

CRYSTAL LAKE ELEMENTARY DISTRICT #47

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

www.d47.org

[f /D47schools](https://www.facebook.com/D47schools) [t @crystallakeSD47](https://twitter.com/crystallakeSD47)

November 1, 2016

Mr. Jared Rutecki
Digital Journalist
Better Government Association
223 W. Jackson Blvd
Ste. 900
Chicago, IL. 60606

Re: Freedom of Information Request

Dear Mr. Rutecki:

This correspondence is in response to your Freedom of Information Act Request received by District 47 on October 26, 2016, in which you requested:

- 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.
 - All contracts can be found at on our District website:
<http://www.d47.org/Page/296>
- Administrator Contracts: Any and all employment/personnel agreements and contracts with current administrators, including but not limited to superintendents and principals.
 - Attachment 1 includes all contracts
- Budget: The approved operating and capital budgets for the 2016-17 school year.
 - Budgets can be found on our District website:
<http://www.d47.org/Page/433>
- Legal Settlements: Any and all legal settlements entered into, signed, or otherwise adopted from August 1, 2015 to present.
 - Attachment 2 includes legal settlements.
- 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).
 - Attachment 3 includes payroll.

Educational Excellence for All Students is Our Passion and Commitment.

This information serves as fulfillment of obligation to your request. I would appreciate if you would acknowledge receipt of this FOIA as well as being able to successfully view all documents.

If I can be of further assistance, please let me know.

Sincerely,



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

cc: D. Jacobson

Jared Rutecki
Digital journalist
Better Government Association
223 W Jackson Blvd
Ste. 900
Chicago, IL 60606
[312-821-9032](tel:312-821-9032)

October 26, 2016
RECORDS REQUEST
Dear FOIA Officer:

This is Jared Rutecki 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 2016-17 school year.
- 4.) Legal Settlements:** Any and all legal settlements entered into, signed, or otherwise adopted from August 1, 2015 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**).

If possible, please provide budget and payroll documents in a spreadsheet format, and a PDF for the collective bargaining agreements, administrator contracts and legal settlements.

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.

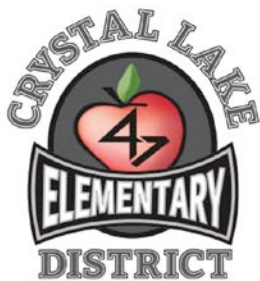
This request is not made for commercial or personal purposes. More information about the BGA is available on the BGA website, www.bettergov.org, and on file with the Illinois Secretary of State. I ask that you waive fees as the law allows.

For any written correspondence, please send to:
223 W Jackson Blvd.
Ste. 900.
Chicago, IL 60606

However, in the interest of saving money and paper, I ask that you send all responses to my email address: jrutecki@bettergov.org.

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

Jared Rutecki



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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

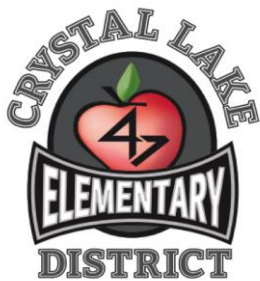
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

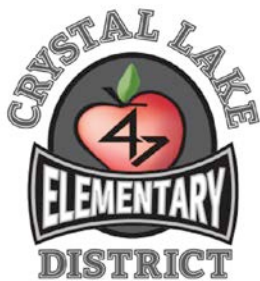
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

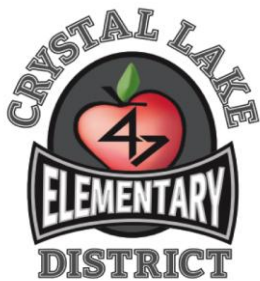
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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:
- 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

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

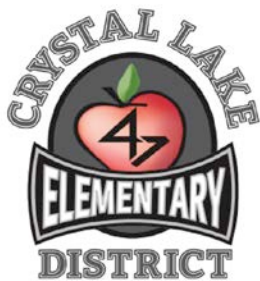
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



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 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

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
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Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
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18	19	20	21	22	23	24
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Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
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24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
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23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
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29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
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28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
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Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
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20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

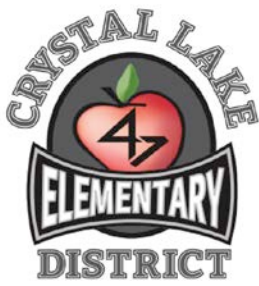
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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 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.
 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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- 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.
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- 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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
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12	13	14	15	16	17	18
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26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
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30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
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Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
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22	23	24	25	26	27	28
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Paid Days: 22

September 2015

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Paid Days: 22

December 2015

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Paid Days: 17

March 2016

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

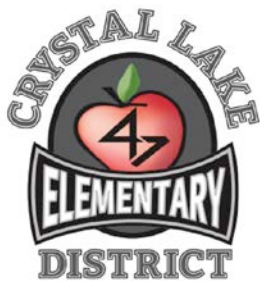
Legend

- = Work Day (8 Hours) - 220 Days
- = Holidays (10)
- = Emergency Day-Proposed (5)
- = Full-Day Parent/Teacher Conference (2)
- = Full Day Institute/Workshop (4)
- = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

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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

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.
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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.
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 - a) Professional organization dues/fees.
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 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

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Date



Superintendent of Schools

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2015-2016

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Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
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April 2016

Su	M	Tu	W	Th	F	Sa
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Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
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Su	M	Tu	W	Th	F	Sa
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
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Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
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8	9	10	11	12	13	14
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Paid Days: 22

September 2015

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		1	2	3	4	5
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December 2015

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March 2016

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June 2016

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Paid Days: 7

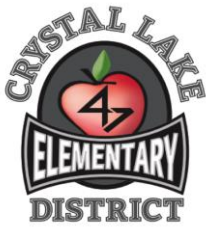
Legend

-  = Work Day (8 Hours) - 220 Days
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Work Days	203
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Total Paid Days	220
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Total Days	262

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Crystal Lake Elementary District 47

Administrator

2016-2017 Wage Statement

This Wage Statement confirms your employment and salary for the 2016-2017 school year for Crystal Lake School District 47. The exact dates of this school term are set forth in the official calendar adopted by the District 47 Board of Education. **Work Calendars** can be found on the district website under *Staff -> Staff Resources -> Staff Work Calendar (16/17 School Year)*.

Name: Brenda Clark-Cox	Assignment(s): Director of District Improvement
	FTE: 1.00
Calendar: 12 Month	
Start Date: 07/01/2016	End Date: 06/30/2017

On 5% Retirement Track:	Total Contract:
Yes	\$ 106,644.33

SIGNED: _____

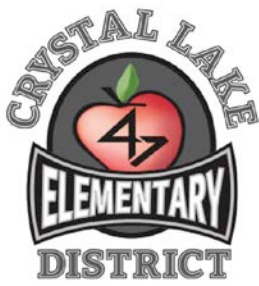
Dr. Kathy J. King
Superintendent of Schools

DATE: 07/01/2016

The services to be performed are determined by the Superintendent and his/her designees. A number of documents describe and govern the services to be performed, including, but not limited to: policies, rules and regulations set forth by the Board of Education, the Illinois School Code and its implementing regulations, job descriptions and school building rules. Copies of these documents are available on the District's website, or in the Office of the Superintendent of Schools and/or in individual buildings.

Payroll date calendars can be found on the district website under *Staff -> Staff Resources -> Payroll Calendars*

Please keep this for your records; we no longer need a signed copy. If you have any questions please call Jackie DeAngelis at (815) 788-5057 or via email at jmdeangelis@d47.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 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

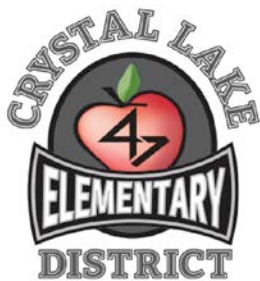
07/27/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 30, 2015

Principals/Assistant Principals																																		
2015-2016																																		
July 2015														August 2015														September 2015						
Su	M	Tu	W	Th	F	Sa								Su	M	Tu	W	Th	F	Sa								Su	M	Tu	W	Th	F	Sa
			1	2	3	4														1										1	2	3	4	5
5	6	7	8	9	10	11								2	3	4	5	6	7	8								6	7	8	9	10	11	12
12	13	14	15	16	17	18								9	10	11	12	13	14	15								13	14	15	16	17	18	19
19	20	21	22	23	24	25								16	17	18	19	20	21	22								20	21	22	23	24	25	26
26	27	28	29	30	31									23	24	25	26	27	28	29								27	28	29	30			
														30	31																			
Paid Days: 3														Paid Days: 21														Paid Days: 22						
October 2015														November 2015														December 2015						
Su	M	Tu	W	Th	F	Sa								Su	M	Tu	W	Th	F	Sa								Su	M	Tu	W	Th	F	Sa
				1	2	3								1	2	3	4	5	6	7										1	2	3	4	5
4	5	6	7	8	9	10								8	9	10	11	12	13	14								6	7	8	9	10	11	12
11	12	13	14	15	16	17								15	16	17	18	19	20	21								13	14	15	16	17	18	19
18	19	20	21	22	23	24								22	23	24	25	26	27	28								20	21	22	23	24	25	26
25	26	27	28	29	30	31								29	30													27	28	29	30	31		
Paid Days: 22														Paid Days: 19														Paid Days: 17						
January 2016														February 2016														March 2016						
Su	M	Tu	W	Th	F	Sa								Su	M	Tu	W	Th	F	Sa								Su	M	Tu	W	Th	F	Sa
					1	2									1	2	3	4	5	6										1	2	3	4	5
3	4	5	6	7	8	9								7	8	9	10	11	12	13								6	7	8	9	10	11	12
10	11	12	13	14	15	16								14	15	16	17	18	19	20								13	14	15	16	17	18	19
17	18	19	20	21	22	23								21	22	23	24	25	26	27								20	21	22	23	24	25	26
24	25	26	27	28	29	30								28	29													27	28	29	30	31		
31																																		
Paid Days: 21														Paid Days: 21														Paid Days: 18						
April 2016														May 2016														June 2016						
Su	M	Tu	W	Th	F	Sa								Su	M	Tu	W	Th	F	Sa								Su	M	Tu	W	Th	F	Sa
					1	2								1	2	3	4	5	6	7											1	2	3	4
3	4	5	6	7	8	9								8	9	10	11	12	13	14								5	6	7	8	9	10	11
10	11	12	13	14	15	16								15	16	17	18	19	20	21								12	13	14	15	16	17	18
17	18	19	20	21	22	23								22	23	24	25	26	27	28								19	20	21	22	23	24	25
24	25	26	27	28	29	30								29	30	31												26	27	28	29	30		
Paid Days: 20														Paid Days: 22														Paid Days: 7						
Legend																																		
= Work Day (8 Hours) - 220 Days														Work Days							203													
= Holidays (10)														Holidays							10													
= Emergency Day-Proposed (5)														Floater Days							7													
= Full-Day Parent/Teacher Conference (2)														Total Paid Days							220													
= Full Day Institute/Workshop (4)																					42							Unpaid days						
= Administrative Meetings														Total Days							262													
An additional 7 days to be worked at employee's discretion within the same fiscal year.																																		
Last official date is one week after last day of school, wherever that falls with snow days.																																		



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.
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 - 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.
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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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

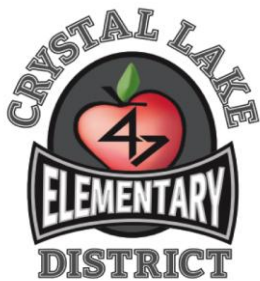
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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.
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 - b) Professional development materials including books, magazines and software.
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 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.
- 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

12 Month Employee

2015-2016

July 2015							August 2015							September 2015						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4							1			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11	2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8	6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18	9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15	13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25	16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22	20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29	27	<u>28</u>	<u>29</u>	<u>30</u>			
							30	<u>31</u>												
Paid Days: 23							Paid Days: 21							Paid Days: 22						
October 2015							November 2015							December 2015						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3	1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10	8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14	6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17	15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21	13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24	22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28	20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31	29	<u>30</u>						27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		
Paid Days: 22							Paid Days: 21							Paid Days: 23						
January 2016							February 2016							March 2016						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9	7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13	6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16	14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20	13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23	21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27	20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30	28	<u>29</u>						27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		
31																				
Paid Days: 21							Paid Days: 21							Paid Days: 23						
April 2016							May 2016							June 2016						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2	1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7				<u>1</u>	<u>2</u>	<u>3</u>	4
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9	8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14	5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16	15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21	12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23	22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28	19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30	29	<u>30</u>	<u>31</u>					26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		
Paid Days: 21							Paid Days: 22							Paid Days: 22						

Legend

— = Work Days (8 hours)

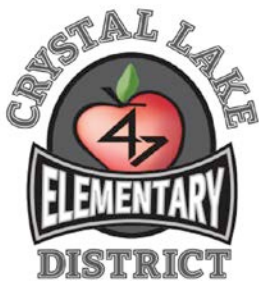
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

 = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



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

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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

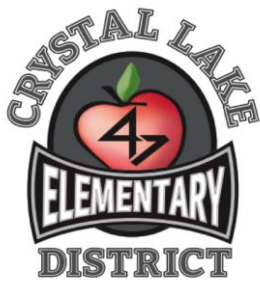
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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

- A. **EMPLOYMENT.** The Board agrees to employ Collin McCormick in the position of Assistant Director at for TJA a term commencing the 1st day of June, 2016 and extending through the 30th day of June, 2017. 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 \$60,000.00, 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

3 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

3 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

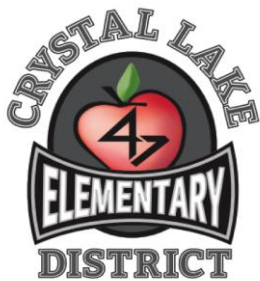


Superintendent of Schools

03/02/2016

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

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

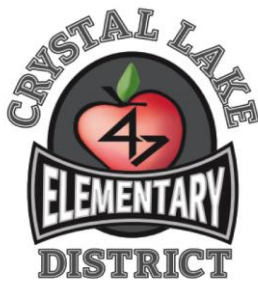
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



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 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.
- 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

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

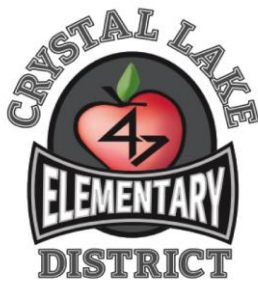
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



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 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

12 Month Employee

2015-2016

July 2015						
Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015						
Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015						
Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015						
Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015						
Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015						
Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016						
Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016						
Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016						
Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016						
Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016						
Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016						
Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

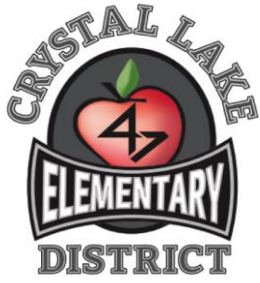
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

June 17, 2016

David Tomczyk
948 Blue Aster Parkway
Gilberts, IL 60138

Dear David,

We are pleased to offer you the position of **Operations Manager** for Crystal Lake School District 47 beginning in the 2016 – 2017 school year! Your assignment will be the **Operation Center**.

Your salary for this position will be **\$70,000.00** and your official start date will be **Friday, July 1, 2016**.

Your benefits package includes:

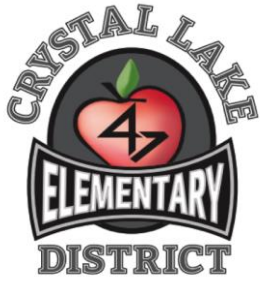
- Medical, Dental and Vision Coverage
- Life Insurance and Long Term Disability Coverage
- Flexible Spending Accounts
- 25 Vacation
- 14 Paid Holidays
- 12 Paid Sick Days (unused days carry over)
- 3 Personal Days
- Sick Leave Bank
- Education Reimbursement
- IMRF Retirement Plan
- 403 (b) and 457 Retirement Savings Plan Options

In order to comply with state and federal guidelines, we will need some employment paperwork completed and returned to Human Resources prior to your start date. Your new hire paperwork packet will be sent to your email address on your application.

Also, all new employees are required to complete a nationwide criminal background check. Please complete the Criminal History Record Check form that is attached to your offer letter and take it to the Regional Office of Education located at 667 Ware Road in Woodstock, IL 60098 (the fingerprinting office is located one block north of the McHenry County Government Center).

