of this Agreement constitute the entire Agreement between the District, Ludwig, and Bartelt regarding or related to the Lawsuit or Bartelt's employment with the District. This Agreement supersedes any written or oral understanding, promise, or agreement related to the Lawsuit or Bartelt's employment with the District among the District, Ludwig, and/or Bartelt that is not referred to and incorporated in this Agreement.

13. **Severability:** The terms and provisions of this Agreement shall be deemed separable, so that if any term or provision is deemed to be invalid or unenforceable, such term or provision shall be deemed deleted or modified so as to permit the remaining portions of this Agreement to be valid and enforceable to the full extent permitted by applicable law.
14. **Governing Law:** The parties agree and acknowledge that the Agreement is to be executed in the State of Illinois and shall be interpreted, construed, and enforced under the laws of the State of Illinois.
15. **No Assignment of Interests:** Bartelt warrants that none of her interests in the Lawsuit, or in any other claims she may have brought against the District and/or Ludwig have been assigned or otherwise given to any other person or entity
16. **Effective Date:** This Agreement shall be deemed dated and become effective on the date written below. If the dates differ, the latter date shall be considered the effective date of this Agreement.

WHEREFORE, the parties hereto have affixed their signatures below.

DEBORAH BARTELT,

BOARD OF EDUCATION OF
CRYSTAL LAKE ELEMENTARY
SCHOOL DISTRICT 47,

Deborah Bartelt

[Signature]
President, Board of Education

Date: 9/2/15

Date: 9.21.2015

Attest:

Clare J. Bourne
Secretary, Board of Education

RONALD LUDWIG,

Ronald P. Ludwig

Date: 9-11-15

CHECK DATE 09/11/2015 - Check Number Sequence

CHECK NUMBER	NAME KEY	NAME	NET PAY
000402879	BUTTSRAL000	Butts, Ralph	\$951.56
000402880	CELLEPAT000	Celler, Patricia	\$458.34
000402881	DARLICHE000	Darling, Cheryl S	\$415.88
000402882	DESPADEA000	Desparte, Deanne	\$560.24
000402883	DESPAWAY000	Desparte, Wayne E	\$1,129.24
000402884	GOY GRE000	Goy, Gretchen M	\$755.18
000402885	KROHNRAY000	Krohn, Ray	\$1,016.84
000402886	MAHNKVIC000	Mahnke, Vicki A	\$1,258.01
000402887	MENARTER000	Menard, Teresa M	\$230.56
000402888	PALMIJUL000	Palmisano, Julie	\$1,183.85
000402889	RODRICEF000	Rodriguez, Ceferino	\$913.42
000402890	RODRICLA001	Rodriguez, Claudia Z	\$521.98
000402891	ROHDEDON000	Rohde, Donald G	\$1,008.86
000402892	SHERRLOR001	Sherry, Lori A	\$455.18
000402893	URBINNOR000	Urbina, Norma L	\$1,192.74
000402894	ALWINLYN000	Alwine, Lynn M	\$17.72
000402895	OBERHMAR000	Oberhart, Mary B	\$497.55
000402896	PETERMON000	Petersen, Monica J	\$3,000.15
000402897	VALADMAR000	Valade, Margaret A	\$83.11
000402898	CHRZASUS000	Chrzan, Susan A	\$501.79
000402899	HARROHAN000	Harrold, Hannah M	\$1,198.35
000402900	HENSEMER000	Hensel, Meredith A	\$1,637.56
000402901	JONESAND000	Jones, Andrea L	\$66.45
000402902	MONBRMAR000	Monbrod, Marisol	\$484.86
000402903	RIVASMAR000	Rivas, Maria A	\$458.57
000402904	HAISLJUL000	Haislip, Julie L	\$1,411.42
000402905	MESERMIC000	Meservey, Michele V	\$424.01
000402906	MOODYMEL001	Moody, Melanie J	\$1,467.97
000402907	OCHOATER000	Ochoa, Teresa	\$78.50
000402908	PARKEADA000	Parker, Adam D	\$1,201.45
000402909	SAAVEMARG00	Saavedra, Mariel F	\$1,253.81
000402910	SALASGUI000	Salas, Guillermo	\$1,979.47
000402911	GOODRRIT000	Goodrich, Rita Anne	\$1,655.82
000402912	MCCORSUS000	McCormick, Susan Marie	\$897.29
000402913	OLIVAGUI000	Olivar, Guillermo	\$1,412.65

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CHECK NUMBER	NAME KEY	NAME	NET PAY
000402914	OLIVAJUA000	Olivar, Juan	\$1,794.20
000402915	RIVERMAR000	Rivera, Mario	\$1,678.58
000402916	RUSSECHR000	Russell, Christine M	\$75.31
000402917	STUMPDEB000	Stumpf, Debra S	\$548.03
000402918	ZGONIISA000	Zgonina, Isabella	\$81.95
000402919	DOWEJMAR000	Dowajko, Margaret M	\$508.46
000402920	HOWARKAT000	Howard, Kathleen L	\$490.72
000402921	GRAHAKAR001	Graham, Karen A	\$535.41
000402922	KANE DEB001	Kane, Debra D	\$559.94
000402923	KOTARJIL000	Kotarski, Jill	\$451.40
000402924	LIMONLUI000	Limon, Luis A	\$1,274.08
000402925	MERKEERI001	Merke, Erik M	\$1,395.13
000402926	MYERSSHE000	Myers, Sheryl	\$703.83
000402927	CULASVAN000	Culasso-Medansky, Vanesa	\$1,366.50
000402928	FORTIMIC000	Fortin, Michelle M	\$1,631.94
000402929	GREENDIA001	Greenman, Diane Ruth	\$433.94
000402930	JACOBTER001	Jacobsen, Teresa	\$2,073.61
000402931	JENKILAU000	Jenkins, Laura J	\$499.26
000402932	MITRECHE000	Mitre, Cheryl S	\$132.89
000402933	VILLIMIC001	Villicana, Michelle A	\$1,721.09
000402934	CIOSECAR000	Ciosek, Carol J	\$574.27
000402935	PEARLTRI001	Pearl, Tricia L	\$1,473.91
000402936	VILLALUS000	Villanueva, Luserito	\$164.81
000402937	BURGEELI000	Burgess, Elizabeth Ann	\$41.51
000402938	ERICKLIN001	Erickson, Linda J	\$46.45
000402939	HEARNDON000	Hearne, Donna Lynn	\$86.32
000402940	HYMA MAR001	Hyma, Marcia J	\$3,507.00
000402941	LOCKHKAT000	Lockhart, Kathy Lynn	\$215.11
000402942	MITCHPAU001	Mitchell Gaylord, Paula J	\$800.40
000402943	O'FALDAW001	O'Fallon, Dawn Marie	\$53.16
000402944	PONSOMIC000	Ponsolle-Mays, Michelle R	\$2,072.08
000402945	WHITWELI000	Whitworth, Elizabeth J	\$70.23
000402946	HULENKEI000	Hulen, Keith E	\$1,456.40
000402947	JACKSDEN001	Jackson, Dennis M	\$1,770.00
000402948	JUDSOLIS000	Judson, Lisa A	\$535.44

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CHECK NUMBER	NAME KEY	NAME	NET PAY
000402949	LEACHKAT000	Leach, Katie L	\$601.58
000402950	MALPIDAN000	Malpica, Daniel	\$1,055.53
000402951	MENDEBAR001	Mendelson, Barbara	\$1,385.62
000402952	MUGGLMIC001	Muggli, Michael Andrew	\$1,325.41
000402953	SALASJOS000	Salas, Jose V	\$1,452.53
000402954	SEVRECAR001	Sevrey, Carol Ann	\$1,503.06
000402955	SEYMOGAR000	Seymour, Gary W	\$621.99
000402956	SMITHJES001	Smith, Jessica Ann	\$1,531.04
000402957	STARNMIC001	Starnes, Michael D	\$1,834.92
000402958	O'BRIKEV000	O'Brien, Kevin	\$13.29
000402959	SOSA BLA000	Sosa, Blanca	\$455.20
000402960	WILLEKAT000	Wille, Kathy M	\$593.05
000402961	ESPINADA000	Espinoza, Adalberto Z	\$814.32
000402962	KNEIPMAR000	Kneip, Maria T	\$528.78
000402963	DEFALMIC000	DeFalco, Michael A	\$380.60
000402964	HANSOCAR001	Hanson, Carl W	\$1,338.06
000402965	RUEFFJAM000	Rueff, James E	\$2,809.83
000402966	ALTENLAU000	Altendorf, Lauralee G	\$680.59
000402967	MAHNKRON000	Mahnke, Ronda	\$464.45
000402968	WEBERBET000	Weber, Beth Anne	\$616.07
90	CHECK(S) REPORTED FOR A TOTAL OF		\$82,609.66

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900285928	ALVARLAR001	Alvarado, Larae	\$563.65
900285929	ANES KAT000	Anes, Kathy G	\$2,607.23
900285930	AVILEDIA000	Aviles, Diana L	\$731.00
900285931	BABINDEB000	Babincsak, Debra	\$696.98
900285932	BALCKRAL000	Balcke, Ralph	\$516.22
900285933	BALMESTA002	Balmes, Stacey L	\$685.95
900285934	BEARDROB000	Beardsley, Robert	\$926.26
900285935	BLANCLOU000	Blanco, Lourdes M	\$763.35
900285936	BONILSHI000	Bonilla, Shirley	\$578.18
900285937	BONTIPAU000	Bonti, Paul	\$721.89
900285938	BRICHCHR000	Brichetto, Christine A	\$726.95
900285939	BRONSTOB000	Bronson, Toby	\$1,221.80
900285940	BROOKDIA000	Brooks, Diane K	\$796.78
900285941	BURGIKAT000	Burgin, Kathryn A	\$601.80
900285942	BURNSCHA000	Burns, Chad C	\$549.64
900285943	BUX CHE000	Bux, Cheryl L	\$990.54
900285944	COLANJEN000	Colantonio, Jenee	\$573.90
900285945	COLE MAR000	Cole, Marge C	\$354.05
900285946	CONNETAR000	Connelly, Taryn Rae	\$268.78
900285947	CONTEKAT000	Contesso, Kathleen	\$795.44
900285948	CONTRTER000	Contreras, Teresa	\$674.45
900285949	COOK PEN000	Cook, Penny S	\$808.05
900285950	CRANEROB000	Crane, Robert T	\$749.01
900285951	CUDWOSHE000	Cudworth, Sheila	\$489.77
900285952	DANNELIN000	Danner, Linda	\$246.00
900285953	DAWSONAN000	Dawson, Nancy A	\$1,181.02
900285954	DEPIPANT000	Depippo, Anthony	\$599.36
900285955	DEPIPDIA000	Depippo, Diane	\$1,209.83
900285956	DEW WIL000	Dew, William W	\$620.27
900285957	DIGRELYN000	Digregor, Lynda	\$433.91
900285958	DIVALPAM000	Divalerio, Pamela	\$1,139.20
900285959	DYCHAHLE000	Dycha, Helen	\$690.37
900285960	EDWARGAIG000	Edwards, Gail A	\$685.76
900285961	EDWARJOH000	Edwards, John H	\$851.10
900285962	EMORYCHR000	Emory, Christina	\$589.41

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900285963	EWINGMAR000	Ewing, Marlene A	\$789.88
900285964	FLEMIPEN000	Fleming, Penny S	\$1,476.09
900285965	FORTYLAU000	Forty, Laura	\$492.49
900285966	FRANCDEB000	Francisco, Debra	\$845.71
900285967	FRANKDEB000	Franks, Debbie L	\$694.80
900285968	FRANKMIC000	Franks, Michelle L	\$589.10
900285969	FRANKMIC003	Frank, Michele A	\$695.37
900285970	FRASCBAR000	Frasca, Barbara	\$407.26
900285971	FRASCJOH000	Frasca, John F	\$503.76
900285972	FUCHSGAY000	Fuchs, Gayle	\$1,199.49
900285973	FULGESHA000	Fulgencio, Sharon L	\$612.78
900285974	FUTCHSHA000	Futchko, Sharon J	\$678.31
900285975	GALLEGRE002	Galles, Greg	\$737.27
900285976	GARCIKAT000	Garcia, Katherine	\$554.28
900285977	GARDZRIC000	Gardzelewski, Rick	\$511.66
900285978	GRACZDEN000	Graczyk, Dennis J	\$1,005.09
900285979	GRACZJOA000	Graczyk, Joalice R	\$824.93
900285980	GURA VIV000	Gura, Vivian M	\$793.79
900285981	HALPEMIC000	Halper, Michelle	\$278.10
900285982	HAMLIJOH000	Hamlin, John	\$736.36
900285983	HASSELIN000	Hassen, Linda	\$517.02
900285984	HENRICAT000	Henricks, Catherine V	\$538.64
900285985	HOMATCAL000	Homatas, Cali	\$708.54
900285986	HUDSOJES000	Hudson, Jessica L	\$1,099.11
900285987	HUFF KRI000	Huff, Krista	\$543.59
900285988	INDURMAR000	Indurante-Crooks, Marion P	\$740.32
900285989	JANQUKOL000	Janquart, Kileen	\$674.65
900285990	JOHNSJEN000	Johnson, Jennifer	\$916.30
900285991	JOHNSKAT002	Johnson, Kathleen L	\$1,025.79
900285992	JOHNSKAT004	Johnston, Kathleen E	\$227.39
900285993	JOHNSWAY000	Johnson, Wayne	\$653.84
900285994	JONESRON000	Jones, Ronald L	\$1,244.91
900285995	KESSEJUD000	Kessler, Judith L	\$868.01
900285996	KOSEKROB000	Kosek, Robin	\$511.64
900285997	KRAJNLIN000	Krajnovich, Linda S	\$629.87