Although we are very excited to have you become a part of District 47, your offer is contingent upon you successfully completing all the required paperwork, including a background check, medical exam and TB Test.

Educational Excellence for All Students is Our Passion and Commitment



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

District 47 offers a comprehensive benefits package for full-time employees. Please contact Deb Kwayzer, Benefits Administrator, at 815-788-5055 or via email at dakwayzer@d47.org regarding your benefit options and enrollment.

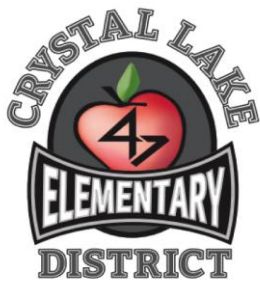
The final process of your employment is the issuing of your Contractual Agreement; I will supply you with that document at a later date.

Please contact me at 815-788-5053, if you need any additional information or have any questions. Welcome to School District 47!

Sincerely,

A handwritten signature in cursive script that reads 'Jennifer M. Saucedo'.

Jennifer Saucedo
Human Resource Coordinator



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

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

June 7, 2016

Erin Anderson
7239 Chandan Blvd
Machesney Park, IL 61115

Dear Erin,

We are pleased to offer you the position of **Director of Literacy** for Crystal Lake School District 47 beginning in the 2016 – 2017 school year!

Your salary is based on your years of experience with an administrative step level of 1.
Your salary for this position will be \$TBD* and your official start date will be Friday, July 1, 2016.

*16/17 administrative salary will be determined at a later date.

Your benefits package includes:

- Medical, Dental and Vision Coverage
- Life Insurance and Long Term Disability Coverage
- Flexible Spending Accounts
- 25 Vacation
- 14 Paid Holidays
- 12 Paid Sick Days (unused days carry over)
- 3 Personal Days
- Sick Leave Bank
- Education Reimbursement
- Teachers Retirements Systems
- 403 (b) and 457 Retirement Savings Plan Options

In order to comply with state and federal guidelines, we will need some employment paperwork completed and returned to Human Resources prior to your start date. Your new hire paperwork packet will be sent to your email address on your application.

Also, all new employees are required to complete a nationwide criminal background check. Please complete the Criminal History Record Check form that is attached to your offer letter and take it to the Regional Office of Education located at 667 Ware Road in Woodstock, IL 60098 (the fingerprinting office is located one block north of the McHenry County Government Center).

Although we are very excited to have you become a part of District 47, your offer is contingent upon you successfully completing all the required paperwork, including a background check, medical exam, TB Test, and providing documentation of all the necessary licensure requirements for your position.

Educational Excellence for All Students is Our Passion and Commitment



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

District 47 offers a comprehensive benefits package for full-time employees. Please contact Deb Kwayzer, Benefits Administrator, at 815-788-5055 or via email at dakwayzer@d47.org regarding your benefit options and enrollment.

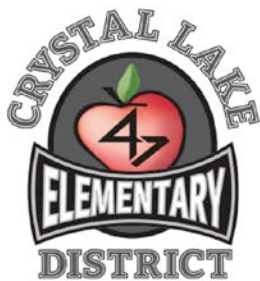
The final process of your employment is the issuing of your Contractual Agreement; I will supply you with that document at a later date.

Please contact me at 815-788-5057, if you need any additional information or have any questions. Welcome to School District 47!

Sincerely,

A handwritten signature in cursive script that reads 'Jackie DeAngelis'.

Jackie DeAngelis
Human Resource Generalist



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.
- 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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

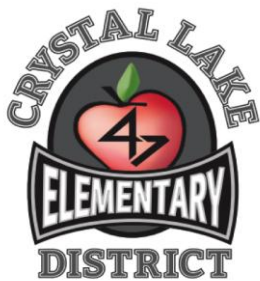
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

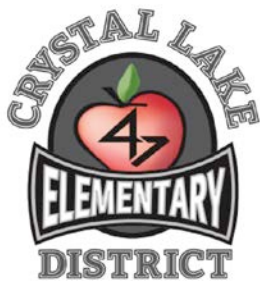
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



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

Date



Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

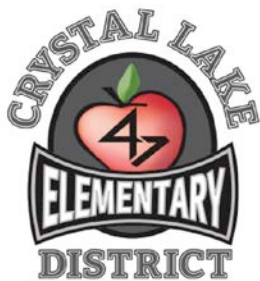
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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.
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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

Date



Superintendent of Schools

07/01/2015
Date

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NO LATER THAN JULY 31, 2015

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

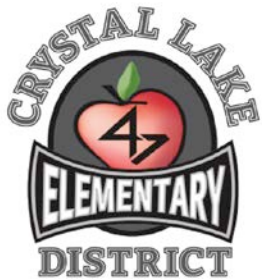
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

March 9, 2016

Jodie Moss
6715 Glenmoor Ct
McHenry, IL 60050

Dear Jodi,

We are pleased to offer you the position of **Principal** for Crystal Lake School District 47 beginning in the 2016 – 2017 school year! Your assignment will be at **Indian Prairie Elementary**.

Your salary is based on your years of experience with an administrative step level of 8.
Your salary for this position will be \$TBD* and your official start date will be Friday, July 1, 2016.

*16/17 administrative salary will be determined at a later date.

Your benefits package includes:

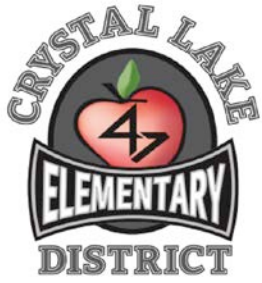
- Medical, Dental and Vision Coverage
- Life Insurance and Long Term Disability Coverage
- Flexible Spending Accounts
- 10 Paid Holidays
- 10 Paid Sick Days (unused days carry over)
- 3 Personal Days
- Sick Leave Bank
- Education Reimbursement
- Teachers Retirements Systems
- 403 (b) and 457 Retirement Savings Plan Options

In order to comply with state and federal guidelines, we will need some employment paperwork completed and returned to Human Resources prior to your start date. Your new hire paperwork packet will be sent to your email address on your AppliTrack application.

Also, all new employees are required to complete a nationwide criminal background check. Please complete the Criminal History Record Check form that is attached to your offer letter and take it to the Regional Office of Education located at 667 Ware Road in Woodstock, IL 60098 (the fingerprinting office is located one block north of the McHenry County Government Center).

Although we are very excited to have you become a part of District 47, your offer is contingent upon you successfully completing all the required paperwork, including a background check, medical exam, TB Test, and providing documentation of all the necessary licensure requirements for your position.

Educational Excellence for All Students is Our Passion and Commitment



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

District 47 offers a comprehensive benefits package for full-time employees. Please contact Deb Kwayzer, Benefits Administrator, at 815-788-5055 or via email at dakwayzer@d47.org regarding your benefit options and enrollment.

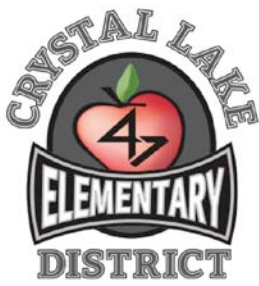
The final process of your employment is the issuing of your Contractual Agreement; I will supply you with that document at a later date.

Please contact me at 815-788-5057, if you need any additional information or have any questions. Welcome to School District 47!

Sincerely,

A handwritten signature in cursive script that reads 'Jackie DeAngelis'.

Jackie DeAngelis
Human Resource Generalist



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 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.
- 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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

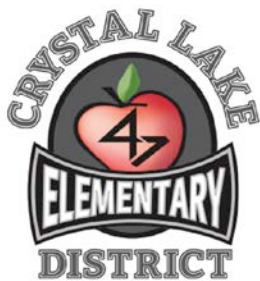
Legend

- = Work Day (8 Hours) - 220 Days
- = Holidays (10)
- = Emergency Day-Proposed (5)
- = Full-Day Parent/Teacher Conference (2)
- = Full Day Institute/Workshop (4)
- = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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 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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

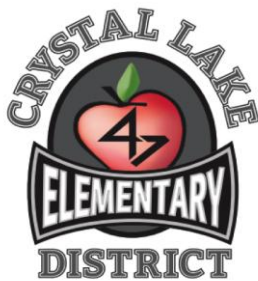
Legend

- = Work Day (8 Hours) - 220 Days
- = Holidays (10)
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- = Full-Day Parent/Teacher Conference (2)
- = Full Day Institute/Workshop (4)
- = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
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Total Days	262

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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 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.
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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.
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 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

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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

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

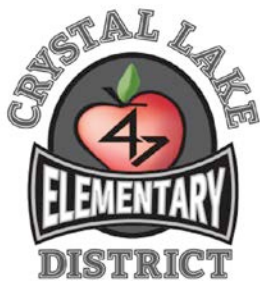
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

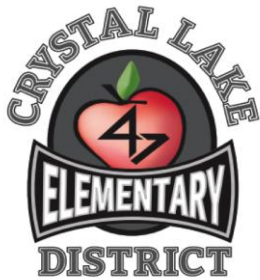
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

May 26, 2016

Kelly Maher
775 Spruce Tree Drive
Cary, IL 60013

Dear Kelly,

We are pleased to offer you the position of **Director of Math and Science** for Crystal Lake School District 47 beginning in the 2016 – 2017 school year!

Your salary is based on your years of experience with an administrative step level of 1.
Your salary for this position will be \$TBD* and your official start date will be Friday, July 1, 2016.

*16/17 administrative salary will be determined at a later date.

Your benefits package includes:

- Medical, Dental and Vision Coverage
- Life Insurance and Long Term Disability Coverage
- Flexible Spending Accounts
- 25 Vacation
- 14 Paid Holidays
- 12 Paid Sick Days (unused days carry over)
- 3 Personal Days
- Sick Leave Bank
- Education Reimbursement
- Teachers Retirements Systems
- 403 (b) and 457 Retirement Savings Plan Options

In order to comply with state and federal guidelines, we will need some employment paperwork completed and returned to Human Resources prior to your start date. Your new hire paperwork packet will be sent to your email address on your application.

Also, all new employees are required to complete a nationwide criminal background check. Please complete the Criminal History Record Check form that is attached to your offer letter and take it to the Regional Office of Education located at 667 Ware Road in Woodstock, IL 60098 (the fingerprinting office is located one block north of the McHenry County Government Center).

Although we are very excited to have you become a part of District 47, your offer is contingent upon you successfully completing all the required paperwork, including a background check, medical exam, TB Test, and providing documentation of all the necessary licensure requirements for your position.

Educational Excellence for All Students is Our Passion and Commitment



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

District 47 offers a comprehensive benefits package for full-time employees. Please contact Deb Kwayzer, Benefits Administrator, at 815-788-5055 or via email at dakwayzer@d47.org regarding your benefit options and enrollment.

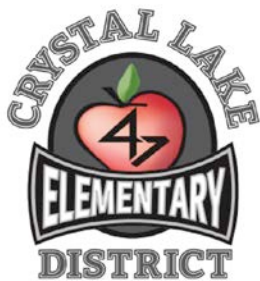
The final process of your employment is the issuing of your Contractual Agreement; I will supply you with that document at a later date.

Please contact me at 815-788-5057, if you need any additional information or have any questions. Welcome to School District 47!

Sincerely,

A handwritten signature in cursive script that reads 'Jackie DeAngelis'.

Jackie DeAngelis
Human Resource Generalist



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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

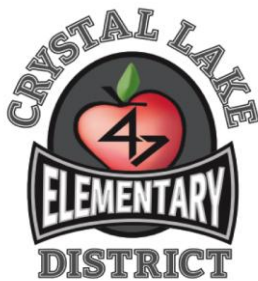
Legend

- = Work Day (8 Hours) - 220 Days
- = Holidays (10)
- = Emergency Day-Proposed (5)
- = Full-Day Parent/Teacher Conference (2)
- = Full Day Institute/Workshop (4)
- = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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 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.
- 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

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

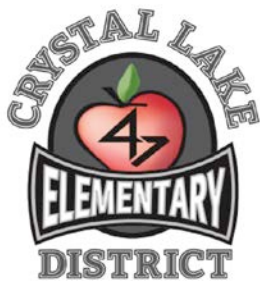
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



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.
- 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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

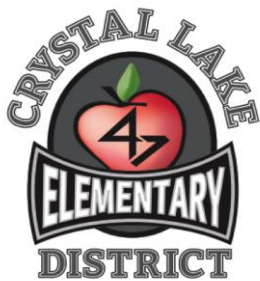
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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 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.
- 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.
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 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

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

May 18, 2016

Mark Herron
1919 Sunset Avenue
McHenry, IL 60050

Dear Mark,

This letter is to confirm your employment for the 2016/2017 school year as the **Custodial Manager** at Crystal Lake School District 47.

Your salary for the 2016/2017 school year will be **\$65,000.00** and your official start date under the 16/17 contract will be **July 1, 2016.**

You will receive a copy of your contract for the 2016/2017 school year no later than July 1, 2016.

Your benefits package includes:

- Medical, Dental and Vision Coverage
- Life Insurance and Long Term Disability Coverage
- Flexible Spending Accounts
- Paid Holidays
- 12 Paid Sick Days
- 3 Personal Days
- 25 Vacation Days per fiscal year
- Sick Leave Bank
- Education Reimbursement
- IMRF Retirement Plan
- 403 (b) and 457 Retirement Savings Plan Options

Please contact me at 815-788-5053, if you need any additional information or have any questions.
Welcome to School District 47!

Sincerely,

A handwritten signature in cursive script that reads 'Jennifer M. Saucedo'.

Jennifer Saucedo
HR Coordinator



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

December 3, 2015

Mary Ann Brown
2126 Melrose St.
Rockford, IL 61103

Dear Mary Ann,

We are pleased to offer you the position of **Finance Manager** for Crystal Lake School District 47! Your assignment will be at the **CORE Center**.

Your salary for this position will be **\$68,000.00** and your official start date in this position will be **December 16, 2015**.

Your benefits package includes:

- Medical, Dental and Vision Coverage
- Life Insurance and Long Term Disability Coverage
- Flexible Spending Accounts
- Paid Holidays
- 12 Paid Sick Days – prorated to 6 days for the remainder of this fiscal year.
- 3 Personal Days – prorated to 2 days for the remainder of this fiscal year
- 25 Vacation Days per fiscal year -prorated to 14 days for the remainder of the fiscal year
- Sick Leave Bank
- Education Reimbursement
- IMRF Retirement Plan
- 403 (b) and 457 Retirement Savings Plan Options

In order to comply with state and federal guidelines, we will need some employment paperwork completed and returned to Human Resources prior to your start date. Your new hire paperwork packet will sent your email address on your application.

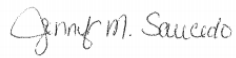
Also, all new employees are required to complete a nationwide criminal background check. Please complete the Criminal History Record Check form that is attached to your offer letter and take it to the Regional Office of Education located at 667 Ware Road in Woodstock, IL 60098 (the fingerprinting office is located one block north of the McHenry County Government Center).

Although we are very excited to have you become a part of District 47, your offer is contingent upon you successfully completing all the required paperwork, including a background check, medical exam, TB Test, and providing documentation of all the necessary licensure requirements for your position.

District 47 offers a comprehensive benefits package for full-time employees. Please contact Deb Kwayzer, Benefits Administrator, at 815-788-5055 or via email at dakwayzer@d47.org regarding your benefit options and enrollment.

Please contact me at 815-788-5053, if you need any additional information or have any questions.
Welcome to School District 47!

Sincerely,

A handwritten signature in cursive script that reads "Jennifer M. Saucedo".

Jennifer Saucedo
HR Coordinator



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

May 10, 2016

Matthew Decker
1536 New Haven Drive
Cary, IL 60013

Dear Matthew,

We are pleased to offer you the position of **Assistant Principal** for Crystal Lake School District 47 beginning in the 2016 – 2017 school year! Your assignment will be at **Lundahl Middle School**.

Your salary is based on your years of experience with an administrative step level of 5
Your salary for this position will be \$TBD* and your official start date will be Friday, July 1, 2016.

*16/17 administrative salary will be determined at a later date.

Your benefits package includes:

- Medical, Dental and Vision Coverage
- Life Insurance and Long Term Disability Coverage
- Flexible Spending Accounts
- 10 Paid Holidays
- 10 Paid Sick Days (unused days carry over)
- 3 Personal Days
- Sick Leave Bank
- Education Reimbursement
- Teachers Retirements Systems
- 403 (b) and 457 Retirement Savings Plan Options

In order to comply with state and federal guidelines, we will need some employment paperwork completed and returned to Human Resources prior to your start date. Your new hire paperwork packet will be sent to your email address on your application.

Also, all new employees are required to complete a nationwide criminal background check. Please complete the Criminal History Record Check form that is attached to your offer letter and take it to the Regional Office of Education located at 667 Ware Road in Woodstock, IL 60098 (the fingerprinting office is located one block north of the McHenry County Government Center).

Although we are very excited to have you become a part of District 47, your offer is contingent upon you successfully completing all the required paperwork, including a background check, medical exam, TB Test, and providing documentation of all the necessary licensure requirements for your position.

Educational Excellence for All Students is Our Passion and Commitment



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

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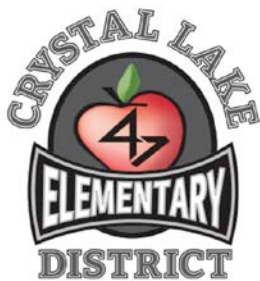
The final process of your employment is the issuing of your Contractual Agreement; I will supply you with that document at a later date.

Please contact me at 815-788-5057, if you need any additional information or have any questions. Welcome to School District 47!

Sincerely,

A handwritten signature in cursive script that reads "Jackie DeAngelis".

Jackie DeAngelis
Human Resource Generalist



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 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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

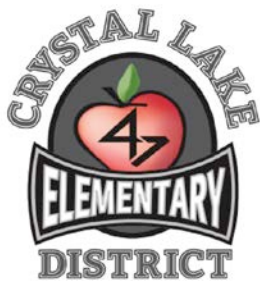
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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



Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

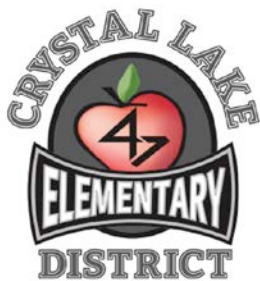
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

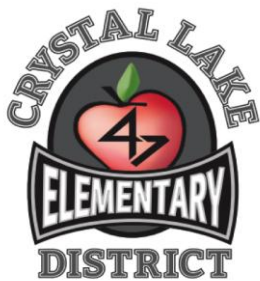
Legend

- = Work Day (8 Hours) - 220 Days
- = Holidays (10)
- = Emergency Day-Proposed (5)
- = Full-Day Parent/Teacher Conference (2)
- = Full Day Institute/Workshop (4)
- = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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.
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 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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 - 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

Date



Superintendent of Schools

07/01/2015
Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

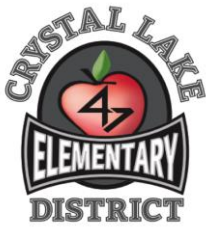
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



Crystal Lake Elementary District 47

Administrator

2016-2017 Wage Statement

This Wage Statement confirms your employment and salary for the 2016-2017 school year for Crystal Lake School District 47. The exact dates of this school term are set forth in the official calendar adopted by the District 47 Board of Education. **Work Calendars** can be found on the district website under *Staff -> Staff Resources -> Staff Work Calendar (16/17 School Year)*.

Name: Pam White	Assignment(s): Administrator of Early Childhood Program
	FTE: 1.00
Calendar: 12 Month	
Start Date: 07/01/2016	End Date: 06/30/2017

On 5% Retirement Track:	Total Contract:
Yes	\$ 104,649.30

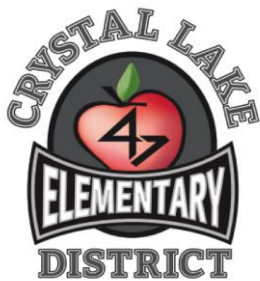
SIGNED: Dr. Kathy J. King
Superintendent of Schools

DATE: 07/01/2016

The services to be performed are determined by the Superintendent and his/her designees. A number of documents describe and govern the services to be performed, including, but not limited to: policies, rules and regulations set forth by the Board of Education, the Illinois School Code and its implementing regulations, job descriptions and school building rules. Copies of these documents are available on the District's website, or in the Office of the Superintendent of Schools and/or in individual buildings.

Payroll date calendars can be found on the district website under *Staff -> Staff Resources -> Payroll Calendars*

Please keep this for your records; we no longer need a signed copy. If you have any questions please call Jackie DeAngelis at (815) 788-5057 or via email at jmdeangelis@d47.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

12 Month Admin IMRF

- A. **EMPLOYMENT.** The Board agrees to employ Penny Fleming in the position of Director of Transportation for a term commencing the 1st day of July, 2016 and extending through the 30th day of June, 2017. 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 \$80,000.00, 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

3 Personal Days

10-Month

203 Workdays

7 Floaters or Flex

10 Holidays

10 Sick Days

3 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

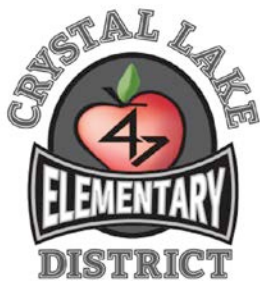


Superintendent of Schools

09/21/2015

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

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.
- 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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

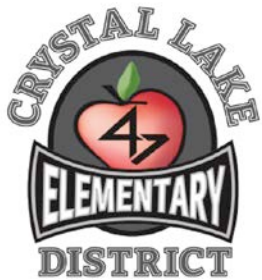
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

April 12, 2016

Rebecca Adams
1542 Isle Royal Circle
Crystal Lake, IL 60014

Dear Rebecca,

We are pleased to offer you the position of **Assistant Principal** for Crystal Lake School District 47 beginning in the 2016 – 2017 school year! Your assignment will be at **South Elementary**.

Your salary is based on your years of experience with an administrative step level of 1.
Your salary for this position will be \$TBD* and your official start date will be Friday, July 1, 2016.

*16/17 administrative salary will be determined at a later date.

Your benefits package includes:

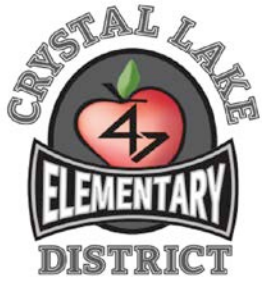
- Medical, Dental and Vision Coverage
- Life Insurance and Long Term Disability Coverage
- Flexible Spending Accounts
- 10 Paid Holidays
- 10 Paid Sick Days (unused days carry over)
- 3 Personal Days
- Sick Leave Bank
- Education Reimbursement
- Teachers Retirements Systems
- 403 (b) and 457 Retirement Savings Plan Options

In order to comply with state and federal guidelines, we will need some employment paperwork completed and returned to Human Resources prior to your start date. Your new hire paperwork packet will be sent to your email address on your AppliTrack application.

Also, all new employees are required to complete a nationwide criminal background check. Please complete the Criminal History Record Check form that is attached to your offer letter and take it to the Regional Office of Education located at 667 Ware Road in Woodstock, IL 60098 (the fingerprinting office is located one block north of the McHenry County Government Center).

Although we are very excited to have you become a part of District 47, your offer is contingent upon you successfully completing all the required paperwork, including a background check, medical exam, TB Test, and providing documentation of all the necessary licensure requirements for your position.

Educational Excellence for All Students is Our Passion and Commitment



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

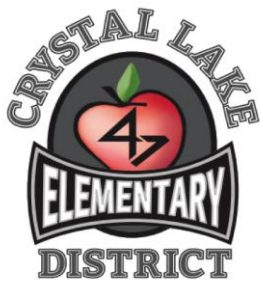
District 47 offers a comprehensive benefits package for full-time employees. Please contact Deb Kwayzer, Benefits Administrator, at 815-788-5055 or via email at dakwayzer@d47.org regarding your benefit options and enrollment.

The final process of your employment is the issuing of your Contractual Agreement; I will supply you with that document at a later date.

Please contact me at 815-788-5057, if you need any additional information or have any questions. Welcome to School District 47!

Sincerely,

Jackie DeAngelis
Human Resource Generalist



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 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

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

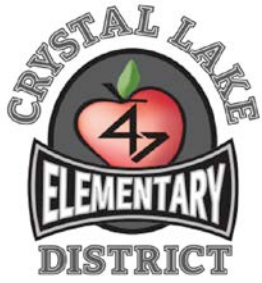
For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

February 3, 2016

Scott Kubelka
10722 Potomac Drive
Huntley, IL 60142

Dear Scott,

We are pleased to offer you the position of **Assistant Superintendent of Student Learning** for Crystal Lake School District 47 beginning in the 2016 – 2017 school year! Your assignment will be at **C.O.R.E Center**.

Your salary is based on your years of experience with an administrative step level of **8**.
Your salary for this position will be **\$TBD*** and your official start date will be **Friday, July 1, 2016**.

*16/17 administrative salary will be determined at a later date.

Your benefits package includes:

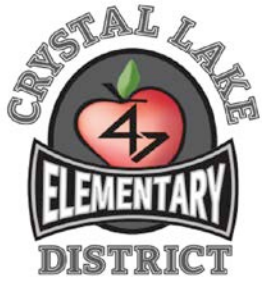
- Medical, Dental and Vision Coverage
- Life Insurance and Long Term Disability Coverage
- Flexible Spending Accounts
- 25 Vacation Days
- 14 Paid Holidays
- 12 Paid Sick Days (unused days carry over)
- 3 Personal Days
- Sick Leave Bank
- Education Reimbursement
- Teachers Retirements Systems
- 403 (b) and 457 Retirement Savings Plan Options

In order to comply with state and federal guidelines, we will need some employment paperwork completed and returned to Human Resources prior to your start date. Your new hire paperwork packet will be sent to your email address on your AppliTrack application.

Also, all new employees are required to complete a nationwide criminal background check. Please complete the Criminal History Record Check form that is attached to your offer letter and take it to the Regional Office of Education located at 667 Ware Road in Woodstock, IL 60098 (the fingerprinting office is located one block north of the McHenry County Government Center).

Although we are very excited to have you become a part of District 47, your offer is contingent upon you successfully completing all the required paperwork, including a background check, medical exam, TB Test, and providing documentation of all the necessary licensure requirements for your position.

Educational Excellence for All Students is Our Passion and Commitment



Crystal Lake Elementary District 47

300 Commerce Dr., Crystal Lake, IL 60014 (815) 788-5000

www.d47.org  /D47schools  @crystallakesd47

District 47 offers a comprehensive benefits package for full-time employees. Please contact Deb Kwayzer, Benefits Administrator, at 815-788-5055 or via email at dakwayzer@d47.org regarding your benefit options and enrollment.

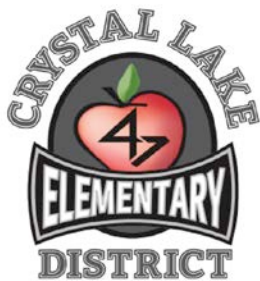
The final process of your employment is the issuing of your Contractual Agreement; I will supply you with that document at a later date.

Please contact me at 815-788-5057, if you need any additional information or have any questions. Welcome to School District 47!

Sincerely,

A handwritten signature in cursive script that reads "Jackie DeAngelis".

Jackie DeAngelis
Human Resource Generalist



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 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

Date



Superintendent of Schools

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

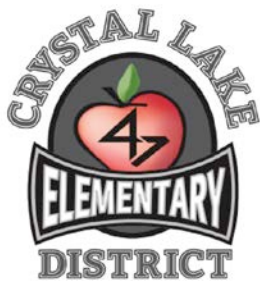
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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.
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- 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

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

NO LATER THAN JULY 31, 2015

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

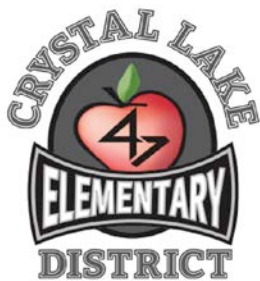
Legend

-  = Work Day (8 Hours) - 220 Days
-  = Holidays (10)
-  = Emergency Day-Proposed (5)
-  = Full-Day Parent/Teacher Conference (2)
-  = Full Day Institute/Workshop (4)
-  = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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

Principals/Assistant Principals

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Paid Days: 3

October 2015

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Paid Days: 22

January 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Paid Days: 21

April 2016

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Paid Days: 20

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Paid Days: 21

November 2015

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Paid Days: 19

February 2016

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paid Days: 22

September 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Paid Days: 22

December 2015

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 17

March 2016

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Paid Days: 18

June 2016

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Paid Days: 7

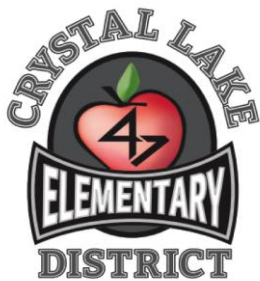
Legend

- = Work Day (8 Hours) - 220 Days
- = Holidays (10)
- = Emergency Day-Proposed (5)
- = Full-Day Parent/Teacher Conference (2)
- = Full Day Institute/Workshop (4)
- = Administrative Meetings

Work Days	203
Holidays	10
Floater Days	7
Total Paid Days	220
	42 Unpaid days
Total Days	262

An additional 7 days to be worked at employee's discretion within the same fiscal year.

Last official date is one week after last day of school, wherever that falls with snow days.



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 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.
- 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



Superintendent of Schools

Date

07/01/2015

Date

PLEASE RETURN A SIGNED COPY TO THE HUMAN RESOURCES OFFICE

12 Month Employee

2015-2016

July 2015

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	

Paid Days: 23

August 2015

Su	M	Tu	W	Th	F	Sa
						1
2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	8
9	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	15
16	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	22
23	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	29
30	<u>31</u>					

Paid Days: 21

September 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>			

Paid Days: 22

October 2015

Su	M	Tu	W	Th	F	Sa
				<u>1</u>	<u>2</u>	3
4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10
11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17
18	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	24
25	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	31

Paid Days: 22

November 2015

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>					

Paid Days: 21

December 2015

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

January 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30
31						

Paid Days: 21

February 2016

Su	M	Tu	W	Th	F	Sa
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	6
7	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	13
14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
21	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	27
28	<u>29</u>					

Paid Days: 21

March 2016

Su	M	Tu	W	Th	F	Sa
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	12
13	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	19
20	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	26
27	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>		

Paid Days: 23

April 2016

Su	M	Tu	W	Th	F	Sa
					<u>1</u>	2
3	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9
10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	16
17	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	23
24	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	30

Paid Days: 21

May 2016

Su	M	Tu	W	Th	F	Sa
1	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	7
8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14
15	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	21
22	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

Paid Days: 22

June 2016

Su	M	Tu	W	Th	F	Sa
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	18
19	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	25
26	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>		

Paid Days: 22

Legend

— = Work Days (8 hours)

For Example 7:00 am - 3:30 pm 1/2 hr unpaid lunch

□ = Holidays (14)

Work Days 248

Holidays 14

262 Total Days

PERFORMANCE BASED SUPERINTENDENT'S CONTRACT

Dr. Kathy Hinz
(July 1, 2015 – June 30, 2019)

THIS AGREEMENT is made by and between Dr. Kathleen "Kathy" Hinz ("Superintendent") and the Board of Education ("Board") of Community Consolidated School District 47, Crystal Lake, Illinois ("School District") pursuant to a motion approved at a meeting of the Board held August 17, 2015 in consideration of the mutual promises herein. This Agreement constitutes a successor performance based employment contract entered into during the term of an existing predecessor performance based employment contract. In accordance with the provisions of Section 10-23.8 of the School Code of Illinois [105 ILCS 5/10-23.8], the Superintendent and the Board confirm and acknowledge that the Superintendent has met the goals and indicators of student performance and academic achievement as stated in the original, predecessor contract.