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900285998	KROL AGN000	Krol, Agnieszka	\$486.91
900285999	LANDAAMY000	Landa, Amy E	\$1,227.72
900286000	LANDEMEL000	Landeroz, Melissa C	\$585.09
900286001	LAROSNIC000	Laross, Nicole M	\$477.41
900286002	LEFEVKAR000	Lefevre, Karen S	\$733.19
900286003	LESZCGAR000	Leszczynski, Gary	\$829.72
900286004	LIRA TAM000	Lira, Tammie A	\$531.96
900286005	LISCHMAR000	Lischwe-Hollen, Mary B	\$573.94
900286006	LOMBATAM000	Lombardo, Tammy L	\$861.15
900286007	LORENANN000	Lorenzin, Anna	\$609.66
900286008	MARTECON000	Martens, Connie A	\$796.51
900286009	MEENKART000	Meenk, Arthur R	\$642.76
900286010	MEENKJAN000	Meenk, Janice A	\$836.49
900286011	MELENCH000	Melendez, Cheryl	\$825.51
900286012	MEYERKEN000	Meyer, Kenneth	\$556.84
900286013	MLEKUDIA000	Mlekush, Diane A	\$880.98
900286014	MOOREDAR000	Moore, Dawn	\$660.03
900286015	MOOREGIN000	Moore, Gina R	\$815.98
900286016	OATESAMA000	Oates, Amanda	\$1,264.11
900286017	OATESHAR000	Oates, Harry V	\$535.19
900286018	OLSONOLI000	Olson, Oliver	\$906.57
900286019	OPPENTIM000	Oppenhagen, Tim	\$1,569.58
900286020	OVERTPAT000	Overton, Patricia E	\$857.74
900286021	PARPUAGA000	Parpura, Agata A	\$522.45
900286022	PORZEEWE000	Porzezinski, Ewelina	\$599.22
900286023	RAITHDOR000	Raithel, Dorothy K	\$418.92
900286024	RANSOSAN000	Ransom, Sandra L	\$1,030.47
900286025	REIMABRE000	Reiman, Breanna D	\$325.72
900286026	RHODEDOU000	Rhodes, Doug	\$756.99
900286027	RHODEYVO000	Rhodes, Yvonne M	\$1,368.64
900286028	ROSENREB000	Rosenthal, Rebecca	\$1,115.10
900286029	RUSSOLIS000	Russo, Lisa D	\$1,366.40
900286030	SALAZSAR001	Salazar, Sarah	\$495.65
900286031	SCHMISUS000	Schmidt, Susan M	\$914.40
900286032	SCHULCAR000	Schultz, Carol A	\$597.95

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286033	SCHULJIL000	Schulze, Jill A	\$810.14
900286034	SCHUPPAU000	Schupp, Paul J	\$314.08
900286035	SIFREARD000	Sifrer, Ardith L	\$754.31
900286036	STEDMJAM000	Stedman, James	\$992.07
900286037	STEFFDIA000	Steffensen, Diane L	\$474.08
900286038	STEVEMIC000	Stevens, Michael	\$202.42
900286039	TAEGBRE000	Taege, Brenda A	\$218.79
900286040	THOMPSHA001	Thompson-Butler, Shanika	\$569.82
900286041	TOUSEMAR000	Tousey, Marcia J	\$1,143.81
900286042	ULREITRA000	Ulreich, Tracy A	\$597.30
900286043	URIASBET000	Urias-Szwankowski, Betty A	\$680.79
900286044	VODNAHAL000	Vodnansky, Haley M	\$730.65
900286045	VON DCRI000	Von Dahlen, Cristina M	\$764.71
900286046	VUYADCAR000	Vuyadinov, Caroline	\$501.74
900286047	WALLAJOH000	Wallace, John M	\$601.10
900286048	WALLAMOR000	Wallace, Morgan	\$527.33
900286049	WALSHKAR000	Walsh, Karen	\$649.67
900286050	WARE PAT000	Ware, Patricia A	\$664.29
900286051	WELTCTHO000	Weitch, Thomas	\$929.71
900286052	WILLIPAT000	Willis, Patricia	\$221.32
900286053	WILSOBRI000	Wilson, Brittany A	\$564.51
900286054	WILSOSHE000	Wilson, Sheryl S	\$785.75
900286055	WRIGHKAR000	Wright, Karyn I	\$936.10
900286056	WRIGHKAS000	Wright, Kasey	\$476.22
900286057	ZIMKALAU000	Zimka, Lauren	\$732.39
900286058	AIELLANNO01	Aiello, Ann H	\$2,202.55
900286059	ALBERJIL001	Albertsen, Jill D	\$1,485.12
900286060	ATKINJEN000	Atkinson, Jennifer L	\$1,786.63
900286061	BARKLKAR000	Barkley, Karen M	\$1,374.82
900286062	BARKLKAT001	Barklow, Kathrine Ann	\$1,526.96
900286063	BAVARSEL000	Bavaro, Selena Christine	\$1,531.58
900286064	BEAM PEN000	Beam, Penny L	\$2,519.65
900286065	BELKEKAR001	Belke, Karen M	\$2,253.79
900286066	BELL JOY001	Bell, Joyce Ann	\$1,800.81
900286067	BELMOMIC000	Belmonte, Michael J	\$1,161.97

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286068	BEREICAT000	Bereiter, Cathy A	\$2,280.04
900286069	BOROWLOR001	Borowicz, Lori Ann	\$1,441.14
900286070	BRAYTBAR000	Brayton, Barbara A	\$1,296.67
900286071	BROKHSIM000	Brokhof, Simone E	\$429.96
900286072	BURNEJOY000	Burney, Joy Ellen	\$459.37
900286073	CASEYLIN000	Casey, Linda G	\$892.87
900286074	CHAPMCON001	Chapman, Connie S	\$257.46
900286075	DEVOECYN000	Devoe, Cynthia E	\$534.44
900286076	FATA RIT000	Fata, Rita K	\$1,531.38
900286077	FELZ KAT001	Felz, Katherine J	\$1,438.31
900286078	FERGUERI001	Ferguson, Erika Iidiko	\$2,046.48
900286079	FERREVER000	Ferreira, Veronica	\$435.47
900286080	FREUNKIM001	Freund, Kimberly Ann	\$2,165.62
900286081	GLAWEDEB000	Glawe, Debra Ann	\$1,905.05
900286082	GOOD LIN000	Good, Linda J	\$64.64
900286083	HEINRSAR000	Heinrich, Sarah A	\$1,277.64
900286084	HENDRERE000	Hendrix, Erendira Z	\$1,177.17
900286085	HENTZADR000	Hentz, Adrienne J	\$416.04
900286086	HOWE MAR000	Howe, Mary Alice C	\$1,456.59
900286087	JOHNSMAR004	Johnson, Margaret Ellen	\$1,513.22
900286088	KIELBKAT000	Kielbasa, Kathleen A	\$57.59
900286089	KINAHSAN001	Kinahan, Sandra L	\$1,326.02
900286090	KUHNSJIL001	Kuhns, Jill Christine	\$1,704.15
900286091	LADNEDON001	Ladner, Donna Lynne	\$1,291.69
900286092	LAHEYLIN000	Lahey, Linda A	\$338.48
900286093	LEALIDEO000	Leali, Deonna M	\$59.80
900286094	LENZIKAT000	Lenzi, Kathryn L	\$62.33
900286095	LORIAJIL000	Loria, Jill E	\$502.34
900286096	MAJZNCIA000	Majzner, Claudia A	\$17.72
900286097	MASSIJEN001	Massie, Jennifer L	\$1,697.97
900286098	MAXWELOR000	Maxwell, Lori G	\$1,462.43
900286099	MOORELAU000	Moore, Laura A	\$1,407.49
900286100	MUELLCAT001	Mueller, Cathy L	\$1,021.23
900286101	NELSOKIM000	Nelson, Kimberly S	\$270.47
900286102	NIXONJEN001	Nixon, Jennifer C	\$1,535.21

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286103	NOONACLA000	Noonan, Clarissa M	\$478.34
900286104	OLSONTER000	Olson, Terri Lynette	\$1,586.40
900286105	PEREZLUI000	Perez, Luis	\$1,460.48
900286106	PERRYMAR001	Perry, Marilyn S	\$46.45
900286107	PULDAMIK000	Pulda, Mikki L	\$64.64
900286108	REESEPEN001	Reese, Penny D	\$1,460.22
900286109	SAWALDIA001	Sawallisch, Diane C	\$568.39
900286110	SCHAEEMI000	Schaefer, Emily E	\$1,179.65
900286111	SERRATIN000	Serra, Tina M	\$1,345.15
900286112	SMALLJIL000	Smailey, Jill A	\$1,406.97
900286113	SRMEGUY001	Sromek, Guy Michael	\$2,196.81
900286114	THOMACHE001	Thomas, Cheryl L	\$1,527.19
900286115	THORSKRI001	Thorsen, Kristin E	\$1,863.45
900286116	THURSCAT001	Thurston, Catherine M	\$1,076.12
900286117	TILTKER000	Tilton, Kerri K	\$1,184.35
900286118	WASHIRIC001	Washington, Richard E	\$1,079.17
900286119	WOLFEANI001	Wolfe, Anita O	\$1,951.54
900286120	ZIEMBKRI000	Ziemba, Kristin Ann	\$1,529.65
900286121	ADAMSBEG000	Adams, Begonia	\$426.61
900286122	ADAMSCON000	Adams, Connie L	\$93.91
900286123	ANDERBET001	Anderson, Beth A	\$1,488.79
900286124	AVALOSAL000	Avalos, Salvador	\$1,484.44
900286125	BARREJES000	Barreto, Jesus G	\$1,143.95
900286126	BAUMALAU001	Bauman, Laura P	\$1,555.55
900286127	BAUMASAR000	Bauman, Sarah Jane	\$1,717.14
900286128	BELDICOL001	Belidin, Colleen F	\$2,288.30
900286129	BERG-CHRO00	Berg-Roemeling, Christine T	\$502.05
900286130	BIAMOJEN000	Biamonte, Jennifer M	\$1,206.99
900286131	BOLOSNIC000	Bolos, Nicole M	\$1,316.57
900286132	BRACKCIN000	Brackett, Cindy L	\$1,558.80
900286133	BREENELL001	Breen, Ellen J	\$1,106.36
900286134	BREUTMIC001	Breutzmann, Michelle R	\$1,436.66
900286135	BRIGHTOR000	Bright, Lori A	\$1,340.86
900286136	CAMPOVER000	Campos, Vera M	\$468.34
900286137	COUGHMAR000	Coughlin, Margaret E	\$1,477.56

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286138	CRANECAR001	Crane, Caroline E	\$1,375.00
900286139	DALEOBET000	Daleo, Beth R	\$421.17
900286140	DALICJAN000	Dalicandro, Janet L	\$1,062.30
900286141	DAVISKRI002	Davis, Kristina L	\$1,435.00
900286142	DE BOMAR000	de Bonis Canadas, Maria del Ma	\$1,713.49
900286143	DIEDESTA000	Diederich, Stacy S	\$494.88
900286144	DUMOVLAU000	Dumovich, Laura L	\$1,369.10
900286145	ELLIOJOS000	Elliott, Joseph P	\$1,418.23
900286146	FERGUSUS001	Ferguson, Susan E	\$1,873.42
900286147	FERREJIL000	Ferretti, Jill Blass	\$1,325.41
900286148	FOX MAR000	Fox, Margarita	\$637.59
900286149	GIFFESAN000	Giffels, Sandra J	\$1,299.36
900286150	GRADECHR000	Grade, Christine L	\$547.91
900286151	HAASEVAN001	Haase, Vanessa M	\$793.03
900286152	HOTCHELI000	Hotchkiss, Elizabeth I	\$1,350.68
900286153	HOVI JAN000	Hovi, Janis A	\$96.97
900286154	HUNT CAT000	Hunt, Cathy D	\$534.44
900286155	HUNTESON000	Hunter, Sonja A	\$90.81
900286156	HURTAVIC000	Hurtado, Victoria E	\$1,343.77
900286157	JACKSJEN000	Jackson, Jenna L	\$1,429.83
900286158	KALUDHON000	Kaludis, Honey L	\$22.15
900286159	KILHOMAU001	Kilhoffer, Maureen T	\$2,233.27
900286160	KULOVJIL000	Kulovsek, Jillian K	\$1,466.39
900286161	LARBUJOA000	Larburu Apalategui, Joane	\$1,683.78
900286162	LEIDYKRI000	Leidy-Sempritt, Kristin A	\$1,630.88
900286163	MARCHHEI000	Marchetti, Heidi J	\$1,609.79
900286164	MARTISHA002	Martin, Sharon R	\$1,563.54
900286165	MCCOYANA001	McCoy, Ana Maria	\$1,516.04
900286166	MCDERLAU000	McDermott, Laurie A	\$341.61
900286167	MCMAHPAM001	McMahon, Pamela K	\$2,186.43
900286168	MOON JUD001	Moon, Judson R	\$1,424.05
900286169	MORANCHR000	Moran, Christina A	\$1,882.59
900286170	MOYLAMIC001	Moylan, Michael S	\$1,460.79
900286171	MURK JAC000	Murk, Jacqueline M	\$1,481.98
900286172	NORGAMAR001	Norgard, Marla J	\$1,671.59