The Board and the Superintendent agree as follows:

1. **Employment.** In accordance with the provisions of Section 10-23.8 of the School Code of Illinois [105 ILCS 5/10-23.8], the Superintendent is hereby employed as Superintendent of Schools of the School District under this multi-year performance based contract for the period commencing on July 1, 2015 through June 30, 2019. The contract year under this contract is considered July 1 through the immediately following June 30.
2. **Duties.** The duties of the Superintendent shall be those duties prescribed by the laws and regulations of the United States, the State of Illinois and by the policies, regulations and directions of the Board, all as may be amended or modified from time to time, and as are reasonably incidental thereto. The Superintendent hereby agrees to devote full-time skill, labor and attention to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Superintendent for School District 47 as set forth in this Agreement.
3. **Salary.** As compensation for such services, the Board agrees to pay the Superintendent an annual base salary of One Hundred Seventy-Seven Thousand One Hundred and Fifty Dollars (\$177,150.00).. This annual base salary shall be paid in equal installments in the same manner as the salaries of other twelve-month administrators in the School District are paid and shall be subject to withholding as required by law or authorized by the Superintendent. The Superintendent's salary shall be subject to annual adjustments as agreed to between the Superintendent and the Board; provided, however, that any such adjustment shall not reduce the Superintendent's compensation below that provided in the preceding contract year. Any adjustment in compensation made during the life of this Agreement shall be set forth in the minutes of the Board and shall become a part of this Agreement as though set forth herein. It is understood, however, that by so doing it shall not be considered that the Board has entered into a new contract with the Superintendent nor that the termination date of this Agreement has been in any way extended. In addition to the annual base salary, the Board may choose to pay the Superintendent a bonus contingent upon the Superintendent's achievement of her performance goals (described in paragraph 5 below) and on the financial strength of the District. The terms of this bonus,

if any, will be set forth and agreed to as part of the Superintendent's annual goal setting. This bonus is entirely at the Board's discretion and may not be offered in any given year.

4. **TRS/THIS Contributions.** In addition to the salary provided for above, the Board shall pick up and pay on behalf of the Superintendent the contributions to the Illinois Teachers' Retirement System (TRS), as may be amended. Although designated by the Illinois Pension Code as employee contributions, the amounts herein required to be picked up by the Board shall be paid by the Board in lieu of contributions by the Superintendent. The Superintendent shall not have the option of choosing to receive directly the amounts contributed to the TRS by the Board on her behalf, nor any right or claim to the contributions to the TRS except as such may subsequently become available pursuant to the provisions of the Pension Code and TRS rules and regulations. Further, the Board shall pick up and pay to TRS the contribution required of the Superintendent to the THIS retiree health insurance program.

5. **Evaluation.**

- A. *Performance Standards.* In accordance with Section 10-23.8 of the School Code of Illinois [105 ILCS 5/10-23.8], the parties agree that the goals and indicators that will be used by the Board to measure the Superintendent's achievement of her performance goals have been established in accordance with the law, and are included in Appendix A. In addition to the annual evaluation required in subparagraph B, the parties may meet periodically during the contract year to review and discuss the Superintendent's performance and effectiveness toward achieving the goals. In order to maximize opportunities for the Superintendent's achievement of the goals, the Board shall cooperate with and assist the Superintendent and agrees that the Superintendent shall have all necessary resources and requisite control over the operations, including finances and deployment of personnel, and educational programs of School District 47.
- B. *Evaluation.* By May 1, or any other mutually agreeable date, of each year of this Agreement, the Board and Superintendent agree that there shall be an evaluation of the Superintendent's performance. This evaluation shall consider, but not be limited to, examination of the establishment and maintenance of educational goals, student performance and academic improvement, administration of personnel, key functions, leadership behaviors, and such other factors of appraisal relating to the duties of the Superintendent as required in this Agreement or as otherwise agreed by the Superintendent and the Board. The Board shall also consider and determine the Superintendent's annual compensation for the next subsequent year of the Agreement. In addition, the evaluation shall review the Superintendent's progress toward and achievement of the goals and indicators established pursuant to subparagraph A and, in conjunction with such review, may agree in consultation with the Superintendent to modify, remove or add goals and indicators for the next subsequent year of the Agreement. The performance of the Superintendent shall be appraised by the Board and a written evaluation of that performance given to the Superintendent.

6. **Certificate.** During the life of this Agreement, the Superintendent shall maintain a valid and appropriate certificate to act as Superintendent in accordance with the laws of the State of Illinois and as directed by the Board and shall keep such certificate in full force and effect at all times
7. **Sick Leave.** The Superintendent shall be entitled to twelve (12) days of sick leave with full pay annually. Said complement of sick leave shall be credited to the Superintendent of Schools on the first day of each contract year. Unused sick leave shall accumulate as sick leave without limit.
8. **Personal Leave.** The Superintendent shall be entitled to two (2) days of personal leave with pay annually, which may be used for sick leave. Said complement of personal leave shall be credited to the Superintendent on the first day of each contract year. Unused personal leave shall convert to sick leave at the end of each contract year.
9. **Vacation.** The Board shall provide the Superintendent with twenty-five (25) business days' vacation each contract year, exclusive of and in addition to all legal holidays. The full amount of vacation days shall be available for use on the first day of each contract year. The Superintendent shall notify the Board President or Vice-President anytime a vacation day is used and shall obtain the prior approval of the Board President (or Vice President in the absence of the President) for all vacations which are more than three (3) consecutive working days in length. Vacation days must be used during the contract year in which they are granted and shall not accumulate from year to year or roll over to the following contract year.
10. **Insurance Coverage.** The Board shall furnish the Superintendent with family major medical and hospitalization insurance for the Superintendent, her spouse and her dependents. The Superintendent shall pay the same portion of the major medical and hospitalization insurance premiums as other twelve-month certified administrative personnel in the District. During the term of this Agreement, the Board shall also provide the Superintendent with term life insurance in an amount equal to two and one half (2 ½) times her base salary.
11. **Automobile Expenses.** The Board shall reimburse the Superintendent for an automobile allowance of Two Hundred Fifty Dollars (\$250.00) per month. The Superintendent shall be permitted to use a District-provided gasoline credit card upon submitting the proper forms to the District Business Office. Upon request, the Superintendent shall furnish proof of automobile expenses.
12. **Cell Phone Expenses.** The Board shall either provide the Superintendent with a District-issued cell phone for use in her official duties at District expense or shall reimburse the Superintendent for reasonable expenses incurred in the use of a personal cell phone, up to a maximum of \$150.00 per month.
13. **Professional Activities, Memberships and Expenses.** The Board encourages continuing professional growth of the Superintendent through membership and participation in professional organizations and through attendance at appropriate

professional meetings and conferences at the local, state and national levels. The Board shall pay the cost of the Superintendent's annual membership dues in professional organizations and community service organizations. The Superintendent may attend such professional meetings and the Superintendent is eligible for, upon Board approval, reimbursement for actual and necessary expenses incurred.

14. **Termination of Agreement.** This Agreement may be terminated by:

- A. *Mutual agreement of the parties.*
- B. *Disability of the Superintendent.* The Board may terminate this Agreement during its term by written notice to the Superintendent at any time after the Superintendent has exhausted any accumulated sick leave and such other leave as may be available and is permanently disabled (as certified by a physician chosen by the Board) or has been absent from her employment for whatever cause for an additional continuous period of ninety working days. All obligations of the Board under this Agreement shall cease upon such termination.
- C. *Discharge for Cause.* The Board may discharge the Superintendent for good and just cause, provided, however, that the Board does not arbitrarily or capriciously call for a dismissal. The Board shall provide the Superintendent with written notice of the charges or causes for discharge and notice of hearing. Pending any hearing, the Board may suspend the Superintendent with or without pay. The Superintendent shall be entitled to appear before the Board for a fair hearing on such causes. If the Superintendent chooses to be accompanied by legal counsel at such hearing, she shall bear any costs therein involved. Such hearing shall be conducted in closed, executive session. The Superintendent shall be provided a written decision stating the results of the meeting.
- D. *Unilateral Termination by Board.* The Board may, at its option and by a minimum of one hundred and eighty (180) days' notice to the Superintendent, unilaterally terminate this Agreement during its term. If this subparagraph D is invoked by the Board, the Superintendent specifically waives the right to a hearing. In addition, the Board shall provide continued major medical insurance to the Superintendent and her eligible dependents for six months as severance. If the Superintendent subsequently obtains major medical insurance for herself and her eligible dependents during the six month severance period referenced above, the District may terminate such coverage.
- E. *Unilateral Termination by Board.* The Board may, at its option and by a minimum of one hundred and eighty (180) days' notice to the Superintendent, unilaterally terminate this Agreement during its term. If this subparagraph D is invoked by the Board, the Superintendent specifically waives the right to a hearing. In addition, the Board shall provide continued major medical insurance to the Superintendent and her eligible dependents for six months as severance. If the Superintendent subsequently obtains major medical insurance for herself and

her eligible dependents during this six month severance period, the District may terminate such coverage.

F. **Unilateral Termination by Superintendent.** The Superintendent may, at her option, and by a minimum of ninety days' notice to the Board, unilaterally terminate this Agreement during its terms. All obligations of the Board under this Agreement shall cease upon such termination.

G. *Death of the Superintendent.*

H. *Expiration of the Term of the Agreement.*

15. **Post-Offer and Annual Medical Examination.** This Agreement is contingent upon an outcome, satisfactory to the Board, of a comprehensive health examination of the Superintendent. The health examination shall be performed at the Board's expense, by a physician selected by the Superintendent. The Superintendent and the Board shall cooperate to complete the examination as soon as reasonable possible, and the Board shall advise the Superintendent in writing, within fourteen (14) days of its receipt of the results of the health examination, whether the outcome is satisfactory. If the outcome is satisfactory, this Agreement shall be deemed effective. If the outcome is not satisfactory, the Board's offer of employment shall be deemed withdrawn and the Agreement shall not become effective. In addition, the Superintendent shall submit to a comprehensive executive medical examination once each contract year. A report as to the Superintendent's health, in a form satisfactory to the Board, shall be presented to the Board President and placed in the Superintendent's personnel file or other confidential file as required by law. The Superintendent shall further submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

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

If to the Board, to:	If to the Superintendent of Schools, to:
President Board of Education Community Consolidated School District 47 300 Commerce Drive Crystal Lake, Illinois 60014	Dr. Kathy Hinz Superintendent of Schools Community Consolidated School District 47 300 Commerce Drive Crystal Lake, Illinois 60014

17. **Tenure.** By accepting this Agreement, the Superintendent waives any rights to acquire tenure in the School District under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time but she does not relinquish tenure rights already acquired.

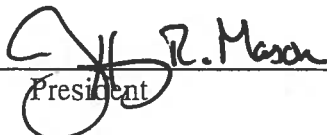
18. **Miscellaneous.**

- A. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Paragraph headings and numbers have been inserted for convenience of reference only, and if there is any conflict between any such headings or numbers and the text of this Agreement, the text shall control.
- C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the Agreement shall remain in full force and effect.
- E. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter whether oral or written. No modification or amendment of this Agreement shall be valid or binding on the parties unless it is in writing and executed by the Board and Superintendent.

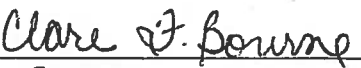
19. Prior Agreements. All prior employment agreements and/or addendums between the Board and the Superintendent are hereby terminated as of the effective date of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto caused this Employment Agreement to be executed on the day and year written below. If the dates differ, the latter date shall be considered the effective date of this Agreement.

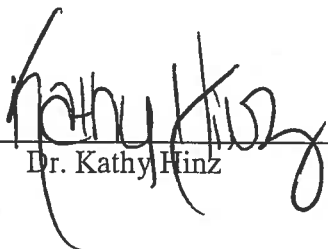
**BOARD OF EDUCATION,
COMMUNITY CONSOLIDATED
SCHOOL DISTRICT 47,
CRYSTAL LAKE, ILLINOIS,**

By: 
President

Attest:

By: 
Secretary

SUPERINTENDENT OF SCHOOLS,

By: 
Dr. Kathy Hinz

Appendix A - Performance Goals/Expectations – Kathy Hinz

The following performance goals are broad and all encompassing:

Superintendent Goals:

PERFORMANCE GOALS/EXPECTATIONS

- Work to improve student achievement
 - a. The Superintendent with the Department of Student Learning shall ensure that all curriculum areas are aligned to the current standards (ILS, NGSS, etc.) and/or a timeline has been established to align the curriculum based on the release of updated standards.
 - b. The Superintendent with the Department of Student Learning shall develop and implement a cycle for curriculum review and adoption.
 - c. The Superintendent shall work with her administrative team to ensure proper monitoring and feedback of the Units of Study program in concert with improving student achievement.
 - d. Greater than 50% of students meet or exceed their annual growth target as determined by MAP results.

Metric

- a. Local Assessment Data
 - b. MAP Data
 - c. Curriculum review cycle/timeline
- Target, mentor, and retain exceptional leaders
 - a. The Superintendent shall develop, implement and monitor a leadership program to mentor and grow the leadership capacity of current and future administrators.
 - b. The Superintendent along with the Asst. Supt. of Human Resources shall establish timelines and an interview process to secure the replacements for key positions in advance of planned vacancies to assure continuity of operations.

Metric

- a. Evidence of a performance evaluation process that is ongoing and demonstrates a focus on building leadership capacity through regular and frequent communication to the Board
 - b. Survey to monitor staff perception of building leadership that provides the ability to give administration clear and constructive feedback to improve
 - c. Survey to monitor parent perception of building leadership that provides the ability to give administration clear and construction feedback to improve
- Increase stakeholder engagement in the District's performance
 - a. The Superintendent shall work with administrators to develop, monitor and update building/department goals that are aligned with District goals.
 - b. The Superintendent shall develop a plan to increase communication and obtain feedback from all stakeholders regarding climate and culture of the

buildings/District as well as the performance of the District as a whole (i.e. curriculum, operations, etc.).

Metric

- a. Periodic board communication regarding monitoring/attainment of goals
 - b. Create and implement staff and parent surveys to assess perception of various aspects of the District's performance and functioning
- Operate the District in a fiscally-responsible manner
- a. The Superintendent shall work with the Asst. Supt. of Business and their administrative team to prepare and adhere to a balanced budget and maintain reserves in accordance with board policy

Metric

- a. Funds overview in monthly Board packet
- b. Conduct Board annual financial review
- c. Number of days of cash on hand in compliance with Board Policies 4:00 and 4:10

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,

Deborah Bartelt

Date: 9/2/15

BOARD OF EDUCATION OF
CRYSTAL LAKE ELEMENTARY
SCHOOL DISTRICT 47,

[Signature]
President, Board of Education

Date: 9.21.2015

Attest:

Clare F. Bourne
Secretary, Board of Education

RONALD LUDWIG,

Ronald P. Ludwig

Date: 9-11-15

Crystal Lake Elementary School District #47
District Staff as of 10/26/2016

Last Name	First	M	Position	Assignment	Salary
Abruzzo	Deborah	L	Paraprofessional	Student Services A	15,845.37
Adams	Begonia		Paraprofessional	Student Services A- Bil	15,344.87
Adams	Connie	L	Lunch/Playground	Lunch/Playground Supervisor	599.96
Adams	Connie	L	Paraprofessional	Classroom	12,470.47
Adams	Kelly	Sue	Teacher	Classroom	56,735.00
Adams	Michael	R	Support	Electrician	71,618.40
Adams	Rebecca		Admin TRS	Assistant Principal	70,173.00
Adaska	Marni		Teacher	Classroom	51,085.00
Adducci	Susan	P	ITINERANT	Hearing Itinerant	73,728.65
Ahsmann	Ruth	A	Teacher	STEM	55,935.00
Aiello	Ann	H	Nurse	Certified School Nurse	78,699.56
Alberth	Cathy	Lynn	Admin TRS	Principal	99,666.00
Albertsen	Jill	D	Teacher	Classroom	66,770.00
Aldana	Cristino		Support	Custodian	38,001.60
Alejandro	Denise		Teacher	Dual Language Classroom	45,185.00
Alexander	Deborah	A	Support	Bus Nurse	37,944.00
Alfieri	Carolyn	Marie	Teacher	Classroom	57,510.00
Alfieri	Christina	M	Teacher	Special Ed - Resource Teacher	56,935.00
Alfus	Sharon	A	Support	Wellness Technician	26,451.07
Allen	Barbara		Paraprofessional	Student Services A	17,983.87
Allen	Carrie	E	Paraprofessional	Student Services A	16,141.12
Allen	Heidi	E	Teacher	Cross Categorical	58,510.00
Almazan Nelson	Lara	V	Teacher	Oasis	45,685.00
Alo	Aysha	Z	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Alonso Monfort	Ignacio		Teacher	Dual Language Classroom	50,835.00
Alt	Rachael	A	Admin TRS	Principal	114,176.00
Altendorf	Lauralee	G	Speech Language	Speech Language Pathologist-non teachi	23,374.00
Altman	Janice	E	Teacher	Oasis	50,835.00
Alvarado	Jesus	M	Support	Groundskeeper	43,701.84
Alvarez	Dulce	M	Paraprofessional	Student Services A- Bil	17,585.75