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286173	PELLIJOD000	Pellikan, Jodi Christine	\$824.43
900286174	PETERSAR000	Peterson, Sara D	\$1,014.37
900286175	PUCA CAR000	Puca, Carol M	\$87.45
900286176	RENTEDAV000	Renteria JR, David	\$691.63
900286177	ROELSSUS000	Roels, Susan	\$94.65
900286178	ROMANSAI001	Roman-Rojas, Saira	\$1,830.62
900286179	ROTHEHEI001	Rothermel, Heidi Jane	\$1,873.96
900286180	ROUNDLIS001	Rounds, Lisa M	\$1,554.17
900286181	ROUSEROB000	Rouse, Robyn M	\$90.81
900286182	SCARFSTE000	Scarfe, Stephen C	\$2,534.26
900286183	SCHAEGRE001	Schaefer, Gretchen S	\$1,649.08
900286184	SCHILCHR000	Schillinger, Christine D	\$1,236.34
900286185	SCHNEMIC000	Schneider, Michelle S	\$709.50
900286186	SCHOLMEG000	Scholnick, Meghan Sullivan	\$1,475.89
900286187	SCOTTYVO000	Scott, Yvonne E	\$1,230.79
900286188	SEE DEN000	See, Denise M	\$1,101.84
900286189	SIFFRKAR000	Siffrar, Karen E	\$566.90
900286190	SMITHBET000	Smith, Beth A	\$1,547.97
900286191	SUTTEMEG000	Sutter, Megan E	\$1,242.06
900286192	TROPPJUL000	Tropp, Julie M	\$1,207.49
900286193	VIRNIKAT000	Virnig, Katherine M	\$1,431.91
900286194	WALSHTRA000	Walsh, Tracy M	\$1,942.57
900286195	WIRTHPHY000	Wirth, Phyllis L	\$910.54
900286196	WOLEKSUS001	Wolek, Susan Johns	\$2,257.84
900286197	ZAWISSAN000	Zawistowski, Sandra R	\$449.69
900286198	ZUBIEJAV000	Zubieta Dauden, Javier	\$1,722.41
900286199	ALT RAC001	Alt, Rachael A	\$3,006.12
900286200	ALVARJES000	Alvarado, Jesus M	\$1,791.23
900286201	BALASBAR000	Balasi, Barbara J	\$554.49
900286202	BARGODIA000	Bargo, Diane C	\$122.36
900286203	BARONJEN000	Baron, Jennifer K	\$501.10
900286204	BENOIMOL000	Benoit, Molly M	\$1,193.98
900286205	BIGOSSAN000	Bigos, Sandra L	\$1,516.74
900286206	CANNOKRI001	Cannon, Kristen Joy	\$1,982.75
900286207	CARONLIN000	Carone, Linda R	\$55.41

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900286208	COOPESHA000	Cooper, Shay E	\$1,622.27
900286209	CZIPORAC000	Czipo, Rachel A	\$503.71
900286210	DALTOTHE001	Dalton, Theresa M	\$1,586.22
900286211	DAVISDAN000	Davis-Foster, Danielle K	\$448.11
900286212	FILSKMAR000	Filskov, Marlene L	\$518.75
900286213	FLETETER000	Fleter, Terri L	\$471.42
900286214	FLORECAR000	Flores- Ruiz, Carlos A	\$1,280.86
900286215	FOLAKCAR000	Folak, Carolyn	\$623.02
900286216	FRANCLAU001	Francis, Laura E	\$2,180.19
900286217	GELSOTAM000	Gelsosomo, Tami R	\$1,507.45
900286218	GOODWMAR000	Goodwin, Margaret A	\$1,672.38
900286219	GRANTHEA000	Grant, Heather M	\$1,564.78
900286220	GULBRCAR001	Gulbransen, Carole A	\$79.73
900286221	HAVILMAR000	Haviland, Mary A	\$468.69
900286222	HEIDRMIC000	Heidrich, Michelle Ann	\$1,489.60
900286223	HEIDTLEN000	Heidt, Lenny Esther	\$1,493.08
900286224	HOUK PAT000	Houk, Patrick J	\$1,378.80
900286225	JAWNYKIM000	Jawnyj, Kimberly R	\$1,693.74
900286226	JENSESUS000	Jensen, Susan M	\$1,493.11
900286227	JOHNSCHR000	Johnson, Chris A	\$482.03
900286228	JOHNSRAC001	Johnson, Rachelle Nadine	\$1,403.06
900286229	KAMHOKAR000	Kamholz, Karen A	\$452.40
900286230	KONDRCAR001	Kondrad, Carrie Lynn	\$1,406.37
900286231	LACASDAR000	Lacassa, Darlene L	\$746.16
900286232	LARSEMAU000	Larsen, Maureen P	\$960.98
900286233	LENTZMEG000	Lentz, Meghan B	\$1,055.61
900286234	LIEURSTEG01	Lieurance, Stephanie M	\$506.29
900286235	LISZKTAN000	Liszka, Tanya S	\$508.01
900286236	LOPEZJUA000	Lopez, Juan Carlos	\$1,071.87
900286237	LUDWIRON001	Ludwig, Ronald P	\$1,996.27
900286238	LUTZ KAT001	Lutz, Kathleen A	\$570.84
900286239	MAAG SHE000	Maag, Sherry L	\$507.81
900286240	MORRITHE001	Morrissey, Therese M	\$1,968.64
900286241	MOSOLKEL000	Mosolino, Kelly A	\$1,228.24
900286242	MYERSJEN001	Myers, Jennifer A	\$1,887.05

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900286243	NELSOHEA001	Nelson, Heather L	\$1,497.31
900286244	OLSONSTE000	Olson, Stephanie L	\$1,437.21
900286245	PARKEMAR000	Parker, Marguerite L	\$1,650.20
900286246	PENNYMEL000	Penny, Melinda M	\$1,256.55
900286247	PESOLJOD000	Pesola, Jodi Ann	\$1,727.63
900286248	PLATESUS000	Platek, Susan J	\$1,196.86
900286249	PRENDJEN001	Prendergast, Jennifer Anne	\$1,641.20
900286250	PRICEDAN000	Price, Daniel E	\$1,249.31
900286251	PRUSHMEL000	Prusha, Melissa A	\$1,396.33
900286252	PUESTHEL000	Puesta, Helen F	\$1,580.45
900286253	PURVEVIC000	Purvey, Victoria T	\$106.32
900286254	RICHASUS001	Richardson, Susan S	\$651.39
900286255	RIGGSRAC000	Riggsby, Rachel E	\$1,171.14
900286256	RING MAU000	Ring, Maureen J	\$373.09
900286257	ROCHFALY000	Rochford, Alyssa M	\$463.04
900286258	ROKOSKEL001	Rokos, Kelly M	\$2,026.87
900286259	SCHENKEL000	Schenk, Kelly S	\$1,284.08
900286260	SCHNELIN000	Schneider, Linda L	\$487.28
900286261	SCHUPKRI000	Schuppert, Kristin L	\$545.38
900286262	SEDIVMOL001	Sedivec, Molly R	\$1,572.40
900286263	SENGSPAM000	Sengstock, Pamela D	\$448.67
900286264	SMILECAS001	Smiley, Casey D	\$1,379.70
900286265	SPYCHMAR001	Spychala, Mary M	\$85.05
900286266	STLASMAR000	Stlaske, Marcia L	\$1,416.58
900286267	TATE AMA000	Tate, Amanda M	\$1,178.65
900286268	TATMAMEL001	Tatman, Melissa R	\$1,419.58
900286269	TECH AGN000	Tech, Agnes M	\$1,309.89
900286270	WADMAASH000	Wadman, Ashley B	\$1,322.67
900286271	WILLALAU000	Willard, Lauren A	\$1,396.27
900286272	WOLF JES000	Wolf, Jessica R	\$432.32
900286273	ANDERSUS001	Anderson, Susan L	\$1,799.15
900286274	ATKINSHE001	Atkinson, Shelly S	\$1,474.19
900286275	AVERYAMY000	Avery, Amy L	\$1,480.47
900286276	BERENBAR001	Berens, Barbara A	\$944.77
900286277	BOWERTHO000	Bowers, Thomas A	\$1,170.17

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900286278	CARRAJAN001	Carran, Janet M	\$1,800.49
900286279	CHAKOSHA001	Chakoian, Sharon Lou McGinn	\$1,966.18
900286280	CHANGPET000	Chang, Peter	\$1,426.76
900286281	CLARKKAT000	Clark-Keene, Katharine C	\$1,663.75
900286282	COMPEANG000	Compere, Angela C	\$2,924.69
900286283	COPELKIM001	Copeland, Kimberly C	\$1,548.69
900286284	COPELSCO001	Copeland, Scott	\$1,275.36
900286285	DIGRAMEL000	Digrazia, Melody C	\$1,092.90
900286286	FORD DIA001	Ford, Diane M	\$1,436.55
900286287	FRIESLIS000	Friesen, Lisa A	\$492.81
900286288	GLAUNMAR001	Glauner, Mary L	\$1,048.06
900286289	GORMACAT001	Gorman, Cathleen Jo	\$1,521.80
900286290	GREENJUL001	Green, Julianne Ida	\$2,451.58
900286291	GROE VIC000	Groe, Vicki K	\$440.02
900286292	GUYNETER001	Guynes, Terry L	\$1,813.59
900286293	HANFLALI000	Hanfland, Alison K	\$1,504.82
900286294	HOPPEAMA000	Hopper, Amanda L	\$1,488.16
900286295	HORNEDIA001	Horne, Diane K	\$1,850.10
900286296	JOHANSUS001	Johannesen, Susan B	\$2,232.23
900286297	JOHNSSAR000	Johnston, Sarah L	\$402.82
900286298	KAISEFRE001	Kaiser, Frederick Henry	\$337.95
900286299	KENNELYL000	Kenney, Lyle C	\$812.53
900286300	KLINSJOR001	Klinsky, Jordan Hugh	\$1,986.37
900286301	KOSINVIC000	Kosin, Victoria	\$469.12
900286302	LAWSOIAN000	Lawson, Laniea R	\$1,432.04
900286303	LERUMJEN001	Lerum, Jennifer A	\$1,477.23
900286304	LJUNGKRI000	Ljunggren, Kristi L	\$1,218.20
900286305	LUDWIJES001	Ludwig, Jessica M	\$1,258.72
900286306	MAGLYJIL000	Magly, Jill K	\$452.91
900286307	MAZZAJEA000	Mazzaferro, Jeane A	\$432.08
900286308	MCAVOBRI000	McAvoy, Bridget M	\$1,701.96
900286309	MENGLAMY001	Mengler, Amy E	\$1,979.90
900286310	MERRIMEL002	Merritt, Melinda Leigh	\$1,981.58
900286311	MOCZADIN000	Moczalla, Dina L	\$417.72
900286312	MORRIBRA001	Morrissey, Brad J	\$1,765.65