Alwine	Lynn	M	Lunch/Playground	Lunch/Playground Supervisor	2,162.50
Amato	Christina	J	Teacher	Art	50,835.00
Amici	Robyn	L	Paraprofessional	AL Student Services B	15,117.37
Anderson	Denese	L	Teacher	Library Media Center	50,085.00
Anderson	Erin		Admin TRS	Director of Literacy	91,530.00
Anderson	Jeannine	L	Support	Food Service Technician	20,233.99
Anderson	Susan	L	Teacher	Special Ed - Resource Teacher	62,510.00
Anderson	Wendy	E	Teacher	Special Ed - Resource Teacher	49,335.00
Anklam	Cara	D	Paraprofessional	CDP Student Services A	17,665.37
Apostol	Ruel		Teacher	Science	49,335.00
Arellano Lopez	Gerardo		Support	Floater Custodian	27,624.24
Armintrout	Linda	M	Tutor	Tutor	-
Arnold	Kelsey	L	Paraprofessional	AL Student Services B	15,117.37
Arredondo	Edelmira		Paraprofessional	ELL	17,290.00
Arredondo	Salvador		Teacher	Dual Language Classroom	72,715.00
Atkinson	Hannah		Teacher	Math	42,685.00
Atkinson	Jennifer	L	Teacher	Literacy Coach	60,380.38
Atkinson	Shelly	S	Teacher	Math	50,835.00
Audette	Sharon	L	Teacher	Early Childhood	22,092.50
Augustine	Jill	E	Teacher	Classroom	55,935.00
Austin	Dawn	Marie	Teacher	Science	55,935.00
Avalos	Salvador		Support	Lead Custodian	43,305.12
Avery	Amy	L	Teacher	Foreign Language - Spanish	53,859.00
Baginski	Katherine		Teacher	ASPIRE	42,685.00
Baier	Margaret J		Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Baier	Rachel		Teacher	Special Ed - Resource Teacher	25,611.00
Bailey	Emily	R	Psych/SSW	Psychologist	38,798.61
Bailey	Emily	R	Psych/SSW	Trans K Psychologist	12,932.87
Bailey	Emily	R	Psych/SSW	Trans K Psychologist	12,932.87
Bakey	Hollylee	K	Speech Language	CDP Speech Language Path.	31,581.00
Bakey	Hollylee	K	Speech Language	Trans K Speech Language Path.	21,054.00
Balasi	Barbara	J	Paraprofessional	ELL	17,676.75
Balzer	Alissa	A	Paraprofessional	Student Services A	13,900.25
Banaszynski	Katie	R	Teacher	Art	52,435.00
Bardan	Simona		Teacher	Dual Language Classroom	60,510.00

Bargo	Diane	C	Paraprofessional	ASPIRE Student Services B	15,117.37
Barker	Erin	L	Teacher	Early Childhood	48,485.00
Barkley	Karen	M	Teacher	Classroom	57,435.00
Barklow	Kathrine	Ann	Teacher	Classroom	53,935.00
Barnard	Patricia	J	Teacher	CDP	66,770.00
Baron	Jennifer	K	Paraprofessional	Student Services A	14,207.37
Barr	Denise	C	Admin IMRF	Coordinator of Community Relations	81,920.00
Barradas	Ricardo		Support	Lead Custodian	42,741.36
Barratt	Marina	S	Support	Registered Nurse	40,551.84
Barreto	Jesus	G	Support	Custodian	36,769.68
Barrett	Jennifer	R	Paraprofessional	Student Services A	13,900.25
Barrett	Michelle	M	Teacher	Multiage Classroom	58,510.00
Barry	Timothy	J	Paraprofessional	Student Services A	14,525.87
Bartelt	Steven	Charles	Paraprofessional	CDP Student Services B	17,665.37
Barton	Kendelle	R	Teacher	Math/Science	52,635.00
Bartosz	Elzbieta	K	Paraprofessional	Student Services B- Bil	19,109.99
Bauer	Donna		Occupational Therapist	Occupational Therapist	96,446.29
Bauer	Lauren	A	Teacher	Classroom	44,685.00
Bauman	Laura	P	Teacher	ELL	69,271.00
Bauman	Sarah	Jane	Teacher	Classroom	65,350.00
Baxter	Sherri	Lynne	Teacher	Oasis	68,046.70
Beam	Penny	L	Teacher	Special Ed - Resource Teacher	92,316.00
Beaudoin	Brooke	R	Teacher	Classroom	51,835.00
Beck	Allison		Teacher	ASPIRE	42,685.00
Behrns	Leslie	E	Teacher	Fine Arts	44,835.00
Beier	Jennifer		Teacher	Classroom	55,435.00
Beldin	Colleen	F	Teacher	Special Ed - Resource Teacher	93,786.68
Belke	Karen	M	Psych/SSW	Social Worker	80,643.85
Bell	Adam	C	Teacher	Band	10,887.00
Bell	Adam	C	Teacher	Band	21,774.00
Bell	Adam	C	Teacher	Band	21,774.00
Bell	Joyce	Ann	Teacher	Extended Curriculum	70,813.77
Bell	Shauna	R	Occupational Therapist	Occupational Therapist	28,173.82
Bell	Shauna	R	Occupational Therapist	Occupational Therapist	28,173.82
Belloto	Linda	Jean	Teacher	Art	51,835.00

Belmonte	Michael	J	Support	Custodian	40,277.52
Bennett	Cynthia	L	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Benoit	Dawn	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Benoit	Molly	M	Teacher	Classroom	42,685.00
Benson	Linda	J	Paraprofessional	Student Services A	17,676.75
Benson	Meghan	C	Teacher	Classroom	44,685.00
Bereiter	Cathy	A	Teacher	Classroom	97,854.96
Berens	Barbara	A	Support	Administrative Assistant	36,140.08
Bernhard	Nicole	Marie	Teacher	Classroom	57,510.00
Besserud	Jean	M	Teacher	Early Childhood	63,195.00
Bethers	Ellen	M	Teacher	Bilingual	24,917.50
Bethers	Ellen	M	Teacher	Bilingual	24,917.50
Bezik	Jennifer	M	Teacher	Language Arts/Social Studies	51,835.00
Biamonte	Jennifer	M	Teacher	Dual Language Classroom	43,685.00
Biermeier	Maureen	J	Teacher	Adjusted Learning	54,935.00
Bigos	Sandra	L	Teacher	Extended Curriculum	52,935.00
Bilodeau	Jody	E	Lunch/Playground	Lunch/Playground Supervisor	3,774.98
Bishop	Elizabeth	J	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Black	Katherine		Support	Administrative Assistant	45,710.55
Blake	Erin	E	Teacher	Special Ed - Resource Teacher	56,435.00
Blanco	Norma		Paraprofessional	ELL	15,742.99
Blaseck	Kathleen		Lunch/Playground	Lunch/Playground Supervisor	4,124.96
Bohnsack	Christine	M	Teacher	Transitional	47,835.00
Boldog	Jeffrey	G	Support	Network Technician Level III	45,000.00
Boldwyn	Peggy	Ann	Teacher	Language Arts/Social Studies	52,435.00
Bolos	Nicole	M	Teacher	Dual Language Classroom	54,435.00
Borman	Kathleen	McDermott	Teacher	EC Math	53,435.00
Boro	Nancy	J	Teacher	Classroom	62,510.00
Borowicz	Lori	Ann	Teacher	Classroom	52,935.00
Bott	Christy	M	Teacher	Fine Arts	21,134.00
Bottalla	Judy	W	Support	Administrative Assistant	32,156.40
Bouchard	April	Lynn	Teacher	Math	55,435.00
Bounds	Colleen		Paraprofessional	Mobile Technician	6,825.00
Bounds	Colleen		Paraprofessional	Mobile Technician	6,825.00
Bourne	Clare	F	Support	Executive Admin Assistant	50,912.43

Bowers	Thomas	A	Teacher	Science	71,030.00
Bowman	Jean	M	Teacher	EC LA/SS	57,510.00
Boyer	Christine	D	Teacher	Classroom	44,685.00
Brackett	Cindy	L	Speech Language	CDP Speech Language Path.	36,634.41
Brackett	Cindy	L	Speech Language	Speech Language Pathologist-non teachi	36,634.41
Brady	Cheryl	M	Paraprofessional	Student Services A	17,073.87
Braun	Karilee	K	Teacher	Language Arts/Social Studies	50,835.00
Brayton	Barbara	A	Teacher	Classroom	45,485.00
Brazao	Susan	J	Teacher	Art	48,285.00
Bredemus	Danielle	N	Teacher	Classroom	46,185.00
Brent	Terri	L	Paraprofessional	Library Media Center	16,448.25
Breutzmann	Michelle	R	Teacher	Classroom	47,785.00
Brigante-Dziedzic	Wendy		Paraprofessional	Student Services A	17,983.87
Bright	Lori	A	Physical Therapist	Physical Therapist	48,152.08
Brock	Amy	K	Occupational Therapist	Occupational Therapist	53,061.04
Broederdorf	Patricia	S	Teacher	Classroom	62,890.41
Brogan	Jason	D	Teacher	Classroom	51,835.00
Brogan	Jenna	L	Teacher	Classroom	50,835.00
Brokhof	Simone	E	Paraprofessional	Student Services A	14,696.50
Brouder	Rachel	K	Teacher	Classroom	50,835.00
Brown	Justin	R	Teacher	Physical Education	48,135.00
Brown	Mary Ann		Admin IMRF	Finance Manager	68,000.00
Browne	Wendy	L	Teacher	Reading Interventionist	62,510.00
Buchanan	Gregory	S	Admin TRS	Assist. Supt. of Human Resources	153,600.00
Bucheger	Kelly	A	Teacher	Classroom	58,510.00
Buchert	Matthew	W	Support	Groundskeeper	43,701.84
Bulaga	Kathleen	Marie	Teacher	Special Ed - Resource Teacher	65,350.00
Buresch-Zoellick	Darlene	A	Teacher	FACS	56,270.10
Burkat	Valerie	J	Paraprofessional	Student Services A	14,924.00
Burke	Nikole	L	Paraprofessional	Mobile Technician	13,650.00
Burney	Joy	Ellen	Support	Administrative Assistant	16,025.45
Byczynski	Melissa	C	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Campion	Katie	J	Paraprofessional	Student Services A	13,344.24
Campioni	Deanna		Paraprofessional	Student Services A	17,073.87
Campisi	Jennifer	K	Teacher	Language Arts/Social Studies	56,435.00

Campos	Armando		Support	Custodian	36,769.68
Campos	Vera	M	Paraprofessional	Student Services A- Bil	15,344.87
Cane	Suzanne	M	Paraprofessional	Oasis Student Services B	17,358.24
Cannon	Kristen	Joy	Admin TRS	Assistant Principal	70,656.00
Capalbo	Nicholas	M	Teacher	Special Ed - Resource Teacher	49,835.00
Carbajal	Luis		Teacher	Bilingual	51,835.00
Carbajal-Gaspers	Gabriela	C	Teacher	Bilingual	20,359.33
Carl	Kimberly	M	Psych/SSW	ASPIRE Psychologist	12,932.87
Carl	Kimberly	M	Psych/SSW	OASIS Psychologist	6,466.43
Carl	Kimberly	M	Psych/SSW	Psychologist	45,265.05
Carlson	Adrienne	L	Paraprofessional	ASPIRE Student Services B	15,117.37
Carone	Linda	R	Lunch/Playground	Lunch/Playground Supervisor	2,595.00
Carran	Janet	M	Teacher	Language Arts/Social Studies	63,185.00
Carrasco	Oscar		Teacher	Dual Language Classroom	53,859.00
Carrillo	Gina		Teacher	Dual Language Classroom	42,685.00
Carter	Patricia	Marie	Teacher	Reading Interventionist	51,085.00
Casanas	Doria		Support	Executive Admin Assistant	37,092.51
Casanova	Elizabeth		Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Casey	Linda	G	Teacher	Classroom	80,970.00
Cashmore	Colleen	Catherine	Teacher	Classroom	54,435.00
Castellanos	Alba	G	Teacher	Reading Interventionist DLL	68,455.00
Castells	Sineyra	H	Support	Administrative Assistant	13,852.15
Catini	Kelli	Sue	Admin TRS	Director of Special Education	96,256.00
Caulk	Debra	Jo	Speech Language	Speech Language Pathologist-non teaching	73,870.00
Cavicchioni	Amanda	L	Teacher	Math	48,835.00
Cayabyab	Dominic		Paraprofessional	Mobile Technician	6,434.88
Cayabyab	Dominic		Paraprofessional	Mobile Technician	6,434.88
Cervantes	Heather	M	Teacher	Classroom	52,435.00
Cervantes	Herman		Support	Lead Custodian	43,200.72
Chakoian	Sharon	Lou McGinn	Teacher	Science	72,450.00
Chamberlin	Shelly	L	Occupational Therapist	Occupational Therapist	33,688.83
Chamberlin	Shelly	L	Occupational Therapist	Occupational Therapist	20,213.29
Chang	Jessica	M	Teacher	Dual Language Classroom	48,435.00
Chang	Jubilee		Teacher	STEM	51,335.00
Chanthasene	Thany		Admin IMRF	Tech/Network Services Manager	82,265.15

Chapman	Connie	S	Paraprofessional	Student Services A	17,130.75
Chapman	Melinda	J	Teacher	EC LA/SS	56,549.66
Chatham	Kendra	J	Teacher	Music	53,435.00
Cherry	Mark	H	Teacher	Language Arts/Social Studies	97,854.96
Chirumbolo Burns	Elizabeth	A	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Christensen	Melissa	J	Teacher	Special Ed - Resource Teacher	51,335.00
Chrzan	Susan	A	Paraprofessional	Student Services A	17,676.75
Chubb	Kristen	A	Paraprofessional	Student Services B	15,913.62
Chudik	Kimberley	D	Teacher	Language Arts/Social Studies	52,435.00
Ciero	Nicole		Speech Language	Speech Language Pathologist-non teaching	47,835.00
Cimino	Maria	V	Teacher	Bilingual	52,335.00
Ciosek	Carol	J	Paraprofessional	Cross Categorical B	18,586.74
Cisco	Jamie	L	Lunch/Playground	Lunch/Playground Supervisor	4,036.65
Clark-Cox	Brenda	K	Admin TRS	Director of District Improvement	106,644.33
Clohessy	Holly	E	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Clouser	Denise	B	ITINERANT	Vision Itinerant	55,435.00
Coel	Gail	A	Paraprofessional	Student Services A	18,586.75
Coirier	Laura		Teacher	Science	53,859.00
Collopy	Elizabeth		Tutor	Tutor	-
Combs	Bethany	Ann	Teacher	Extended Curriculum	61,510.00
Compere	Angela	C	Admin TRS	Principal	100,352.00
Conrad	Benjamin	R	Teacher	Library Media Center	53,859.00
Conti	Deborah	A	Paraprofessional	Trans K Student Services B	17,369.62
Conway	Jenny	Rebecca	Psych/SSW	Social Worker	73,179.74
Cooper	Sarah	K	Paraprofessional	AL Student Services B	15,117.37
Cooper	Shay	E	Psych/SSW	Social Worker	56,621.00
Copeland	Kimberly	C	Teacher	Library Media Center	70,776.20
Copeland	Scott		Teacher	Language Arts/Social Studies	49,085.00
Copley	Lindsey	J	Teacher	Classroom	50,835.00
Cordes	Cynthia	L	Teacher	Health/PE	69,610.00
Correa	Sandra	G	Admin IMRF	Dir of Information Services	90,000.00
Corzo	Louisa		Teacher	Bilingual	25,917.50
Coss	Katherine	M	Teacher	Special Ed - Resource Teacher	26,929.50
Coss	Katherine	M	Teacher	Special Ed - Resource Teacher	26,929.50
Costello	Amy		Paraprofessional	ASPIRE Student Services B	14,598.99

Cotter	Dina	L	Paraprofessional	Student Services A	15,845.37
Coughlin	Margaret	E	Teacher	Reading Interventionist	62,695.00
Covganka	Effie	A	Psych/SSW	Social Worker- Bilingual	32,332.18
Covganka	Effie	A	Psych/SSW	Social Worker- Bilingual	32,332.18
Cozzi	Terese	M	Paraprofessional	Student Services A	17,983.87
Crane	Caroline	E	Teacher	Reading Interventionist	85,173.37
Crowley	Jennifer	Lynn	Teacher	Reading Interventionist	75,290.00
Cruz	Gina	M	Teacher	Classroom	55,935.00
Cruz	Kathryn	K	Admin TRS	Assistant Principal	70,173.00
Cubelic	Laura	A	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Cubit	Julie	L	Paraprofessional	Student Services A	1,461.22
Culasso Medansky	Vanesa		Teacher	Bilingual	50,335.00
Cummings	Annamarie		Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Curran	Kathleen	C	Teacher	Foreign Language - Spanish	42,685.00
Czaja	Nicole	J	Psych/SSW	Social Worker	62,561.79
Czarnecki	Katharine	A	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Czerwonka	Kaitlyn	A	Teacher	Classroom	42,685.00
Czeslawski-Perez	Nancy	J	Support	Administrative Assistant	42,132.48
Czipo	Jacob	M	Support	Floater Custodian	27,624.24
Czipo	Rachel	A	Paraprofessional	Trans K Student Services B	15,424.49
Dacy	Meggan	M	Teacher	Early Childhood	51,735.00
Dade	Rachel	L	Teacher	Classroom	46,485.00
Daleo	Beth	R	Paraprofessional	Student Services A	15,572.37
Dalman	Nancy	L	Teacher	Science	85,901.00
Dalton	Theresa	M	Teacher	Classroom	52,835.00
Daly	Deborah	M	Teacher	Special Ed - Resource Teacher	58,510.00
Dalzell	Scott	D	Teacher	Language Arts/Social Studies	51,335.00
Damler	Joann	M	Paraprofessional	Student Services B	15,117.37
Dardanes	Madeline		Psych/SSW	Social Worker	50,288.07
Davis	Kristina	L	Teacher	Transitional	54,435.00
Davis-Foster	Danielle	K	Paraprofessional	ASPIRE Student Services B	15,117.37
de Bonis Canadas	Maria del Mar		Teacher	Dual Language Classroom	49,135.00
Dean	Bernarda Catalina	C	Teacher	Bilingual	48,835.00
DeAngelis	Jaclyn	M	Support	Human Resources Generalist	51,200.00
Decker	Matthew		Admin TRS	Assistant Principal	75,423.74

DeFalco	Kimberly	Ann	Support	Business Specialist II	38,315.34
DeFalco	Michael	A	Support	Warehouse Supervisor	56,710.08
DeGenova	Leticia		Paraprofessional	Student Services B- Bil	16,561.99
DeJesus	Aileen	A	Paraprofessional	Cross Categorical B	17,665.37
Deredowski	Agnes	M	Psych/SSW	PBIS Coordinator	16,505.65
Deredowski	Agnes	M	Psych/SSW	Psychologist	38,513.19
Devoe	Cynthia	E	Paraprofessional	ELL	17,983.87
Devona	Lisa	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Di Bella	Kristie		Paraprofessional	Student Services A	12,867.60
Diaz	Edwing	E	Teacher	Dual Language Classroom	49,835.00
Diaz	Monica	E	Teacher	Dual Language Coach - T1	55,124.00
DiCicco	Lindsay	A	Teacher	Special Ed - Resource Teacher	49,335.00
Diederich	Stacy	S	Teacher	Classroom	47,835.00
Digrazia	Melody	C	Teacher	Special Ed - Resource Teacher	52,085.00
Dill	Laura		Teacher	ASPIRE	45,685.00
Dittrich	Samantha	L	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Dominici	Lauren	M	Teacher	Dual Language LA/SS	49,835.00
Dool	Rachelle	A	Teacher	EC LA/SS	27,042.50
Dool	Rachelle	A	Teacher	Language Arts/Social Studies	27,042.50
Dowejko	Margaret	M	Paraprofessional	Student Services A	17,073.87
Dreyer	Keith	M	Teacher	Math	46,185.00
Droho	Jennifer		Psych/SSW	Psychologist	68,701.30
Drozt	Jennifer	L	Teacher	Science	53,859.00
Duchek	Michelle	R	Paraprofessional	Student Services A	17,983.87
Dumovich	Laura	L	Teacher	Dual Language Classroom	51,335.00
Dunham	Katherine	M	Teacher	Special Ed - Resource Teacher	51,435.00
Dunn	Melissa	A	Psych/SSW	Social Worker	45,903.96
Dunne Grantham	Karen		Teacher	Physical Education	50,785.00
Duwe	Michelle	T	Paraprofessional	Student Services B	14,339.88
Ebert	April	L	Teacher	Multiage Classroom	44,685.00
Edwards	Colleen	J	Teacher	Math	47,485.00
Egelston	Patricia	M	Paraprofessional	Student Services A	18,291.00
Eggert	Jacolyn	C	Lunch/Playground	Lunch/Playground Supervisor	849.94
Eggert	Jacolyn	C	Paraprofessional	Oasis Student Services B	10,722.93
Ellerman	Lauren	E	Teacher	Classroom	48,485.00

Elliott	Joseph	P	Teacher	Dual Language Classroom	50,835.00
Elwart	Sherry	Joy	Paraprofessional	Student Services A	13,900.25
Erb	Corinna	E	Support	Business Specialist	30,007.86
Eschman	Heather	L	Teacher	Math	55,435.00
Espinoza	Adalberto	Z	Support	Custodian	29,419.92
Evans	Carissa	N	Teacher	Classroom	50,835.00
Evans	Heather	A	Teacher	Classroom	56,510.00
Evenson	Suzanne	C	Teacher	Classroom	54,435.00
Evitts	Jennifer	Erin	Teacher	Classroom	52,435.00
Fadden	Kristen	D	Paraprofessional	Student Services B	1,986.72
Fanella	Laura	E	Speech Language	Speech Language Pathologist-non teaching	67,535.00
Farina	Karen	Ann	Occupational Therapist	Occupational Therapist	25,269.66
Farina	Karen	Ann	Occupational Therapist	Occupational Therapist	58,962.55
Farquhar	Michelle	Ann	Psych/SSW	Psychologist	63,613.08
Fata	Rita	K	Teacher	Classroom	50,835.00
Feit	Megan		Teacher	Special Ed - Resource Teacher	43,685.00
Felz	Katherine	J	Teacher	Classroom	55,435.00
Fennell	Lynette	M	Teacher	Language Arts/Social Studies	55,510.00
Ferguson	Erika	Ildiko	Teacher	Classroom	79,550.00
Ferguson	Susan	E	Teacher	Classroom	72,450.00
Ferraro	Laura	L	Teacher	Classroom	60,510.00
Ferretti	Jill	Blass	Speech Language	Speech Language Pathologist-non teaching	22,604.00
Fier	Sarah	R	Paraprofessional	Student Services A	13,900.25
Filskov	Marlene	L	Paraprofessional	AL Student Services B	16,086.61
Filskov	Marlene	L	Paraprofessional	ASPIRE Student Services B	2,807.05
Finnerty	Amy	M	Speech Language	Speech Language Pathologist-non teaching	37,065.00
Finnerty	Amy	M	Speech Language	Trans K Speech Language Path.	24,710.00
Finnerty	Brittany	L	Teacher	ASPIRE	44,185.00
Fischer	Maryann	G	Paraprofessional	Student Services A	18,893.87
Flanagan	Kim	M	Support	Administrative Assistant	14,822.75
Flanagan	Nitza	A	Teacher	Bilingual	53,435.00
Fleming	Penny	S	Admin IMRF	Director of Transportation	80,000.00
Flores	Cynthia	L	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Flores- Ruiz	Carlos	A	Support	Lead Custodian	32,572.80
Fogel	Jamie	A	Paraprofessional	AL Student Services B	15,117.37

Folak	Carolyn		Support	Administrative Assistant	26,663.14
Fontana	Michelle	L	Teacher	FACS	52,935.00
Forkin	Lisa		Paraprofessional	Student Services A	13,900.25
Fortin	Michelle	M	Teacher	Classroom	54,935.00
Foster	Jill	L	Paraprofessional	Student Services A	13,900.25
Fowler	Thomas	G	Support	Floater Custodian	40,277.52
Fox	Julie	A	Teacher	Classroom	63,930.00
Fox	Kimberly	A	Support	Administrative Assistant	30,337.83
Fox	Margarita		Support	Administrative Assistant	20,958.63
Francis	Laura	E	Teacher	Special Ed - Resource Teacher	93,786.68
Frank	Amy	L	Facilitator	iCoach	30,428.46
Frank	Amy	L	Facilitator	iCoach	30,428.46
Frankel	Madonna	S	Teacher	Adjusted Learning	7,731.27
Frederick	Kevin	A	Support	Custodian	27,624.24
Freund	Kimberly	Ann	Teacher	Classroom	76,710.00
Frey	Kari	L	Teacher	Adjusted Learning	50,835.00
Frey	Norma	A	Paraprofessional	ELL Para	15,663.37
Friel	Robert	P	Support	Electrician	71,618.40
Friesen	Lisa	A	Paraprofessional	ASPIRE Student Services B	15,424.49
Fuchs	Sylvia	S	Paraprofessional	AL Student Services B	17,665.37
Fues	Carri	M	Paraprofessional	Library Media Center	13,185.36
Fuessle	Mallory	E	Teacher	Dual Language Coach - T1	53,441.92
Gabel	Glen	R	Admin TRS	Assistant Principal	98,132.16
Gabel	Jill	S	Teacher	Classroom	52,935.00
Gablenz	Cynthia	L	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Gagnon	Paula	J	Paraprofessional	Student Services A	17,369.62
Gannon	Jennifer	Joy	Teacher	Special Ed - Resource Teacher	61,510.00
Garcia Lemus	Angel		Support	Custodian	23,781.91
Garcia-Adams	Alba	A	Paraprofessional	Student Services B- Bil	15,117.37
Gardner	Christine	A	Teacher	Classroom	46,185.00
Gatsakos	Mark	Albert	Teacher	Classroom	92,316.00
Gatza	Mary	C	Paraprofessional	Student Services A	17,369.62
Gelsosomo	Tami	R	Teacher	Transitional	51,935.00
Gemperline	Theresa	A	Teacher	Physical Education	57,510.00
Genovese	Sara	N	Paraprofessional	Oasis Student Services A	13,900.25

Gerharz	Stacy	M	Lunch/Playground	Lunch/Playground Supervisor	324.98
Gerke	Laura	Ann	Teacher	Classroom	54,435.00
Getz	Paige	A	Paraprofessional	Student Services A	15,582.98
Getz	Paige	A	Paraprofessional	Student Services A	1,786.46
Giffels	Sandra	J	Teacher	Classroom	49,135.00
Gilson	Tara	L	Paraprofessional	Student Services A	15,549.62
Gitzinger	James	C	Support	HVAC Technician	74,625.12
Glass	Michelle	Elaine	Teacher	Classroom	60,960.60
Glauner	Jack	A	Support	Custodian	37,145.52
Glauner	Mary	L	Support	Administrative Assistant	39,735.52
Glawe	Debra	Ann	Teacher	Classroom	71,030.00
Glover	Kristen	P	Teacher	Classroom	47,185.00
Gluck	Kathleen		Support	Administrative Assistant	24,374.72
Glueckert	Darla	J	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Godines	Maria	V	Support	SIS Specialist I	31,111.20
Golko	Michelle	L	Teacher	Special Ed - Resource Teacher	25,967.50
Gonzalez	Jessica		Lunch/Playground	Lunch/Playground Supervisor	4,199.96
Goodman	Kirsten	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Goodrich	Rita	Anne	Teacher	Classroom	58,510.00
Goodwin	Margaret	A	Teacher	Reading Interventionist	58,435.00
Gorman	Cathleen	Jo	Teacher	Adapted Physical Education	51,435.00
Gorman	Emily	F	Psych/SSW	Social Worker	52,390.64
Grabner	Julie	A	Teacher	Special Ed - Resource Teacher	78,130.00
Grade	Christine	L	Paraprofessional	Student Services A	17,983.87
Graff	Stacy	K	Admin TRS	Principal	117,760.00
Gray	Jennifer	M	Teacher	STEM	49,735.00
Greeley	Martha	C	Paraprofessional	Library Media Center	13,900.25
Greenman	Diane	Ruth	Teacher	Classroom	67,765.80
Gregorin	Leslie	V	Speech Language	Speech Language Pathologist-non teaching	57,510.00
Grider	Sarah		Teacher	Classroom	50,835.00
Grijota	Pilar		Teacher	Dual Language Classroom	66,770.00
Groh	Ellen	L	Speech Language	Speech Language Pathologist-non teaching	51,335.00
Gru	Susan	A	Support	Administrative Assistant	14,158.10
Grubbs	Kari	Lynn	Teacher	Classroom	54,935.00
Grubbs	Matthew	S	Admin TRS	Principal	116,224.00

Gruper	Anastasia	Catherine	Admin TRS	Assistant Principal	76,995.00
Guerrero Marti	Monica		Paraprofessional	Student Services A- Bil	15,037.75
Gunther	Jacquelin		Teacher	Dual Language Classroom	45,185.00
Gutierrez	Caroline		Paraprofessional	Student Services A- Bil	15,037.75
Guynes	Terry	L	Teacher	Band	57,935.00
Guzman	Lisa	Lyn	Teacher	Reading Interventionist	57,935.00
Haage	Donna	M	Psych/SSW	Social Worker	64,664.36
Haase	Vanessa	M	Teacher	Special Ed - Resource Teacher	53,435.00
Hackett	Jacqueline	A	Teacher	Math	44,685.00
Hall	Debbie	E	Teacher	Classroom	69,610.00
Hall	Tricia	A	Teacher	Special Ed - Resource Teacher	49,135.00
Hamilton	Linnea		Teacher	Library Media Center	58,510.00
Hammerstone	Alia	T	Teacher	Language Arts/Social Studies	47,485.00
Hanawalt	Barbara	Ann	Teacher	Foreign Language - Spanish	77,998.45
Hanfland	Alison	K	Teacher	Special Ed - Resource Teacher	52,735.00
Hanson	Anais	R	Paraprofessional	ELL	17,290.00
Hanson	Carl	W	Support	Printer	64,456.56
Hanson	Taylor	L	Speech Language	Speech Language Pathologist-non teaching	47,835.00
Hardy	Amanda	M	Teacher	ASPIRE	44,685.00
Harenza	Lisa	G	Paraprofessional	Student Services A	16,152.50
Harris	Valerie	R	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Harrold	Hannah	M	Teacher	Dual Language Classroom	47,185.00
Harvel	Diane	J	Paraprofessional	Student Services B	9,293.37
Harvel	Jody	L	Teacher	Classroom	83,399.00
Hasting	Candy	S	Nurse	Certified School Nurse	56,789.39
Havenga	Beth	Ann	Teacher	Multiage Classroom	78,130.00
Haviland	Mary	A	Paraprofessional	Student Services A	14,207.37
Heidrich	Michelle	Ann	Teacher	Classroom	52,735.00
Heidt	Lenny	Esther	Teacher	Bilingual	51,835.00
Heidtke	Janine	L	Teacher	Special Ed - Resource Teacher	48,485.00
Heileman	Pamela	Jo	Teacher	Classroom	60,355.00
Heinrich	Sarah	A	Teacher	Special Ed - Resource Teacher	45,985.00
Helsom	Trina	L	Teacher	Classroom	50,835.00
Hemmerling	Debra	G	Support	Administrative Assistant	27,227.44
Hendrix	Erendira	Z	Support	Registered Nurse	39,115.44