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900286313	NASH NIC000	Nash, Nicole C	\$1,348.77
900286314	NEIERKIM001	Neiert, Kimberlee A	\$2,058.31
900286315	NELSOGEO000	Nelson, George R	\$1,327.32
900286316	NENN CHR001	Nenn, Christian	\$1,526.15
900286317	NERO CYN000	Nero, Cynthia J	\$1,917.99
900286318	NISENAMA000	Nisenson, Amanda M	\$1,259.43
900286319	O'HANSUS000	O'Hanian, Susan R	\$499.01
900286320	O'REIKEV000	O'Reilly, Kevin M	\$985.34
900286321	OZIMIDAN000	Oziminski, Daniel E	\$1,299.10
900286322	PANKESAR000	Panke, Sara E	\$1,309.78
900286323	PEDERDEB001	Pedersen, Debra	\$519.54
900286324	PUCCIJEAO00	Puccini, Jean E	\$465.37
900286325	PYSH EMI000	Pysh, Emily J	\$1,249.31
900286326	RAFFEANN001	Rafferty, Annette H	\$1,623.95
900286327	RESACMEL000	Resac, Melissa J	\$1,263.70
900286328	ROESSNAN001	Roesslein, Nancy J	\$2,553.02
900286329	ROGOCTON001	Rogocki, Tony P	\$1,447.45
900286330	ROKUSJEN000	Rokusek, Jennifer C	\$57.71
900286331	SAGALNAT000	Sagalov, Natalya	\$1,569.26
900286332	SCHAEAND000	Schaefer, Andrea M	\$436.50
900286333	SCHMICAS000	Schmidt, Cassandra B	\$436.21
900286334	SCHROJES000	Schroeder, Jessica M	\$1,270.15
900286335	SCHROSUS000	Schroeder, Susan C	\$2,012.42
900286336	SERVELAU000	Servedio, Laura A	\$1,287.12
900286337	SEYLLDIA000	Seyller, Diane M	\$371.13
900286338	SHRAGPHY000	Shragal-Mosnick, Phyllis Marie	\$386.23
900286339	SHUTEDIA001	Shute, Dianne E	\$1,707.42
900286340	SLATEROB000	Slater, Robyn L	\$1,392.86
900286341	SMITHMAU000	Smith, Maureen J	\$896.75
900286342	STONEJAM001	Stone, James Michael	\$2,420.53
900286343	SUNDBDIA000	Sundberg, Diane R	\$454.97
900286344	TAPIAOSC000	Tapia, Oscar	\$874.32
900286345	TREBEJEN000	Theberge, Jennifer H	\$639.64
900286346	TIMMELAU000	Timmerman, Lauren E	\$1,355.90
900286347	TOUSSJES001	Toussaint, Jessica Jo	\$2,038.07

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900286348	TRANDNAN000	Trandel, Nancey K	\$420.86
900286349	VAN CJIL001	Van Camp, Jill M	\$1,634.62
900286350	VOGT-SHA000	Vogt-Heckman, Shannon L	\$1,424.91
900286351	YOUELCUR001	Youel, Curt I	\$1,453.56
900286352	ALFIECAR001	Alfieri, Carolyn Marie	\$1,366.75
900286353	ALFIECHR001	Alfieri, Christina M	\$1,625.11
900286354	ALONSIGN000	Alonso Monfort, Ignacio	\$1,805.57
900286355	ALVARDUL000	Alvarez, Dulce M	\$529.43
900286356	AMICIROB000	Amici, Robyn L	\$75.31
900286357	ANGULNOR000	Angulo, Norma O	\$1,558.67
900286358	BARDASIM001	Bardan, Simona	\$1,894.73
900286359	BEHRNLES000	Behrns, Leslie E	\$817.03
900286360	BELL SHA000	Bell, Shauna R	\$1,627.12
900286361	BELLOLIN000	Belloto, Linda Jean	\$1,311.71
900286362	BERNHCOL000	Bernhardt, Colleen M	\$1,663.74
900286363	BRIZZNAT000	Brizzolara, Natasha L	\$1,482.51
900286364	CASTEALB001	Castellanos, Alba G	\$1,698.32
900286365	CHATHKEN001	Chatham, Kendra J	\$1,348.65
900286366	COPLELIN000	Copley, Lindsey J	\$1,090.35
900286367	CUBITJUL000	Cubit, Julie L	\$450.41
900286368	DIAZ MON000	Diaz, Monica E	\$1,805.76
900286369	DROHOJEN001	Droho, Jennifer	\$1,857.34
900286370	ERICKLAU000	Erickson, Lauren E	\$1,317.55
900286371	EVITTJEN000	Evitts, Jennifer Erin	\$1,438.64
900286372	FANELLAU001	Fanella, Laura E	\$1,579.70
900286373	FERRALAU000	Ferraro, Laura L	\$1,598.19
900286374	FLANAKIM000	Flanagan, Kim M	\$424.80
900286375	FLANANIT000	Flanagan, Nitza A	\$1,297.43
900286376	FLORECYN000	Flores, Cynthia L	\$81.95
900286377	FRANKAMY000	Frank, Amy L	\$1,886.44
900286378	FREY NOR000	Frey, Norma A	\$435.05
900286379	GREANJEN000	Greanya, Jennifer L	\$92.12
900286380	GRUBBMAT001	Grubbs, Matthew S	\$2,957.89
900286381	HEIDTJAN000	Heidtke, Janine L	\$1,396.75
900286382	HIGHTCHA001	Hightower, Charles A	\$1,522.76

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900286383	HIMLEKAT000	Himley, Kathleen M	\$1,492.76
900286384	HINKEDIA000	Hinkemeyer, Diana L	\$80.80
900286385	HOFFMLOR001	Hoffman, Lori B	\$1,759.55
900286386	IPJACAR000	Ipjian, Carolina	\$1,389.28
900286387	JENKIEDI000	Jenkins-Rudolf, Edith S	\$1,656.50
900286388	KING CAR000	King, Carol M	\$1,244.64
900286389	KRAFTAMA000	Kraft, Amanda M	\$1,259.71
900286390	KULACNID000	Kulack, Nidia A	\$1,281.60
900286391	LARA DEN000	Lara, Denise	\$1,191.91
900286392	LEZONPAT001	Lezon, Patricia	\$1,281.46
900286393	MCLEADEB000	McLean, Deborah Keller	\$528.50
900286394	MIKULBEC001	Mikulka, Becky R	\$1,398.75
900286395	MITSCAMP000	Mitsch, Amparo V	\$78.50
900286396	NELSOROB000	Nelson, Robin M	\$1,676.40
900286397	NYBERDOR001	Nyberg, Dorothy F	\$1,056.40
900286398	RIVERCLA000	Rivera, Claudia	\$397.43
900286399	ROSALMAR000	Rosales, Maria L	\$1,383.50
900286400	SALASNER001	Salas, Nereida	\$1,237.57
900286401	SANCHJEN001	Sanchez, Jenny L	\$1,599.53
900286402	SIUDYKAT000	Siudyla, Katarzyna J	\$452.31
900286403	SMITHLIL000	Smith, Lily A	\$2,093.26
900286404	SMITHMAG000	Smith, Maggie A	\$1,210.30
900286405	SOLINASH000	Soling, Ashley E	\$1,227.63
900286406	SWANSKAC000	Swanson, Kacie M	\$1,191.45
900286407	TALLEMAD000	Talley, Madonna J	\$563.26
900286408	VALENLOR001	Valenzuela-Taylor, Lorraine C	\$1,945.26
900286409	VAN SSTA000	Van Syckle, Stacey R	\$1,557.44
900286410	WEICHJEN000	Weichle, Jennifer A	\$1,549.37
900286411	WIRTZSAR000	Wirtz, Sara A	\$1,454.69
900286412	WISE LES001	Wise, Leslie Ann	\$1,597.68
900286413	WITTEGLA000	Witte, Gladys M	\$301.16
900286414	ADASKMAR000	Adaska, Marni	\$1,460.44
900286415	AMATOCHR000	Amato, Christina J	\$1,412.99
900286416	ANDERDEN000	Anderson, Denese L	\$1,324.81
900286417	ANDERJEA001	Anderson, Jeannine L	\$312.42

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900286418	BEAUDBRO000	Beaudoin, Brooke R	\$1,183.66
900286419	BOHNSCHR000	Bohnsack, Christine M	\$1,382.04
900286420	BORO NAN001	Boro, Nancy J	\$1,538.61
900286421	CALENMAR000	Calendo, Mary E	\$1,386.93
900286422	CARTEPAT000	Carter, Patricia Marie	\$1,503.60
900286423	CASHMCOLO01	Cashmore, Colleen Catherine	\$1,468.69
900286424	CERVAHER000	Cervantes, Herman	\$1,253.03
900286425	CRUZ KAT000	Cruz, Kathryn K	\$1,965.42
900286426	CZERWKAI000	Czerwonka, Kaitlyn A	\$1,183.76
900286427	DUCHEMIC000	Duchek, Michelle R	\$534.44
900286428	GAGNOPAU000	Gagnon, Paula J	\$545.79
900286429	GARDNCHR000	Gardner, Christine A	\$1,208.34
900286430	GLASSMIC000	Glass, Michelle Elaine	\$1,395.53
900286431	HEILEPAM001	Heileman, Pamela Jo	\$1,752.53
900286432	HONCODAN000	Honcoop, Danae J	\$1,397.88
900286433	INNISLES000	Innis, Leslie A	\$77.52
900286434	JACONHAN000	Jaconetti, Hannah I	\$1,191.90
900286435	JULIACAR000	Juliano, Carly R	\$1,247.11
900286436	KEEGAAMA000	Keegan, Amanda J	\$1,058.07
900286437	KLINSBET000	Klinsky, Bethany A	\$2,803.39
900286438	KUHNSHEI000	Kuhns, Heide M	\$455.88
900286439	LAZARFRA000	Lazaro, Francisco	\$1,185.74
900286440	LUTO CEN001	Luto, Ceneca L	\$2,397.55
900286441	MADURDON001	Madura, Donna J	\$2,302.33
900286442	MALLOBRE000	Mallory, Brenda P	\$551.86
900286443	MARSHREB000	Marshall, Rebecca A	\$463.55
900286444	MEUCCALL000	Meucci, Allison M	\$1,476.18
900286445	MILAMPAM000	Milam, Pam	\$629.88
900286446	MILLAREG000	Millar, Regina T	\$77.52
900286447	MONTIAMY000	Montiel, Amy L	\$1,315.25
900286448	MOOTZTAM001	Mootz, Tammy L	\$1,346.51
900286449	MORESBEA001	Moreschi, Beata M	\$1,865.16
900286450	ORR TIN000	Orr, Tina D	\$1,649.46
900286451	PEARCAMY000	Pearce, Amy M	\$1,596.45
900286452	PEREZBRI000	Perez, Brian	\$848.79

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900286453	PINSHSCO000	Pinshower, Scott J	\$1,399.33
900286454	PRIMUMKRI000	Primus, Kristi A	\$1,349.40
900286455	RAISTKAR000	Raistrick, Karen L	\$1,498.29
900286456	RICHMSUS001	Richmond, Susan Carol	\$2,559.64
900286457	ROBERDAW000	Roberts, Dawn T	\$1,320.60
900286458	ROUTZMEL001	Routzahn, Melissa K	\$1,516.87
900286459	RUFFIMAR000	Ruffino, Mary F	\$77.52
900286460	RUSSOJOY001	Russo, Joyce M	\$563.26
900286461	SALASSHA000	Salas, Sharon G	\$1,572.26
900286462	SAVAGMEL000	Savage, Melissa J	\$77.52
900286463	SCHOEJEN000	Schoepel, Jennifer A	\$769.52
900286464	SISTKLIN001	Sistko, Linda M	\$510.56
900286465	SMITHSHA000	Smith, Shanna M	\$1,525.47
900286466	STRINNAN000	Stringillo, Nancy C	\$121.82
900286467	TAYLOJAN002	Taylor, Janet C	\$1,514.35
900286468	WAGNEDOR000	Wagner-Benning, Doris M	\$1,433.80
900286469	WALLSTRI001	Walls, Trisha J	\$1,666.82
900286470	WELTYBRE000	Welty, Breanne N	\$1,383.58
900286471	WHITIREB000	Whiting, Rebecca S	\$1,377.22
900286472	WILLIPRI000	Williams, Priscilla M	\$18.47
900286473	WINSOKRY001	Winsor, Krystal D	\$1,568.91
900286474	WOLF MEL000	Wolf, Melissa M	\$965.35
900286475	WOLF TER001	Wolf, Teresa A	\$941.11
900286476	WOLFEJEA000	Wolfe, Jeanne L	\$561.47
900286477	ANKLACAR000	Anklam, Cara D	\$477.44
900286478	AUSTIDAW000	Austin, Dawn Marie	\$1,562.53
900286479	BAKEYHOL000	Bakey, Hollylee K	\$1,425.12
900286480	BETHEELL000	Bethers, Ellen M	\$1,430.37
900286481	BEZIKJEN000	Bezic, Jennifer M	\$1,767.83
900286482	BOLDWPEG000	Boldwyn, Peggy Ann	\$1,450.56
900286483	BORMAKAT001	Borman, Kathleen McDermott	\$1,431.78
900286484	BOTTAJUD000	Bottalla, Judy W	\$449.63
900286485	BOUCHAPR001	Bouchard, April Lynn	\$975.69
900286486	BOWMAJEA001	Bowman, Jean M	\$1,706.94
900286487	BRAUNKAR000	Braun, Karilee K	\$1,467.90

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286488	CAMPIJEN001	Campisi, Jennifer K	\$1,703.64
900286489	CANE JOR000	Cane, Jordan M	\$427.38
900286490	CAPALNIC000	Capalbo, Nicholas M	\$1,345.15
900286491	CARL KIM001	Carl, Kimberly M	\$1,771.10
900286492	CAVICAMA000	Cavicchioni, Amanda L	\$1,396.91
900286493	CHAMBSHE000	Chamberlin, Shelly L	\$1,585.50
900286494	CHAPMMEL001	Chapman, Melinda J	\$1,408.67
900286495	CIESLKIM000	Cieslik, Kimberly R	\$443.83
900286496	CONRABEN000	Conrad, Benjamin R	\$1,492.47
900286497	DALMANAN001	Dalman, Nancy L	\$2,524.33
900286498	DALY DEB000	Daly, Deborah M	\$1,223.24
900286499	DALZESCO001	Dalzell, Scott D	\$1,519.95
900286500	DREYEKEI000	Dreyer, Keith M	\$1,335.60
900286501	EDWARCOL001	Edwards, Colleen J	\$1,067.85
900286502	EIDENHIL000	Eiden, Hilary L	\$1,477.95
900286503	FOGELJAM000	Fogel, Jamie A	\$488.99
900286504	FONTAMIC000	Fontana, Michelle L	\$1,529.14
900286505	FREY KAR000	Frey, Kari L	\$1,302.88
900286506	GETZ PAI001	Getz, Paige A	\$517.01
900286507	GRANGERI000	Granger, Erin A	\$1,247.90
900286508	HACKEJAC000	Hackett, Jacqueline A	\$1,712.68
900286509	HALL TRI000	Hall, Tricia A	\$1,395.51
900286510	HAMILLES000	Hamilton, Leslie L	\$149.61
900286511	HAMMEALI000	Hammerstone, Alia T	\$1,334.10
900286512	HEMMEDEB000	Hemmerling, Debra G	\$698.87
900286513	HERMELEO000	Hermenegildo, Leonel	\$1,243.09
900286514	HILLEREB000	Hillers, Rebecca S	\$873.33
900286515	HOCHSLAU000	Hochstetler, Laurel H	\$1,956.13
900286516	HOLTZTHE000	Holtz, Theodore M	\$357.87
900286517	HUARTLIN000	Huart, Lindsay M	\$1,914.70
900286518	JOHNSKAT001	Johnson, Katherine D	\$2,421.50
900286519	JONKEMAT000	Jonker, Matthew N	\$1,393.13
900286520	KEARNANN001	Kearns, Ann M	\$1,716.66
900286521	KEENAKRI001	Keenan, Kristen M	\$1,591.78
900286522	KELLEHEI000	Keller, Heidi K	\$1,653.42

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900286523	KELLEMAT000	Kelier, Matthew R	\$1,377.38
900286524	KELLEPAM001	Keller, Pamela D	\$1,422.21
900286525	KELLYPAT001	Kelly, Patricia H	\$408.65
900286526	KING RON000	King, Ronald S	\$1,229.72
900286527	KISTLCAR000	Kistler, Carole J	\$550.54
900286528	KISTLLAU000	Kistler, Lauren A	\$390.59
900286529	KNAPPREB000	Knapp, Rebecca A	\$543.31
900286530	KOMPEJOS000	Komperda, Joseph Bernard	\$1,784.83
900286531	KROL JOH001	Krol, John Michael	\$1,544.90
900286532	LANCAKIM001	Lancaster, Kimberly S	\$1,369.12
900286533	LANCEKOR000	Lance, Koriann R	\$1,362.04
900286534	LANGDDAW001	Langdon, Dawn C	\$1,738.70
900286535	LIEBEJEN001	Liebenow, Jennifer Lynn	\$962.61
900286536	LOPRERIC001	Lopresto, Richard Allen	\$1,476.30
900286537	MARCHDAN001	March, Dana L	\$855.50
900286538	MARKSKEL000	Marks, Kellie R	\$1,869.54
900286539	MATERLAU001	Materna, Laura A	\$1,833.95
900286540	MATSIJEN000	Matsie, Jennifer A	\$1,398.09
900286541	MATTOCAT000	Mattoon, Catherine L	\$1,288.36
900286542	MAYERALE000	Mayers, Alexandria G	\$1,328.65
900286543	MCCAFJEN000	McCafferty, Jennafer R	\$1,315.80
900286544	MELVIKRI001	Melville, Kristina Marie	\$1,357.62
900286545	MEYERSCO001	Meyer, Scott W	\$2,482.42
900286546	MICHEJAM000	Michelau, Jamie L	\$1,911.61
900286547	MILITKIM000	Militello, Kimberlee D	\$1,499.15
900286548	MROZ TER001	Mroz, Teresa B	\$529.83
900286549	NADZAJOA000	Nadzam-Honsa, Joan M	\$529.48
900286550	NORRICYN000	Norris, Cynthia J	\$1,371.46
900286551	O'BRILIS000	O'Brien, Lisa M	\$525.90
900286552	OATESCHE000	Oates, Chelsea R	\$1,222.60
900286553	PAOLESUS000	Paolelli, Susan E	\$544.38
900286554	PIETRANT000	Pietrini, Anthony R	\$1,453.60
900286555	PLUNKCAT001	Plunkett, Catherine R	\$1,401.33
900286556	POST JUL001	Post, Julie C	\$1,730.37
900286557	PRICKJEF000	Prickett, Jeffry D	\$3,298.19

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900286558	RASMUSUS000	Rasmussen, Susan L	\$2,466.80
900286559	ROSENMAR000	Rosenbloom, Mara F	\$1,378.96
900286560	SADOSDES000	Sadoski, Destiny F	\$2,106.29
900286561	SALASINO001	Salas, Inocensio	\$1,306.78
900286562	SALASJOS001	Salas JR, Jose B	\$906.89
900286563	SCHRAKET000	Schramm, Beth M	\$710.18
900286564	SCHULCAT000	Schultz, Catherine A	\$594.40
900286565	SLIMKDAN000	Slimko, Dana Rae	\$1,031.86
900286566	STANIOJOY001	Stanich, Joy Evelyn	\$1,750.41
900286567	STAROCYN000	Staroske, Cynthia S	\$1,352.97
900286568	STEFABRI000	Stefani, Brittany A	\$1,295.69
900286569	STREBEL001	Strebel, Belinda Ann	\$1,372.32
900286570	SULLIANN000	Sullivan, Ann C	\$440.64
900286571	SWATSMAR001	Swatscheno, Maria Ann	\$2,227.26
900286572	THOMPNIC000	Thompson, Nicole E	\$1,470.68
900286573	TWENTMAR000	Twenty, Mary S	\$523.59
900286574	VAN DCAT001	Van Dorpe, Catherine R	\$1,503.83
900286575	VERBAERIC00	Verba, Erin K	\$1,369.12
900286576	WEBERBET001	Weber, Beth Ann	\$1,525.76
900286577	WISE DAN001	Wise, Daniel R	\$1,452.69
900286578	WONDOALI000	Wondolkowski, Alissa A	\$1,519.42
900286579	XANOSMAR000	Xanos, Maria R	\$512.65
900286580	ZURAWWEN000	Zurawski, Wendy M	\$570.35
900286581	ALEJADEN000	Alejandro, Denise	\$1,247.58
900286582	ALLENCAR000	Allen, Carrie E	\$481.83
900286583	ALO AYS000	Alo, Aysha Z	\$113.85
900286584	ARREDEDE000	Arredondo, Edelmira	\$500.65
900286585	BENNECYN000	Bennett, Cynthia L	\$132.89
900286586	BLANCNOR000	Blanco, Norma	\$434.06
900286587	BROEDPAT000	Broederdorf, Patricia S	\$1,655.94
900286588	BURKAVAL000	Burkat, Valerie J	\$299.50
900286589	CERVAHEA001	Cervantes, Heather M	\$1,489.58
900286590	COSS KAT001	Coss, Katherine M	\$1,276.78
900286591	COVGAEFF000	Covganka, Effie A	\$1,700.71
900286592	CROWLMEG000	Crowley, Meghan C	\$1,211.52

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900286593	CZARNKAT000	Czarnecki, Katharine A	\$113.85
900286594	DEREDAGN000	Deredowski, Agnes M	\$1,666.99
900286595	EVANSCAR000	Evans, Carissa N	\$1,493.82
900286596	FLOREEVE000	Flores, Evette	\$455.88
900286597	FUESSMAL000	Fuessie, Mallory E	\$1,365.24
900286598	GARCIMAR000	Garcia Navarro, Maria del Mar	\$1,731.32
900286599	GEMPETHE001	Gemperline, Theresa A	\$820.88
900286600	GILLETIA000	Gillespie, Tiana L	\$401.46
900286601	GILSOTAR000	Gilson, Tara L	\$483.22
900286602	GRAFFSTA000	Graff, Stacy K	\$3,144.54
900286603	GRAY JEN000	Gray, Jennifer M	\$1,279.30
900286604	GUZMALIS000	Guzman, Lisa Lyn	\$1,489.87
900286605	HALL DEB000	Hall, Debbie E	\$1,736.27
900286606	HANSOANA001	Hanson, Anais R	\$451.40
900286607	HARRIVAL000	Harris, Valerie R	\$112.96
900286608	HERLILAU000	Herlihy, Lauren O	\$1,283.19
900286609	JENKIJEN000	Jenkins, Jennifer E	\$1,787.82
900286610	KACZYELA000	Kaczynski, Elaine M	\$111.63
900286611	KIMPELAU000	Kimpel, Laura A	\$113.85
900286612	KOCISJAN001	Kociszewski, Janet M	\$1,184.41
900286613	KRYSTKAT000	Krystal, Kathleen R	\$1,417.38
900286614	KULIGSTE000	Kuligowski, Stephanie L	\$1,410.68
900286615	LOMENFAY001	Lomen, Faye A	\$1,367.57
900286616	MALATKAT000	Malato, Katherine	\$555.09
900286617	MARINTER001	Marino, Teri M	\$706.21
900286618	MARQUCAS000	Marquis, Cassie D	\$1,289.20
900286619	MATOUHEI000	Matousek, Heidi B	\$1,344.56
900286620	MATTHJEN000	Matthies, Jennifer M	\$1,319.68
900286621	MEYERCHA001	Meyer, Charlene M	\$1,337.91
900286622	MORITJAN000	Moritz, Janet B	\$1,121.93
900286623	MORRIJUL001	Morrison, Julie M	\$1,322.62
900286624	RAUDALAU000	Raudabaugh, Lauren A	\$1,279.82
900286625	REYESROB000	Reyes, Roberto F	\$899.99
900286626	REYNORAC000	Reynolds, Rachel E	\$1,478.52
900286627	RIVERRAM000	Rivera, Ramiro	\$1,064.34

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286628	RODRICLA000	Rodriguez, Claudia A	\$480.87
900286629	ROLOFBET000	Roloff, Betsy D	\$1,336.70
900286630	ROMERJAV000	Romero Blanco, Javier	\$1,784.85
900286631	SEVERLIS000	Severns, Lisa V	\$2,009.28
900286632	SMITHLIS000	Smith, Lisa S	\$476.02
900286633	SOLLELYD000	Sollenberger, Lydia R	\$1,227.08
900286634	TONKIHOL000	Tonkin, Holly R	\$1,425.75
900286635	TREPTJEA001	Treptow, Jeanne M	\$2,362.07
900286636	URBINPAM000	Urbina, Pamela J	\$437.95
900286637	VATTIDEB000	Vattimo, Debra J	\$110.75
900286638	VEHRIRIT000	Vehring, Rita P	\$1,229.41
900286639	VELAZCAR000	Velazquez, Carlos	\$1,203.81
900286640	WOLK MAR001	Wolk, Mary Jo K	\$2,543.32
900286641	WYZARMEL001	Wyzard, Melissa A	\$1,503.57
900286642	ZACCAVAL000	Zaccagni, Valerie D	\$478.61
900286643	ABRUZDEB000	Abruzzo, Deborah L	\$502.68
900286644	AHSMARUT001	Ahsmann, Ruth A	\$1,138.76
900286645	ALLENHEI000	Allen, Heidi E	\$1,681.48
900286646	AUGUSJIL000	Augustine, Jill E	\$1,613.44
900286647	BARRYTIM000	Barry, Timothy J	\$453.96
900286648	BAUERLAU000	Bauer, Lauren A	\$1,248.66
900286649	BEIERJEN001	Beier, Jennifer	\$1,631.33
900286650	BRADYCHE000	Brady, Cheryl M	\$548.55
900286651	BROGAJEN001	Brogan, Jenna L	\$927.59
900286652	CARBALUI000	Carbajal, Luis	\$1,434.66
900286653	CHIRUELIO00	Chirumbolo Burns, Elizabeth A	\$105.13
900286654	CIMINMAR000	Cimino, Maria V	\$1,519.91
900286655	COEL GAI001	Coel, Gail A	\$561.17
900286656	CONTIDEB000	Conti, Deborah A	\$502.44
900286657	CZESLNAN001	Czeslawski-Perez, Nancy J	\$707.88
900286658	DAVIDSHI001	Davidson, Shirley J	\$2,590.37
900286659	DEJESAIL000	DeJesus, Aileen A	\$525.44
900286660	FARQUMIC000	Farquhar, Michelle Ann	\$1,747.60
900286661	FIER SAR000	Fier, Sarah R	\$88.60
900286662	GATSAMAR000	Gatsakos, Mark Albert	\$2,212.36