Henneman	Jillian	L	Psych/SSW	Psychologist	51,865.00
Hensel	Meredith	A	Speech Language	Speech Language Pathologist-non teachi	55,935.00
Hensley	Amy	J	Psych/SSW	Social Worker	53,766.76
Hensley	Amy	J	Psych/SSW	Trans K Social Worker	13,441.69
Hentz	Adrienne	J	Paraprofessional	Student Services A	14,525.87
Herlihy	Lauren	O	Teacher	Dual Language Classroom	44,685.00
Hermenegildo	Leonel		Support	Custodian	36,769.68
Hernandez	Antonio		Support	Custodian	37,145.52
Hernandez	Miguel		Support	Custodian	13,812.12
Hernandez	Miguel		Support	Custodian	13,812.12
Hernandez	Remberto		Support	Custodian	29,419.92
Hernandez Bautista	Jose	A	Support	Custodian	31,215.60
Hernandez Ortiz	Jose	Miguel	Support	Custodian	27,624.24
Herron	Mark	D	Admin IMRF	Custodial Manager	65,000.00
Hightower	Charles	A	Teacher	Physical Education	51,635.00
Hillers	Rebecca	S	Interpreter	Educational Interpreter	29,673.39
Hilliard	Jericho	C	Paraprofessional	Mobile Technician	6,825.00
Hilliard	Jericho	C	Paraprofessional	Mobile Technician	6,825.00
Himley	Kathleen	M	Teacher	Classroom	55,435.00
Hinkemeyer	Diana	L	Paraprofessional	Student Services A	13,900.25
Hinz	Kathleen	J	Admin TRS	Superintendent	177,150.00
Hivon	Patricia	J	Teacher	Health/PE	85,901.00
Hodorowicz	Mary		Paraprofessional	Student Services A	15,549.62
Hoffman	Alexis		Paraprofessional	ASPIRE Student Services B	14,771.79
Hoffman	Lori	B	Teacher	Classroom	85,901.00
Honcoop	Danae	J	Teacher	Special Ed - Resource Teacher	50,835.00
Hopp	Joyce	H	Teacher	Adjusted Learning	67,035.00
Hopper	Amanda	L	Teacher	Literacy Coach	54,598.33
Horist	Kelly	J	Teacher	Multiage Classroom	54,935.00
Horne	Diane	K	Teacher	Language Arts/Social Studies	72,450.00
Hotchkiss	Elizabeth	I	Teacher	Classroom	-
Houk	Patrick	J	Teacher	Adapted Physical Education	9,967.00
Houk	Patrick	J	Teacher	Physical Education	39,868.00
Houk	Rebecca	A	Teacher	Classroom	45,835.00
Howard	Kathleen	L	Paraprofessional	Student Services A	16,448.25

Howe	Mary Alice	C	Teacher	ELL	60,435.00
Howell	Anna	J	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Huart	Lindsay	M	Teacher	Math	54,435.00
Hubbe	Ashley		Teacher	Special Ed - Resource Teacher	48,835.00
Huffman	Rebecca	Marie	Teacher	Math	54,935.00
Huffman	Robert	M	Teacher	Science	54,435.00
Hulen	Keith	E	Teacher	Band	10,687.00
Hulen	Keith	E	Teacher	Band	21,374.00
Hulen	Keith	E	Teacher	Band	21,374.00
Hunter	Sonja	A	Lunch/Playground	Lunch/Playground Supervisor	99.99
Hurckes	Kerri	L	Teacher	Multiage Classroom	53,435.00
Hurtado	Victoria	E	Teacher	Bilingual	45,685.00
Imhoff	Katie	A	Teacher	Classroom	57,510.00
Innis	Leslie	A	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Ipjian	Carolina		Teacher	Bilingual	48,485.00
Jackson	Dennis	M	Teacher	Health/PE	47,485.00
Jackson	Jenna	L	Teacher	Classroom	51,435.00
Jacobsen	Connor	V	Paraprofessional	Student Services A	13,900.25
Jacobsen	John	M	Admin TRS	Principal	117,760.00
Jacobsen	Teresa		Teacher	Library Media Center	76,710.00
Jaconetti	Hannah	I	Teacher	Classroom	43,685.00
Jagers	Jessica	E	Paraprofessional	ASPIRE Student Services B	12,180.21
Jaimes Martinez	Olga	O	Support	Custodian	31,215.60
Janes	Donna	D	Paraprofessional	Student Services B	20,418.12
Janowicz	Katherine	S	Psych/SSW	Social Worker	60,459.23
Jelen	Laura	Michelle	Teacher	Classroom	60,510.00
Jenkins	David	C	Admin IMRF	Assist. Supt. of Technology Services	117,760.00
Jenkins	Jennifer	E	Teacher	Literacy Coach	58,277.82
Jenkins	Laura	J	Paraprofessional	Student Services A	16,755.37
Jenkins-Rudolf	Edith	S	Teacher	Classroom	25,417.50
Jenkins-Rudolf	Edith	S	Teacher	Classroom	25,417.50
Jensen	Susan	L	Paraprofessional	Student Services B	16,766.74
Jensen	Susan	M	Teacher	Art	48,485.00
Johannesen	Susan	B	Teacher	Health/PE	69,610.00
Johannsen	Jennifer	L	Psych/SSW	CDP Social Worker	26,720.96

Johannsen	Jennifer	L	Psych/SSW	Cross Cat Social Worker	26,720.96
Johnson	Chris	A	Paraprofessional	Student Services B	15,117.37
Johnson	Katherine	D	Speech Language	Speech Language Pathologist-non teaching	66,770.00
Johnson	Krista	D	Paraprofessional	ASPIRE Student Services B	15,117.37
Johnson	Kristin	Lea	Teacher	Classroom	58,510.00
Johnson	Margaret	Ellen	Teacher	Classroom	54,935.00
Johnson	Nicole	T	Teacher	Oasis	48,835.00
Johnson	Rachelle	Nadine	Teacher	Reading Interventionist	63,930.00
Johnston	Gayle	W	Teacher	Library Media Center	92,316.00
Johnston	Sarah	L	Paraprofessional	Student Services A	13,900.25
Johnston-Haislip	Julie	L	Teacher	Classroom	50,435.00
Jones	Andrea	L	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Jonker	Matthew	N	Teacher	Foreign Language - Spanish	52,435.00
Juarez	Suzanne	E	Teacher	Reading Interventionist	41,699.50
Juarez	Suzanne	E	Teacher	Reading Recovery Teacher Leader	48,114.81
Judson	Lisa	A	Paraprofessional	Student Services A	16,766.75
Juliano	Carly	R	Teacher	Classroom	44,685.00
Juliano	Deborah	Lynne	Teacher	Classroom	56,435.00
Kaczynski	Elaine	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Kahovec	Mark	A	Teacher	Band	9,257.00
Kahovec	Mark	A	Teacher	Band	9,257.00
Kahovec	Mark	A	Teacher	Band	9,257.00
Kaiser	Frederick	Henry	Teacher	Health/PE	80,970.00
Kaiser	Joanna		Lunch/Playground	Lunch/Playground Supervisor	4,124.96
Kallenbach	Elizabeth	A	Lunch/Playground	Lunch/Playground Supervisor	3,349.97
Kamholz	Karen	A	Paraprofessional	Student Services A	15,845.37
Kane	Amanda	R	Teacher	Bilingual Interventionist	53,435.00
Kane	Debra	D	Paraprofessional	Student Services A	18,814.25
Kapocius	Amber	R	Teacher	Fine Arts	18,874.00
Karapanos	Melissa	A	Psych/SSW	Social Worker	5,263.34
Karapanos	Melissa	A	Psych/SSW	Social Worker	44,092.76
Karecki	Abby	D	Teacher	Language Arts/Social Studies	50,835.00
Kearns	Ann	M	Psych/SSW	Social Worker	73,179.74
Kedzior	Sarah	E	Teacher	Art	42,685.00
Keegan	Amanda	J	Support	Registered Nurse	36,227.52

Keenan	David	A	Teacher	Language Arts/Social Studies	75,290.00
Keenan	Kristen	M	Teacher	Literacy Coach	57,226.54
Keeseey	Todd	A	Psych/SSW	Oasis Social Worker	65,715.64
Keller	Heidi	K	Teacher	Physical Education	53,435.00
Keller	Matthew	R	Teacher	Physical Education	51,435.00
Keller	Pamela	D	Teacher	Language Arts/Social Studies	57,701.10
Kelley	Gail	Lee	Teacher	Extended Curriculum	78,130.00
Kelley	Shanna	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Kelly	Patricia	H	Paraprofessional	Student Services A	17,983.87
Kencharek	Kristin	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Kenny	Debra	A	Physical Therapy Assistant	Physical Therapy Assistant	48,831.66
Kessler	Kristin	J	Teacher	Classroom	50,835.00
Kielbasa	Kathleen	A	Lunch/Playground	Lunch/Playground Supervisor	865.00
Kilhoffer	Maureen	T	Teacher	Art	91,055.06
Kinahan	Sandra	L	Teacher	Classroom	49,135.00
King	Carol	M	Teacher	Classroom	43,685.00
Kirkpatrick	Vicki	A	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Kisman	Jacqueline		Teacher	Classroom	42,685.00
Kistler	Carole	J	Paraprofessional	CDP Student Services A	17,983.87
Kistler	Lauren	A	Paraprofessional	Student Services A	13,900.25
Kleckauskas	Kristy	L	Teacher	ELL	27,717.50
Kleckauskas	Kristy	L	Teacher	Language Arts/Social Studies	27,717.50
Klinsky	Bethany	A	Admin TRS	Principal	99,666.00
Klinsky	Jordan	Hugh	Teacher	STEM	79,550.00
Kluver	Michelle	A	Paraprofessional	Student Services A	17,983.87
Kneip	Maria	T	Paraprofessional	Oasis Student Services B	21,032.37
Knopsnyder	Stephanie	G	Psych/SSW	Psychologist	49,208.40
Knoth	Aaron	M	Facilitator	iCoach	56,322.31
Kobeluch	Lisa	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Kociszewski	Janet	M	Support	Registered Nurse	41,307.84
Kolasinski	Lisa	Jean	Teacher	Classroom	62,510.00
Komosa	Renee	B	Support	Operations Specialist	39,504.96
Komperda	Joseph	Bernard	Teacher	Physical Education	66,770.00
Kondrad	Carrie	Lynn	Teacher	Library Media Center	73,870.00
Konrath	Constance	A	Teacher	STEM	56,510.00

Konstant	Katherine	J	ITINERANT	Vision Itinerant	44,685.00
Konzak	Kathleen	E	Paraprofessional	Student Services A	17,369.62
Kosin	Victoria		Paraprofessional	Student Services A	17,369.62
Kotarski	Jill		Paraprofessional	Student Services A	16,152.50
Kraft	Amanda	M	Teacher	Classroom	51,835.00
Kreitz	Jennifer	E	Paraprofessional	Student Services B	15,424.49
Kreuz	Allison	M	Parent Liaison	In-Service Coordinator	-
Krol	John	Michael	Teacher	Physical Education	72,450.00
Kronke	Erica	T	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Krotser	Elizabeth	M	Psych/SSW	Social Worker	22,049.58
Krotser	Elizabeth	M	Psych/SSW	Trans K Social Worker	11,024.79
Krutsch	Julie	A	Teacher	STEM	58,510.00
Krystal	Kathleen	R	Teacher	Classroom	45,485.00
Kubelka	Scott	A	Admin TRS	Asst. Supt. of Student Learning	135,680.00
Kuhns	Heide	M	Paraprofessional	ELL	15,231.12
Kuhns	Jill	Christine	Teacher	Physical Education	65,350.00
Kulack	Nidia	A	Teacher	Dual Language Classroom	47,835.00
Kuligowski	Stephanie	L	Teacher	Classroom	50,835.00
Kulovsek	Jillian	K	Teacher	Dual Language Classroom	52,835.00
Kwayzer	Chandra	K	Teacher	Language Arts/Social Studies	58,510.00
Kwayzer	Debra	A	Support	Benefits Administrator	48,078.57
Kyska	Michelle	M	Paraprofessional	CDP Student Services B	17,665.37
Ladner	Donna	Lynne	Teacher	Music	72,450.00
Lahey	Linda	A	Paraprofessional	Student Services A	14,525.87
Lancaster	Kimberly	S	Teacher	Language Arts/Social Studies	50,835.00
Lance	Koriann	R	Teacher	Language Arts/Social Studies	56,435.00
Lane	Wendy	J	Teacher	Health/PE	75,291.80
Langdon	Dawn	C	Teacher	CDP	63,930.00
Lantzy	Chelsea	V	Speech Language	Speech Language Pathologist-non teaching	9,567.00
Lantzy	Chelsea	V	Speech Language	Speech Language Pathologist-non teaching	38,268.00
Lara	Denise		Teacher	Dual Language Classroom	46,185.00
Larsen	Joan	K	Psych/SSW	Adj Learning Psychologist	13,740.25
Larsen	Joan	K	Psych/SSW	CDP Psychologist	27,480.51
Larsen	Joan	K	Psych/SSW	Cross Cat Psychologist	13,740.25
Larsen	Maureen	P	Teacher	Special Ed - Resource Teacher	32,361.00

Larson	Lynnda	M	Support	Network Technician Level III	58,006.90
Lashelle	Melissa	Sue	Admin TRS	Assistant Principal	70,656.00
Lasswell	Wendy	A	Paraprofessional	Oasis Student Services B	15,117.37
Lawson	Laniea	R	Teacher	Foreign Language - Spanish	53,859.00
Lazaro	Francisco		Support	Custodian	39,129.12
Leach	Katie	L	Paraprofessional	Student Services A	13,900.25
Leali	Deonna	M	Lunch/Playground	Lunch/Playground Supervisor	3,748.34
LeFevre	Amy	K	Paraprofessional	Student Services B	6,950.12
Leidy-Sempritt	Kristin	A	Psych/SSW	Psychologist	60,459.23
Leli	Cynthia	A	Admin TRS	Asst. Director of Low Incidence Dis	87,874.75
Leman	Libby	Georgann	Teacher	Classroom	70,776.20
Lemieux-Mcdonald	Denise	S	Teacher	Special Ed - Resource Teacher	70,813.77
Lentz	Meghan	B	Teacher	Special Ed - Resource Teacher	52,935.00
Lenzi	Kathryn	L	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Lerum	Jennifer	A	Teacher	Math	59,575.00
Letak	Jennifer	L	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Ley	Ellen	M	Paraprofessional	Trans K Student Services B	20,725.24
Lezon	Patricia		Teacher	Reading Interventionist	55,510.00
Lichtenberger	Mary	H	Teacher	Classroom	75,291.80
Liebenow	Jennifer	Lynn	Teacher	STEM	73,870.00
Lieurance	Stephanie	M	Paraprofessional	Student Services A	13,900.25
Lilly	Amy	L	Admin TRS	Asst. Director of High Incidence Dis	85,800.80
Limon	Luis	Antonio	Support	Custodian	37,437.84
Lindquist-Materna	Laura	Ann	Teacher	Cross Categorical	60,435.00
Liszka	Tanya	S	Paraprofessional	ASPIRE Student Services B	15,742.99
Ljunggren	Kristi	L	Support	Registered Nurse	40,551.84
Loera	Angeline	E	Paraprofessional	ELL	15,845.37
Loescher	Marcia	J	Paraprofessional	Student Services B	7,712.24
Logan	Krista	N	Psych/SSW	Social Worker Intern	12,000.00
Lomen	Faye	A	Teacher	Classroom	52,735.00
Lopez	Juan	Carlos	Support	Custodian	29,419.92
Lopresto	Richard	Allen	Teacher	Band	59,935.00
Lorentz	Tamera	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Loria	Jill	E	Paraprofessional	Student Services A	15,549.62
Losch	Elizabeth	D	Paraprofessional	AL Student Services B	15,117.37