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900286663	GEALLKAR000	Geallis, Karen Ann	\$2,213.48
900286664	GRU SUS000	Gru, Susan A	\$405.70
900286665	HAMILLIN001	Hamilton, Linnea	\$1,481.60
900286666	HARENLIS000	Harenza, Lisa G	\$500.65
900286667	HARVEJOD001	Harvel, Jody L	\$2,183.56
900286668	HERNAREM000	Hernandez, Remberto	\$949.13
900286669	IMHOFKAT000	Imhoff, Katie A	\$1,688.23
900286670	JOHNSKRI000	Johnson, Kristin Lea	\$1,586.79
900286671	KAHOVMAR000	Kahovec, Mark A	\$808.11
900286672	KELLEJAM000	Kelley, James S	\$4,218.28
900286673	KRONKERI000	Kronke, Erica T	\$87.85
900286674	LEMIEDEN000	Lemieux-Mcdonald, Denise S	\$1,861.82
900286675	LEY ELL000	Ley, Ellen M	\$549.82
900286676	LUDWIRIT001	Ludwig, Rita Ann	\$1,482.46
900286677	LUKENJAN000	Luken, Janet L	\$473.29
900286678	MAGLAJUL001	Maglares, Julie Ann	\$1,774.08
900286679	MARIACRY000	Mariani, Crystle A	\$1,265.19
900286680	MARTISHA003	Martin, Shannon Christine	\$1,754.67
900286681	MCANADON000	McAnally, Donna A	\$90.81
900286682	MCKENLAU001	McKenna, Laura M	\$1,377.43
900286683	MEJIALUC000	Mejia, Lucino	\$1,457.38
900286684	MEYERMAR000	Meyers, Marie C	\$490.72
900286685	MITCHALI001	Mitchell, Alison Nicole	\$1,823.38
900286686	MITCHTRI000	Mitchell, Trisha K	\$708.67
900286687	MURRASUS000	Murray, Susan L	\$508.46
900286688	NELSOLIS000	Nelson, Lisa Marie	\$93.91
900286689	O'REIDOR000	O'Reilly, Dorothy L	\$66.45
900286690	OLIVEBRE000	Oliver, Brenda D	\$1,456.60
900286691	OLSONKRI001	Olson, Kristin	\$1,190.97
900286692	PEARCJIL001	Pearce, Jillian M	\$2,004.51
900286693	PEREZRAU000	Perez, Raul	\$1,248.61
900286694	PIEL NAN000	Piel, Nancy A	\$1,121.05
900286695	PRESHJUL001	Preshlock, Julie Ann	\$1,573.71
900286696	RAITHANN000	Raithel, Anne Mary Rose	\$482.47
900286697	RAITHMAR000	Raithel, Mary K	\$62.01

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286698	RASMUJES000	Rasmussen, Jessica	\$1,632.22
900286699	ROSS KAR001	Ross, Karen Lee	\$1,187.77
900286700	RUDINMAR000	Rudin, Marcy A	\$94.65
900286701	SAVAGKAT000	Savage, Kathleen A	\$2,526.78
900286702	SCHLEJAC000	Schlesinger, Jacqueline A	\$455.88
900286703	SHARPCYN000	Sharp, Cynthia J	\$1,435.55
900286704	SIMONJEN001	Simons, Jennifer A	\$1,059.43
900286705	SMARTALL001	Smart, Allison M	\$1,702.00
900286706	SMITHDIA001	Smithana, Diana	\$1,582.59
900286707	SMITHMEG000	Smith, Megan J	\$1,447.74
900286708	SODERJOA001	Soderwall, Joanne M	\$1,571.50
900286709	STANTMEL000	Stanton, Melinda L	\$470.67
900286710	STARRJAN000	Starr, Janice J	\$548.33
900286711	STROMCAR001	Stroman, Carol A	\$1,868.12
900286712	SUNDBLIN001	Sundberg, Linda L	\$626.71
900286713	SWANSKEL000	Swanson, Kelly A	\$1,142.12
900286714	THOMAMAR000	Thomas, Mary K	\$529.48
900286715	TOBOLJAN000	Tobolt, Janet K	\$470.67
900286716	TOZZIROS000	Tozzi, Roseanne D	\$472.17
900286717	WADLEDEN000	Wadley, Denise M	\$1,593.95
900286718	WIDDOKAR000	Widdowson, Karen T	\$1,419.04
900286719	WIDINJIL001	Widing, Jill M	\$1,271.87
900286720	WRUCKPAM000	Wruck, Pamela J	\$562.01
900286721	WYSE JAC001	Wyse, Jacqueline J	\$2,487.26
900286722	ZILM MEL001	Zilm, Melissa D	\$1,903.20
900286723	ZIMMEMAR001	Zimmerman, Mariann	\$2,282.33
900286724	ADDUCSUS001	Adducci, Susan P	\$1,543.44
900286725	BARR DEN000	Barr, Denise C	\$2,113.87
900286726	BEVEVJEA001	Bevevino, Jean H	\$3,795.24
900286727	BLACKKAT001	Black, Katherine	\$335.56
900286728	BOLDOJEF000	Boldog, Jeffrey G	\$1,256.54
900286729	BOURNCLA001	Bourne, Clare F	\$1,294.65
900286730	BROGAJAS000	Brogan, Jason D	\$1,245.45
900286731	BUCHAGRE000	Buchanan, Gregory S	\$3,588.85
900286732	CATINKEL001	Catini, Kelli Sue	\$2,725.88

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286733	CHANTHA001	Chanthasene, Thany	\$2,086.39
900286734	CLARKBRE001	Clark-Cox, Brenda K	\$2,050.48
900286735	CLOUSDEN000	Clouser, Denise B	\$1,530.99
900286736	CORRESAN001	Correa, Sandra G	\$2,323.48
900286737	DEANGJAC000	DeAngelis, Jaclyn M	\$1,265.26
900286738	DEFALKIM000	DeFalco, Kimberly Ann	\$353.28
900286739	DUNHAKAT000	Dunham, Katherine M	\$1,200.49
900286740	ERICKKAT000	Erickson, Katherine J	\$1,320.75
900286741	FLETCCHA000	Fletcher, Charmian K	\$2,560.97
900286742	FOX KIM000	Fox, Kimberly A	\$708.66
900286743	GERVASAN001	Gervais, Sandra C	\$974.62
900286744	HINZ KAT001	Hinz, Kathleen J	\$3,866.09
900286745	JENKIDAV000	Jenkins, David C	\$2,989.24
900286746	KWAYZDEB001	Kwayzer, Debra A	\$698.51
900286747	LARSOLYN001	Larson, Lynnda M	\$1,653.03
900286748	LELI CYN001	Leli, Cynthia A	\$2,271.83
900286749	LILLYAMY000	Lilly, Amy L	\$2,374.24
900286750	MARCHJUL000	Marchik, Julie A	\$1,222.75
900286751	MILNOSAN001	Milnor, Sandra L	\$1,005.28
900286752	MONTGLIS001	Montgomery, Lisa A	\$677.22
900286753	MOSQUAMY001	Mosquera, Amy L	\$2,614.38
900286754	MYERSMAR000	Myers, Martha E	\$1,275.39
900286755	NELSOCAT000	Nelson, Catherine A	\$3,180.80
900286756	PARRILOR001	Parrish, Lori Renee	\$2,392.15
900286757	PLAZAKAR000	Plaza, Karen J	\$1,857.14
900286758	POULORIT000	Poulos, Rita	\$886.99
900286759	PRATHBIM000	Prathan, Bim	\$1,193.90
900286760	RAMIRMAR000	Ramirez, Marina	\$1,196.10
900286761	RATZECYN000	Ratzek, Cynthia J	\$906.92
900286762	SANDJOH000	Sandor, John	\$1,084.45
900286763	SAUCEJEN000	Saucedo, Jennifer M	\$1,373.89
900286764	SCHMIKRI001	Schmidt, Kristin Lynn	\$2,116.93
900286765	SCHMIWIL000	Schmidt, William D	\$1,826.32
900286766	SERRANIC000	Serra, Nick	\$235.80
900286767	SHUH JUD000	Shuh, Judith M	\$1,371.76

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286768	SILVANIC000	Silva, Nicole E	\$809.29
900286769	STAMPMON000	Stampnick, Monica B	\$844.56
900286770	THARPALE000	Tharp, Alexandra	\$650.24
900286771	THARPJAN001	Tharp, Janna L	\$935.51
900286772	WILLELOR001	Wille, Lori J	\$734.13
900286773	WLODZELI000	Wlodzimierski, Elizabeth A	\$2,885.68
900286774	ZAMBOSHA000	Zambole, Shannon M	\$859.55
900286775	ANDERCAT000	Anderson, Catherine J	\$43.16
900286776	BALMEKEL000	Balmes, Kellie	\$411.28
900286777	BARCUSAN000	Barcus, Sandra L	\$938.42
900286778	BELT REG000	Belt, Regina M	\$590.21
900286779	CARLSADR000	Carlson, Adrienne L	\$167.45
900286780	COX JOH000	Cox, John	\$736.36
900286781	CZAJANIC000	Czaja, Nicole J	\$1,927.54
900286782	FAES H. 000	Faes, H. Eve	\$893.53
900286783	FIORICHR000	Fiorito, Christine A	\$2,776.96
900286784	GABELJIL000	Gabel, Jill S	\$1,453.12
900286785	GOLDMWEN001	Goldman, Wendy S	\$422.36
900286786	GOLKOMIC001	Golko, Michelle L	\$86.13
900286787	GORMAEMI000	Gorman, Emily F	\$1,451.12
900286788	HANKSDIA000	Hanks, Diane R	\$1,267.29
900286789	HELSOTRI000	Helsom, Trina L	\$1,409.28
900286790	HIGGISHE001	Higgins, Sherry M	\$67.38
900286791	HOFFMLIS000	Hoffmann, Lisa	\$611.29
900286792	HOLMEMIC001	Holmes, Michael T	\$48.29
900286793	KELLESHA000	Kelley, Shanna M	\$25.39
900286794	KIERMCHR001	Kiermas, Christine Marie	\$85.88
900286795	KIOLBCOL000	Kiolbassa, Colleen R	\$64.64
900286796	KROTSELI000	Krotser, Elizabeth M	\$1,006.24
900286797	KUBIATHE000	Kubiak, Theresa A	\$23.09
900286798	KUTA MIR000	Kuta, Miriam	\$53.10
900286799	LAMBEDAW000	Lambert, Dawn	\$177.13
900286800	LANGLSHE000	Langley, Shelby	\$108.89
900286801	LARAMMAR000	Laramie, Mary	\$497.09
900286802	LARSODED000	Larson, Dede	\$618.81

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900286803	MACCRAMY000	MacCrindle, Amy N	\$1,126.58
900286804	MALTBTRA000	Maltby, Trasa D	\$41.46
900286805	MEIERLAR001	Meier, Larry L	\$1,780.44
900286806	MILLECAS000	Miller, Cassandra M	\$1,397.63
900286807	MIN ANN001	Min, Ann Marie	\$85.58
900286808	O'CONKAT000	O'Connor, Kathryn M	\$1,344.35
900286809	OLSONMEG000	Olson, Megan B	\$1,115.84
900286810	PHILPPHI000	Philpot, Phillip B	\$906.16
900286811	PLUMPJUL000	Plump, Julia C	\$1,235.11
900286812	POULINAN000	Poulin, Nancy M	\$88.60
900286813	PRINCGAI000	Prince, Gail L	\$67.38
900286814	REICHTHE000	Reichman, Therese A	\$13.29
900286815	RICHAMAR001	Richards, Marilyn J	\$46.45
900286816	ROBERMIC000	Roberts, Michelle L	\$1,377.20
900286817	ROSS KAR000	Ross, Karen J	\$133.00
900286818	SCHULLOU000	Schuldt, Louise A	\$923.12
900286819	SMITHJES002	Smith, Jessica S	\$1,212.22
900286820	SULLIELI000	Sullivan, Elizabeth A	\$123.76
900286821	WEBERDUS000	Weber, Dustin M	\$322.91
900286822	WHITLLAU000	Whitlock, Laurie L	\$1,834.48
900286823	WODARCOU000	Wodarski, Courtney A	\$1,286.39
900286824	WOODALOR000	Woodall, Lorna M	\$1,832.60
900286825	ALBERCAT000	Alberth, Cathy Lynn	\$2,730.56
900286826	ARREDSAL001	Arredondo, Salvador	\$2,070.28
900286827	BANASKAT000	Banaszynski, Katie R	\$1,462.07
900286828	BARRAMAR000	Barratt, Marina S	\$1,094.38
900286829	BARTEDEB001	Bartelt, Deborah A	\$1,697.76
900286830	BARTOKEN000	Barton, Kendelle R	\$1,224.00
900286831	BELL ADA001	Bell, Adam C	\$1,582.70
900286832	BLAKEERI001	Blake, Erin E	\$1,326.12
900286833	BROWNJUS000	Brown, Justin R	\$1,556.86
900286834	BURES DAR001	Buresch-Zoellick, Darlene A	\$1,814.23
900286835	CARBAGAB000	Carbajal-Gaspers, Gabriela C	\$1,999.74
900286836	CHERRMAR000	Cherry, Mark H	\$1,944.22
900286837	CORDECYN000	Cordes, Cynthia L	\$1,548.55

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900286838	COSTEMAR000	Costello, Marisa I	\$391.08
900286839	COTTEDIN000	Cotter, Dina L	\$508.88
900286840	COZZITER000	Cozzi, Terese M	\$549.82
900286841	DIETZAMY000	Dietz, Amy E	\$417.72
900286842	DOMINLAU000	Dominici, Lauren M	\$1,302.39
900286843	DOOL RAC000	Dool, Rachelle A	\$1,578.71
900286844	DOYLERYA000	Doyle, Ryan J	\$1,261.62
900286845	DROZTJEN000	Drozt, Jennifer L	\$1,452.56
900286846	ESCHMHEA000	Eschman, Heather L	\$1,380.83
900286847	FENNELYN001	Fennell, Lynette M	\$1,481.21
900286848	GABELGLE001	Gabel, Glen R	\$2,747.89
900286849	GLUCKKAT000	Gluck, Kathleen	\$697.22
900286850	GRABNJUL000	Grabner, Julie A	\$2,216.18
900286851	HANAWBAR001	Hanawalt, Barbara Ann	\$1,774.32
900286852	HERNAANT000	Hernandez, Antonio	\$1,205.23
900286853	HIVONPAT001	Hivon, Patricia J	\$2,589.05
900286854	HODORMAR000	Hodorowicz, Mary	\$493.03
900286855	HUFFMREB001	Huffman, Rebecca Marie	\$1,369.21
900286856	HUFFMROB001	Huffman, Robert M	\$2,054.15
900286857	JAIMEOLG000	Jaimes Martinez, Olga O	\$654.22
900286858	JOHNSNIC000	Johnson, Nicole T	\$1,311.79
900286859	KEENADAV001	Keenan, David A	\$1,884.17
900286860	KEESETOD001	Keesey, Todd A	\$1,914.97
900286861	KLECKKRI000	Kleckauskas, Kristy L	\$1,460.09
900286862	KNOTHAAR000	Knoth, Aaron M	\$1,421.55
900286863	KWAYZCHA000	Kwayzer, Chandra K	\$1,312.60
900286864	LANE WEN001	Lane, Wendy J	\$1,759.66
900286865	LOERAANG001	Loera, Angeline E	\$505.78
900286866	LUBINNIG000	Lubing, Nicole L	\$1,795.13
900286867	MAC NPATG00	Mac Nally, Patricia J	\$1,991.67
900286868	MACALLAR000	Macalpine, Laraine M	\$512.69
900286869	MANNOMIC000	Manno, Michele L	\$186.21
900286870	MERRISTE001	Merritt, Steven R	\$1,647.12
900286871	MILLEBRI000	Miller, Brian A	\$2,538.28
900286872	MIRANANA000	Miranda, Ana L	\$1,203.60

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900286873	MODERMAT000	Moderhack, Matthew R	\$1,365.62
900286874	MONTOAMA000	Montoya, Amanda M	\$1,391.01
900286875	NATOLJOR000	Natoli, Jordan C	\$404.73
900286876	O'BERCOU000	O'Berry, Courtney A	\$895.12
900286877	O'CONANN001	O'Connell, Annette M	\$78.41
900286878	OLSENALL001	Olsen, Allison R	\$1,531.61
900286879	PEDZIJOL000	Pedzimaz, Joline M	\$518.85
900286880	PERRICAN000	Perri, Candice M	\$1,383.50
900286881	PETTYALL000	Petty, Allison L	\$474.36
900286882	PILLEDEB000	Filler, Deborah G	\$2,277.51
900286883	PIOROJUS000	Pioro, Justine A	\$1,428.40
900286884	PITREAMY000	Pitrello, Amy E	\$459.41
900286885	PLUMPLOR001	Plump, Lori Ann	\$1,712.85
900286886	POWELELI001	Powell, Elizabeth C	\$1,627.15
900286887	PRITCJEN001	Pritchard, Jennifer Leigh	\$2,085.97
900286888	REINKMEL001	Reinke, Melissa L	\$1,210.83
900286889	RUHNKKUR000	Ruhnke, Kurt D	\$1,315.87
900286890	RUTISJEN000	Rutishauser, Jennifer M	\$1,426.81
900286891	RYAN MAR002	Ryan, Mary L	\$2,023.12
900286892	SAMPSSCO001	Sampson, Scott G	\$2,298.43
900286893	SARTHKELO00	Sarther, Kelly A	\$1,280.29
900286894	SCHULKIRO00	Schultz, Kirsten A	\$1,556.54
900286895	SCHURKIM000	Schuring, Kimberly D	\$483.04
900286896	SCIANNMEG000	Scianna, Meghan M	\$1,284.39
900286897	SEBASALE000	Sebastian, Alexandra E	\$399.39
900286898	SKORUKAR000	Skorup, Karen L	\$1,460.68
900286899	SMITHCOU000	Smith, Courtney L	\$1,245.64
900286900	STADLCAR000	Stadlman, Carolyn K	\$2,323.55
900286901	STREBLAU001	Strebler, Laura T	\$1,384.91
900286902	SULLIPAT001	Sullivan, Patricia L	\$1,600.43
900286903	THEISBET001	Theiss, Beth Ann	\$1,432.29
900286904	TREPTJOD001	Treptow, Jodie K	\$2,362.95
900286905	TROW JAM001	Trow, Jamie K	\$1,579.39
900286906	WALKETER001	Walke, Terry Kay	\$892.74
900286907	WARREMAR001	Warren, Mary E	\$1,287.87

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900286908	WILKIDON000	Wilkins, Dona R	\$440.98
900286909	WYNN SUS001	Wynn, Susan Annette	\$2,099.50
900286910	ZEHRESAU001	Zehrer, Sandra J	\$1,709.42
900286911	ALDANCRI000	Aldana, Cristino	\$1,111.49
900286912	ALFUSSHA000	Alfus, Sharon A	\$775.01
900286913	BARNAPAT001	Barnard, Patricia J	\$1,227.69
900286914	BARRARIC000	Barradas, Ricardo	\$1,274.29
900286915	BARREMIC001	Barrett, Michelle M	\$1,698.96
900286916	BARTESTE000	Bartelt, Steven Charles	\$521.10
900286917	BENSOLIN000	Benson, Linda J	\$536.00
900286918	BROWNWEN001	Browne, Wendy L	\$1,680.23
900286919	BUCHKEK001	Bucheger, Kelly A	\$1,539.04
900286920	BURKENIK000	Burke, Nikole L	\$400.71
900286921	CAMPIDEA000	Campioni, Deanna	\$454.36
900286922	CHRISMEL001	Christensen, Melissa J	\$1,321.35
900286923	CROWLJEN001	Crowley, Jennifer Lynn	\$1,952.63
900286924	CUMMIANN000	Cummings, Annamarie	\$90.81
900286925	EGELSPAT000	Egelston, Patricia M	\$543.31
900286926	EVENSUZ000	Evenson, Suzanne C	\$1,417.14
900286927	FISCHMAR001	Fischer, Maryann G	\$574.22
900286928	FORD ANI000	Ford, Anita I	\$111.63
900286929	FOX JUL001	Fox, Julie A	\$1,701.31
900286930	GANNOJEN000	Gannon, Jennifer Joy	\$1,720.44
900286931	GATZAMAR000	Gatza, Mary C	\$535.50
900286932	GLAUNJAC001	Glauner, Jack A	\$1,023.75
900286933	GLOVEKRI000	Glover, Kristen P	\$1,280.03
900286934	GLUECDAR000	Glueckert, Darla J	\$93.03
900286935	GRANTKAR000	Grantham, Karen Dunne	\$1,477.64
900286936	GROH ELL000	Groh, Ellen L	\$1,407.58
900286937	GRUBBKAR001	Grubbs, Kari Lynn	\$1,508.98
900286938	HASTICAN000	Hasting, Candy S	\$1,907.10
900286939	HAVENBET001	Havenga, Beth Ann	\$1,555.45
900286940	HEYENMIC001	Heyen, Michele C	\$1,337.66
900286941	HORISKEL001	Horist, Kelly J	\$1,588.90
900286942	HOUK REB000	Houk, Rebecca A	\$1,195.23

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900286943	HURCKKER000	Hurckes, Kerri L	\$1,408.25
900286944	HUTCHSAR000	Hutchinson, Sara A.	\$88.60
900286945	JULIADEB001	Juliano, Deborah Lynne	\$1,577.23
900286946	KELLEGA001	Kelley, Gail Lee	\$1,193.81
900286947	KENCHKRI000	Kencharek, Kristin M	\$97.45
900286948	KLUVEMIC000	Kluver, Michelle A	\$534.44
900286949	KNOPSSTE001	Knopsnyder, Stephanie G	\$1,460.60
900286950	KRUTSJUL001	Krutsch, Julie A	\$1,237.19
900286951	KYSKAMIC000	Kyska, Michelle M	\$536.00
900286952	LARSEJOA001	Larsen, Joan K	\$797.00
900286953	LASHEMEL001	Lashelle, Melissa Sue	\$1,902.07
900286954	LETAKJEN000	Letak, Jennifer L	\$108.53
900286955	MAIN CHR001	Main, Christine E	\$872.24
900286956	MARKSAMY000	Marks, Amy M	\$2,441.65
900286957	MAYERASH000	Mayer, Ashley N	\$1,167.80
900286958	MCCOYMEG000	McCoy, Megan L	\$1,240.31
900286959	MCLELMAR000	McLeland, Marcia J	\$1,953.67
900286960	MERLIDIA000	Merlin, Diane M	\$1,501.71
900286961	MILLEJAN001	Miller, Janene L	\$1,699.29
900286962	MORROKEL000	Morrone, Kelly D	\$1,298.41
900286963	MORTOREB000	Morton, Rebecca M	\$1,376.67
900286964	MUEHLRY 000	Muehling, Ry W	\$1,183.64
900286965	NAPOLLUA001	Napoleoni, Luann	\$1,588.40
900286966	NELSOJAN000	Nelson, Janet L	\$605.53
900286967	O'CONERG000	O'Connor, Ergina M	\$467.71
900286968	PAVLIKRI000	Pavlis, Kristina	\$1,582.62
900286969	POMISGEO001	Pomis, Georgia	\$1,921.97
900286970	ROBSOJAM001	Robson, Jamela B	\$1,494.73
900286971	RUBINCYN001	Rubin, Cynthia L	\$1,882.31
900286972	SATALKIM000	Satalino, Kimberly L	\$929.67
900286973	SAVOIKAT001	Savoia, Katherine S	\$1,753.41
900286974	SCHULHEA000	Schulze, Heather McDonald	\$492.28
900286975	SCHWAAMY001	Schwab, Amy Renee	\$1,486.49
900286976	SCHWAERI000	Schwabe, Erin M	\$1,193.98
900286977	SEIBENEL000	Seibert, Nellica J	\$1,546.76

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CHECK NUMBER	NAME KEY	NAME	NET PAY
900286978	SEIBESHA000	Seibert, Shannon C	\$1,289.55
900286979	SHARKNIC001	Sharkey, Nicole M	\$1,739.31
900286980	SITESHA001	Sites, Shannon P	\$1,273.42
900286981	SMITHJAN001	Smith, Jana	\$1,140.74
900286982	SNYDEMIC001	Snyder, Micheie M	\$546.81
900286983	STERCDON000	Sterchi, Donna L	\$579.61
900286984	STOTZBEV000	Stotz, Beverly J	\$635.25
900286985	STRUCREB000	Struck, Rebecca M	\$119.61
900286986	STUARDAN000	Stuart, Daniela S	\$486.26
900286987	SWIHALAU001	Swihart, Laurie Ann	\$1,522.27
900286988	THOMACAR000	Thomas, Carolyn L	\$1,281.68
900286989	TOUSSBRI000	Toussaint, Brianne M	\$1,522.64
900286990	WALT AYR000	Walt, Ayrielle L	\$1,519.17
900286991	WEYERBRI000	Weyers, Brianna C	\$1,198.67
900286992	WIELASAV000	Wieland, Savannah B	\$1,351.03
900286993	WILEYABB000	Wiley, Abby A	\$953.05
900286994	ADAMSKEL000	Adams, Kelly Sue	\$1,593.70
900286995	ALLENBAR000	Allen, Barbara	\$569.62
900286996	ALMAZLAR000	Almazan, Lara V	\$1,132.92
900286997	ALTMAJAN000	Altman, Janice E	\$1,445.37
900286998	ANDERWEN000	Anderson, Wendy E	\$1,401.61
900286999	ARNOLKEL000	Arnold, Kelsey L	\$444.06
900287000	BAIERMAR000	Baier, Margaret J	\$55.02
900287001	BAXTESHE000	Baxter, Sherri Lynne	\$1,779.83
900287002	BENOIDAW000	Benoit, Dawn M	\$102.10
900287003	BERNHNIC001	Bernhard, Nicole Marie	\$1,526.49
900287004	BISHOELI000	Bishop, Elizabeth J	\$108.53
900287005	BRAZASUS000	Brazao, Susan J	\$768.55
900287006	BRENTTER000	Brent, Terri L	\$415.33
900287007	BRIGAWEN000	Brigante-Dziedzic, Wendy	\$580.55
900287008	BROUDRAC000	Brouder, Rachel K	\$1,434.83
900287009	BULAGKAT001	Bulaga, Kathleen Marie	\$1,696.48
900287010	CAMPOARM000	Campos, Armando	\$1,004.23
900287011	CANE SUZ000	Cane, Suzanne M	\$535.50
900287012	CHUDIKIM000	Chudik, Kimberley D	\$1,489.25

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900287013	CLOHEHOL000	Clohessy, Holly E	\$100.02
900287014	COMBSBET001	Combs, Bethany Ann	\$1,677.14
900287015	CONCHSER000	Concha, Serena J	\$476.48
900287016	CRUZ GIN000	Cruz, Gina M	\$1,507.53
900287017	CURRABET000	Currao, Bettina C	\$2,515.71
900287018	DINDINIC000	Dindia, Nicole S	\$1,140.53
900287019	EVANSHEA000	Evans, Heather A	\$1,531.32
900287020	FADDEKRI000	Fadden, Kristen D	\$453.39
900287021	FUCHSSYL000	Fuchs, Sylvia S	\$535.11
900287022	FURIOPAU000	Furio, Paula M	\$532.00
900287023	GERKELAU001	Gerke, Laura Ann	\$1,353.45
900287024	GRUPEANA001	Gruper, Anastasia Catherine	\$2,062.90
900287025	HENSLAMY001	Hensley, Amy J	\$1,880.36
900287026	HERNAJOS001	Hernandez Bautista, Jose A	\$961.46
900287027	HOPP JOY001	Hopp, Joyce H	\$1,388.97
900287028	HOWELANN000	Howell, Anna J	\$76.18
900287029	JACOBJOH001	Jacobsen, John M	\$3,200.10
900287030	JANCZELI000	Janczak, Elizabeth L	\$1,211.56
900287031	JELLENLAU001	Jelen, Laura Michelle	\$1,700.65
900287032	JENSESUS001	Jensen, Susan L	\$499.91
900287033	JOHNSGAY001	Johnston, Gayle W	\$2,533.13
900287034	JUARESUZ001	Juarez, Suzanne E	\$2,235.47
900287035	KOBELLIS000	Kobeluch, Lisa M	\$70.88
900287036	KOLARJEN000	Kolarczyk, Jennifer P	\$508.37
900287037	KOLASLIS000	Kolasinski, Lisa Jean	\$1,765.50
900287038	KONRACON001	Konrath, Constance A	\$1,619.72
900287039	KONZAKAT001	Konzak, Kathleen E	\$590.17
900287040	LEMANLIB001	Leman, Libby Georgann	\$1,561.73
900287041	LEVINGRE000	Levin, Gretchen C	\$1,041.16
900287042	LICHTMAR001	Lichtenberger, Mary H	\$1,695.76
900287043	LOSASCHE000	Losasso, Cheryl R	\$470.67
900287044	LOSCHELI000	Losch, Elizabeth D	\$440.02
900287045	MARCUANN000	Marcus, Ann K	\$433.11
900287046	MARTIBRE001	Martinez, Brenda L	\$510.06
900287047	MARTILAU000	Martinez, Laura Mary	\$462.17

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900287048	MASSESUZ001	Masset, Suzanne J	\$1,677.38
900287049	MAULEEIL001	Maule, Eileen T	\$1,816.04
900287050	MILLECYN000	Miller, Cynthia S	\$1,557.37
900287051	MOOREJAM001	Moore, Jamie M	\$1,452.09
900287052	MORALNAR001	Morales, Narciso L	\$1,575.30
900287053	MORLELIN000	Morley, Lindsay B	\$1,574.67
900287054	NEWSOMEG000	Newsome, Megan S	\$482.79
900287055	PAOLEMAR001	Paciella, Mary A	\$1,484.66
900287056	PINGIVIR000	Pingitore, Virginia A	\$1,500.40
900287057	PINTEJEN000	Pinter, Jennifer A	\$115.17
900287058	POHL LAU001	Pohl, Laurie Shepherd	\$2,169.94
900287059	PRESKJEN000	Preski, Jeni Lee	\$1,468.46
900287060	REGANMAR000	Regan, Mary E	\$580.63
900287061	REITHMAR000	Reith-Fischer, Mary C	\$1,960.46
900287062	RICKEKAT000	Rickerson, Kathleen L	\$1,705.81
900287063	ROKUSDEB001	Rokusek, Debra Lynn	\$2,274.95
900287064	SEEGERI002	Seegert, Erin Joann	\$1,634.62
900287065	SEISSALE000	Seisser, Alexis C	\$737.49
900287066	SIMMOCHR000	Simmonds, Christine A	\$478.97
900287067	SIMONKOR000	Simons, Kori J	\$1,238.77
900287068	SKRANDEB001	Skrandzius, Debbie J	\$475.82
900287069	TALBOHEA001	Talbott, Heather L	\$1,524.79
900287070	THOMAGRE001	Thomas, Gretchen L	\$1,439.86
900287071	THOMAPAT000	Thomas, Patricia C	\$569.17
900287072	TURNETIF000	Turner, Tiffany M	\$977.63
900287073	VOLLEKIM000	Voller, Kimberly M	\$438.01
900287074	VOLLICHR000	Volling, Christine N	\$969.74
900287075	WILBRTIN001	Wilbrandt, Tina Allane	\$1,804.44
900287076	WOJCIALI001	Wojcik, Alice Ann	\$1,752.67
900287077	WYMANERI000	Wyman, Erin R	\$1,369.12
900287078	WYSOCANN000	Wysock, Anne E	\$1,613.52
900287079	ZACHESUS000	Zacher, Susan W	\$473.56
900287080	ADAMSMIC000	Adams, Michael R	\$1,809.64
900287081	ARELLGER000	Arellano Lopez, Gerardo	\$918.41
900287082	BARR NIC000	Barr, Nicholas R	\$116.96

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900287083	FERREJEA001	Ferretti, Jeannine J	\$1,725.81
900287084	FOWLETHO000	Fowler, Thomas G	\$1,107.40
900287085	FREDEKEV000	Frederick, Kevin A	\$839.98
900287086	FRIELROB000	Friel, Robert P	\$2,205.39
900287087	GITZIJAM001	Gitzinger, James C	\$2,075.19
900287088	GROVEGRE001	Groves, Gregory L	\$2,132.94
900287089	HARVEWIL000	Harvel, William M	\$118.89
900287090	KOMOSREN000	Komosa, Renee B	\$994.08
900287091	LOZYNDOU001	Lozynski, Douglas J	\$1,843.84
900287092	MAYCRDAV000	Maycroft, David E	\$1,410.20
900287093	PILLEBRE000	Piller, Brett A	\$738.04
900287094	PLUCISTE000	Pluciennik, Stephen	\$1,926.02
900287095	RUEFFJOH000	Rueff, John R	\$1,921.29
900287096	SCHUHDAV001	Schuh, David S	\$2,050.18
900287097	SMITHSEA001	Smith, Sean R	\$2,169.74
900287098	STAHLMAT000	Stahl, Matthew TJ	\$730.20
900287099	STAHLMAT001	Stahl, Matthew M	\$2,316.56
900287100	WEBERLYN001	Weber, Lynn Frances	\$869.53
900287101	YATESLAR000	Yates, Larry	\$1,836.13
900287102	AUDETSHA000	Audette, Sharon L	\$616.24
900287103	BAILEEMI000	Bailey, Emily R	\$1,798.55
900287104	BARKEERI000	Barker, Erin L	\$1,382.11
900287105	BARTOELZ000	Bartosz, Elzbieta K	\$494.73
900287106	BAUERDON000	Bauer, Donna	\$2,514.50
900287107	BESSEJEA001	Besserud, Jean M	\$1,461.44
900287108	BROCKAMY000	Brock, Amy K	\$1,455.78
900287109	BUTLELAU001	Butler, Laura Ann	\$560.74
900287110	CASANDOR001	Casanas, Doria	\$966.61
900287111	CAULKDEB000	Caulk, Debra Jo	\$2,057.45
900287112	CHUBBKRI000	Chubb, Kristen A	\$460.69
900287113	CONRODOM001	Conro, Domenica M	\$545.84
900287114	CONWAJEN001	Conway, Jenny Rebecca	\$2,024.71
900287115	DACY MEG000	Dacy, Meggan M	\$1,417.13
900287116	DAMLEJOA000	Damler, Joann M	\$147.08
900287117	DEGENLET000	DeGenova, Leticia	\$481.01

CHECK DATE 09/11/2015 - Check Number Sequence

CHECK NUMBER	NAME KEY	NAME	NET PAY
900287118	FINNEAMY001	Finnerty, Amy M	\$1,778.64
900287119	GREGOLES000	Gregorin, Leslie V	\$1,249.65
900287120	HAAGEDON001	Haage, Donna M	\$1,766.09
900287121	JANESDON001	Janes, Donna D	\$308.05
900287122	KENNYDEB000	Kenny, Debra A	\$1,199.24
900287123	KREITJEN000	Kreitz, Jennifer E	\$483.50
900287124	MARCILID001	Marciano, Lida M	\$1,712.04
900287125	MCENETER000	McEnergy, TeriSue	\$1,351.96
900287126	MEZA MAR000	Meza, Mary Jo	\$1,430.06
900287127	MILLEKIM000	Miller, Kimberly J	\$1,345.15
900287128	MIZE LOR000	Mize, Lori Lea	\$573.20
900287129	MORALCOR000	Morales, Corina L	\$1,325.48
900287130	NANNAPAT001	Nanna, Patricia Lynn	\$2,004.32
900287131	PAWLIMAR001	Pawlicki, Mary E	\$1,623.17
900287132	PELONLIS000	Pelon, Lisa M	\$1,205.92
900287133	POTTAJOD001	Pottala, Jodi Ann	\$1,543.61
900287134	PULVIPAT001	Pulvino, Patricia J	\$1,758.65
900287135	RANNIKAR001	Rannie, Karen A	\$1,280.86
900287136	RIETZTRA000	Rietz, Tracy A	\$1,811.80
900287137	RODRICRI000	Rodriguez, Cristina	\$565.11
900287138	ROGERMIC001	Rogers, Michele Kathryn	\$2,031.44
900287139	ROTELCOR000	Rotelli, Corey L	\$462.55
900287140	SANDEKRI000	Sander, Kristin A	\$758.27
900287141	SHAPICAR000	Shapiro, Carey Lynne	\$1,510.00
900287142	SUPERKAT001	Supert, Kathleen A	\$1,545.59
900287143	TALDOAMY000	Taldone, Amy J	\$564.33
900287144	TENDIKAT000	Tendick, Katherine J	\$1,265.20
900287145	TRIVEANG001	Trivellini, Angela	\$1,369.13
900287146	VAN FKAT001	Van Fleet, Kathleen B	\$2,641.44
900287147	VAN VSAR001	Van Vianen, Sarah E	\$1,764.37
900287148	VASQUMAR000	Vasquez, Marisa	\$1,628.78
900287149	VITACNAN001	Vitacco, Nancy S	\$1,490.09
900287150	WHITEPAM001	White, Pamela S	\$2,653.68
900287151	WITKOLIS001	Witkowski, Lisa M	\$1,689.41
900287152	WOLKEREN000	Wolke, Rene L	\$528.41

1225 DEPOSIT(S) REPORTED FOR A TOTAL OF \$1,434,625.12

CHECK DATE 09/11/2015 - Check Number Sequence

<u>CHECK NUMBER</u>	<u>NAME KEY</u>	<u>NAME</u>	<u>NET PAY</u>
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90	CHECK(S) REPORTED FOR A TOTAL OF	\$82,609.66
1225	DEPOSIT(S) REPORTED FOR A TOTAL OF	<u>\$1,434,625.12</u>
1315	TOTAL	\$1,517,234.78

***** End of report *****