Lozynski	Douglas	J	Support	HVAC Technician	74,625.12
Ludwig	Jessica	M	Teacher	EC LA/SS	47,285.00
Ludwig	Rita	Ann	Teacher	Classroom	55,435.00
Ludwig	Ronald	P	Teacher	STEM	76,710.00
Luken	Janet	L	Paraprofessional	Student Services A	15,845.37
Luto	Ceneca	L	Teacher	Classroom	105,680.04
Lutz	Kathleen	A	Paraprofessional	Library Media Center	18,893.87
Maag	Sherry	L	Paraprofessional	ASPIRE Student Services B	15,117.37
Mac Nally	Patricia	J	Teacher	EC LA/SS	59,510.00
Macalpine	Laraine	M	Paraprofessional	Student Services A	16,152.50
Maglares	Julie	Ann	Teacher	Classroom	60,510.00
Maher	Kelly		Admin TRS	Director of Math and Science	91,530.00
Mailey	Becky	M	Lunch/Playground	Lunch/Playground Supervisor	21.62
Mailey	Becky	M	Paraprofessional	Student Services A- Bil	11,517.33
Majzner	Claudia	A	Lunch/Playground	Lunch/Playground Supervisor	2,162.50
Malato	Katherine		Paraprofessional	Library Media Center	17,369.62
Malpica	Daniel		Support	Custodian	37,625.76
Manno	Michele	L	Paraprofessional	Oasis Student Services A	13,900.25
March	Dana	L	Teacher	Language Arts/Social Studies	56,510.00
Marchetti	Heidi	J	Teacher	Literacy Coach	55,018.85
Marciano	Lida	M	Speech Language	Speech Language Pathologist-non teaching	59,435.00
Marcus	Ann	K	Paraprofessional	Student Services A	13,900.25
Mariani	Crystle	A	Teacher	Cross Categorical	43,685.00
Marino	Teri	M	Teacher	Reading Interventionist	54,839.10
Marks	Amy	M	Admin TRS	Principal	111,616.00
Marks	Kellie	R	Admin TRS	Assistant Principal	70,173.00
Marquis	Cassie	D	Teacher	Art	44,185.00
Marshall	Rebecca	A	Paraprofessional	Library Media Center	17,073.87
Martin	Cathleen	A	Paraprofessional	Student Services A	13,900.25
Martin	Shannon	Christine	Teacher	Classroom	63,275.00
Martin	Sharon	R	Teacher	Classroom	59,450.10
Martin Zima	Maria del Carmen		Paraprofessional	AL Student Services B	15,117.37
Martinez	Brenda	L	Paraprofessional	Student Services A	18,893.87
Martinez	Jessica		Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Martinez	Laura	Mary	Paraprofessional	AL Student Services B	3,043.72

Masset	Suzanne	J	Teacher	Classroom	58,510.00
Massie	Jennifer	L	Teacher	Classroom	65,615.00
Matousek	Heidi	B	Teacher	Special Ed - Resource Teacher	50,085.00
Matsie	Jennifer	A	Teacher	Adjusted Learning	50,835.00
Matthies	Jennifer	M	Teacher	Dual Language Classroom	52,935.00
Mattoon	Catherine	L	Teacher	CDP	55,435.00
Matzkin	Lauren	M	Speech Language	Speech Language Pathologist-non teaching	20,574.00
Maule	Eileen	T	Teacher	Adapted Physical Education	12,087.00
Maule	Eileen	T	Teacher	Physical Education	48,348.00
Maule	Victoria	E	Paraprofessional	Student Services A	13,900.25
Maycroft	David	E	Support	HVAC Technician	62,368.56
Mayer	Ashley	N	Teacher	Classroom	42,685.00
Mayers	Alexandria	G	Teacher	Cross Categorical	51,435.00
Mazzaferro	Jeane	A	Paraprofessional	Student Services A	14,924.00
McAnally	Donna	A	Lunch/Playground	Lunch/Playground Supervisor	674.95
McAvoy	Bridget	M	Teacher	Language Arts/Social Studies	53,135.00
McCabe	Carrie	A	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
McCafferty	Jennafer	R	Teacher	Science	52,835.00
McCarter	Sharon		Lunch/Playground	Lunch/Playground Supervisor	4,325.00
McCormick	Collin		Admin IMRF	Assist. Director of Transportation	60,000.00
McCormick	Susan	Marie	Support	Administrative Assistant	32,932.88
McCoy	Ana	Maria	Teacher	Dual Language Classroom	55,435.00
McDermott	Laurie	A	Teacher	Classroom	53,435.00
McEnery	TeriSue		Physical Therapy Assistant	Physical Therapy Assistant	50,457.92
McKenna	Laura	M	Teacher	Classroom	49,785.00
McLean	Deborah	Keller	Paraprofessional	Student Services A	17,642.62
McLeland	Marcia	J	Occupational Therapist	Occupational Therapist	20,213.29
McLeland	Marcia	J	Occupational Therapist	Occupational Therapist	13,475.53
McLeland	Marcia	J	Occupational Therapist	Occupational Therapist	33,688.83
McMahon	Pamela	K	Teacher	Classroom	83,072.17
Meier	Larry	L	Support	Groundskeeper	44,745.84
Mejia	Lucino		Support	Custodian	44,265.60
Melendez	Lisa	M	Support	Administrative Assistant	31,308.33
Mellinger	Keith	D	Support	Floater Custodian	23,275.84
Melville	Kristina	Marie	Teacher	Band	34,461.00

Melville	Kristina	Marie	Teacher	Band	22,974.00
Mengler	Amy	E	Teacher	Language Arts/Social Studies	76,710.00
Merideth	Rebecca	L	Occupational Therapist	Occupational Therapy Assistant	31,413.95
Merke	Erik	M	Teacher	Language Arts/Social Studies	55,435.00
Merlin	Diane	M	Teacher	Classroom	52,435.00
Merritt	Melinda	Leigh	Admin TRS	Assistant Principal	70,173.00
Merritt	Steven	R	Teacher	Health/PE	59,510.00
Meucci	Allison	M	Teacher	Classroom	58,510.00
Meyer	Jody	A	Occupational Therapist	Occupational Therapy Assistant	9,424.18
Meyer	Jody	A	Occupational Therapist	Occupational Therapy Assistant	21,989.76
Meyer	Scott	W	Admin TRS	Assistant Principal	97,632.00
Meyers	Marie	C	Paraprofessional	Student Services A	16,448.25
Meza	Mary	Jo	Psych/SSW	Psychologist	48,367.38
Michelau	Jamie	L	Facilitator	iCoach	58,002.00
Miculinich	Andrea	D	Support	Registered Nurse	35,343.68
Mieth	Susan	C	Teacher	Classroom	53,859.00
Milam	Pam		Support	Administrative Assistant	22,435.63
Militello	Kimberlee	D	Teacher	Language Arts/Social Studies	65,350.00
Millar	Regina	T	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Miller	Janene	L	Teacher	Classroom	66,770.00
Miller	Kimberly	J	Teacher	Early Childhood	50,335.00
Milnor	Emily	A	Paraprofessional	ASPIRE Student Services B	1,986.72
Milnor	Sandra	L	Support	Purchasing Coordinator	46,001.70
Mitchell	Alison	Nicole	Admin TRS	Assistant Principal	70,173.00
Mitchell	Trisha	K	Teacher	Extended Curriculum	56,435.00
Mitchell Gaylord	Paula	J	Teacher	CDP	27,217.50
Mitchell Gaylord	Paula	J	Teacher	Cross Categorical	27,217.50
Mitre	Cherilyn	S	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Mize	Lori	Lea	Paraprofessional	Student Services B	19,200.99
Moderhack	Matthew	R	Teacher	STEM	48,785.00
Monbrod	Marisol		Teacher	Dual Language Classroom	42,685.00
Montgomery	Lisa	A	Support	Business Specialist II	40,004.01
Montoya	Amanda	M	Teacher	Dual Language Coach	26,717.50
Montoya	Amanda	M	Teacher	Language Arts/Social Studies	26,717.50
Montessor	Mary	K	Paraprofessional	Oasis Student Services A	13,900.25

Moody	Melanie	J	Teacher	Classroom	55,510.00
Moon	Judson	R	Teacher	Physical Education	52,435.00
Moore	Jamie	M	Teacher	Special Ed - Resource Teacher	53,935.00
Moore	Laura	A	Teacher	Reading Interventionist	52,935.00
Moore	Michelle	C	Paraprofessional	Oasis Student Services B	15,117.37
Mootz	Tammy	L	Teacher	Music	73,870.00
Morales	Corina	L	Teacher	Bilingual	48,785.00
Morales	Narciso	L	Support	Lead Custodian	52,722.00
Moran	Christina	A	Admin TRS	Assistant Principal	70,656.00
Moran	Mary	A	Teacher	Classroom	50,835.00
Moreschi	Beata	M	Psych/SSW	Social Worker	62,561.79
Moritz	Janet	B	Teacher	Dual Language Coach - T1	-
Morley	Lindsay	B	Teacher	Literacy Coach	58,250.26
Morrison	Julie	M	Teacher	Special Ed - Resource Teacher	47,985.00
Morrissey	Brad	J	Teacher	Health/PE	75,290.00
Morrone	Kelly	D	Teacher	CDP	46,185.00
Morton	Rebecca	M	Teacher	ELL	56,935.00
Mosolino	Kelly	A	Teacher	ASPIRE	54,435.00
Mosquera	Amy	L	Admin TRS	Director of DL and ELL Programs	92,160.00
Moss	Jodie		Admin TRS	Principal	116,224.00
Moylan	Michael	S	Teacher	STEM	50,835.00
Mroz	Teresa	B	Paraprofessional	Student Services A	16,448.25
Muehling	Ry	W	Teacher	Music	42,685.00
Mueller	Cathy	L	Support	Administrative Assistant	41,018.40
Muellner	Cassandra	A	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Muggli	Michael	Andrew	Teacher	Music	55,435.00
Murk	Jacqueline	M	Teacher	Library Media Center	52,435.00
Murphy	Carolyn	S	Teacher	Math	45,685.00
Murray	Susan	L	Paraprofessional	Student Services A	17,073.87
Myers	Jennifer	A	Teacher	Literacy Coach	65,715.64
Myers	Sheryl		Paraprofessional	Student Services A	24,206.00
Nadzam-Honsa	Joan	M	Paraprofessional	CDP Student Services A	17,676.75
Nanna	Patricia	Lynn	Speech Language	Speech Language Pathologist-non teaching	71,030.00
Napoleoni	Luann		Teacher	Classroom	66,260.60
Natoli	Jordan	C	Paraprofessional	Oasis Student Services A	14,525.87

Neberieza	Mari		Paraprofessional	Student Services A	13,344.24
Neckar	Kimberly	L	Lunch/Playground	Lunch/Playground Supervisor	1,419.55
Neiert	Kimberlee	A	Teacher	Math/Science	76,710.00
Nelson	Catherine	A	Admin TRS	Assist. Supt. of Business Services	116,955.00
Nelson	George	R	Teacher	Science	52,435.00
Nelson	Heather	L	Teacher	Classroom	53,435.00
Nelson	Janet	L	Paraprofessional	Student Services A	19,815.25
Nelson	Kimberly	S	Teacher	Fine Arts	10,267.00
Nelson	Lisa Marie		Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Nelson	Robin	M	Teacher	Special Ed - Resource Teacher	56,510.00
Nemsick Colon	Rebecca		Lunch/Playground	Lunch/Playground Supervisor	3,874.98
Nero	Cynthia	J	Teacher	Language Arts/Social Studies	49,335.00
Nevinski	Denise		Paraprofessional	ASPIRE Student Services B	15,117.37
Newsome	Megan	S	Paraprofessional	Student Services B	15,117.37
Nisenson	Amanda	M	Teacher	Art	45,185.00
Nixon	Jennifer	C	Teacher	Classroom	58,435.00
Noonan	Clarissa	M	Paraprofessional	Mobile Technician	13,650.00
Norgard	Marla	J	Teacher	Classroom	63,930.00
Norris	Cynthia	Jennifer	Teacher	EC Math	47,185.00
Noxon	Kimberly	D	Paraprofessional	Student Services B	13,900.25
Nyberg	Dorothy	F	Support	Registered Nurse	41,746.32
O'Berry	Courtney	A	Teacher	EC Math	13,464.75
O'Berry	Courtney	A	Teacher	Math	40,394.25
O'Brien	Jennifer	L	Paraprofessional	Student Services A	13,900.25
O'Brien	Kevin		Lunch/Playground	Lunch/Playground Supervisor	504.59
O'Brien	Lisa	M	Paraprofessional	Student Services A	17,676.75
O'Connell	Annette	M	Support	Operations Assistant	15,755.92
O'Connor	Ergina	M	Paraprofessional	Student Services A	16,766.75
O'Connor	Kathryn	M	Teacher	Dual Language Classroom	42,685.00
O'Fallon	Dawn	Marie	Support	SIS Specialist II	33,366.24
O'Hanian	Susan	R	Paraprofessional	ASPIRE Student Services B	15,424.49
O'Reilly	Dorothy	L	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
O'Reilly	Kevin	M	Support	Custodian	40,277.52
Oates	Chelsea	R	Teacher	Special Ed - Resource Teacher	49,135.00
Oberhart	Mary	B	Paraprofessional	Student Services A	16,152.50

Ochoa	Teresa		Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Olivar	Guillermo		Support	Custodian	38,001.60
Olivar	Juan		Support	Custodian	49,255.92
Oliver	Brenda	D	Teacher	Classroom	49,335.00
Olsen	Allison	R	Teacher	Special Ed - Resource Teacher	53,435.00
Olson	Kristin		Teacher	Classroom	54,435.00
Olson	Stephanie	L	Occupational Therapist	Occupational Therapist	42,605.70
Olson	Stephanie	L	Occupational Therapist	Occupational Therapist	28,403.80
Olson	Terri	Lynette	Teacher	Classroom	56,935.00
Orna	Doris	M	Teacher	Special Ed - Resource Teacher	55,085.00
Orr	Tina	D	Psych/SSW	Psychologist	48,367.38
Orr	Tina	D	Psych/SSW	Trans K Psychologist	12,091.84
Ostergaard	Russel	T	Paraprofessional	AL Student Services B	15,117.37
Oziminski	Daniel	E	Teacher	Health/PE	51,335.00
Pacyga	Dana	N	Teacher	Classroom	46,485.00
Panke	Sara	E	Psych/SSW	Social Worker	56,621.00
Paolella	Mary	A	Teacher	ELL	54,435.00
Parker	Adam	D	Teacher	EC Math	42,685.00
Parker	Marguerite	L	Facilitator	iCoach	28,430.38
Parker	Marguerite	L	Facilitator	iCoach	28,430.38
Parrish	Lori	Renee	Admin TRS	Director Prof. Development & Grants	106,496.00
Pasaye	Amy	R	Paraprofessional	ASPIRE Student Services B	14,339.88
Patino	Maria	T	Paraprofessional	Oasis Student Services B	14,598.99
Pavlis	Kristina		Physical Therapist	Physical Therapist	13,186.82
Pavlis	Kristina		Physical Therapist	Physical Therapist	13,186.82
Pavlis	Kristina		Physical Therapist	Physical Therapist	26,373.64
Pawlicki	Mary	E	Speech Language	Speech Language Pathologist-non teaching	57,935.00
Payne	Amanda	J	Teacher	EC Math	51,335.00
Pearce	Amy	M	Teacher	Literacy Coach	59,329.10
Pearce	Jillian	M	Facilitator	iCoach	29,041.92
Pearce	Jillian	M	Facilitator	iCoach	29,041.92
Pearl	Tricia	L	Teacher	Classroom	57,510.00
Pedzimaz	Joline	M	Paraprofessional	Student Services A	16,448.25
Pellikan	Jodi	Christine	Teacher	Reading Interventionist	53,935.00
Pelon	Lisa	M	Occupational Therapist	Occupational Therapist	41,728.03

Perdue	Heather		Lunch/Playground	Lunch/Playground Supervisor	4,224.96
Perez	Brian		Support	Custodian	29,419.92
Perez	Luis		Support	Lead Custodian	56,417.76
Perez	Raul		Support	Lead Custodian	56,417.76
Perez Gomez	Javier		Teacher	Dual Language Classroom	49,735.00
Perez Gonzalez	Jose		Support	Floater Custodian	26,413.20
Perri	Candice	M	Teacher	Bilingual	51,935.00
Perry	Marilyn	S	Paraprofessional	Student Services A	13,900.25
Pesola	Jodi	Ann	Teacher	Classroom	60,855.00
Petersen	Monica	J	Admin TRS	Principal	109,568.00
Peterson	Michelle	L	Psych/SSW	Social Worker Intern	7,200.00
Peterson	Sara	D	Teacher	Bilingual	50,835.00
Petri	Madeline		Paraprofessional	Trans K Student Services B	14,771.79
Piel	Nancy	A	Teacher	Art	53,090.10
Pietrini	Anthony	R	Teacher	Special Ed - Resource Teacher	51,135.00
Pigman	Kaili	L	Teacher	Classroom	44,685.00
Piller	Brett	A	Support	Warehouse Assistant	25,390.08
Piller	Deborah	G	Psych/SSW	Psychologist	79,955.26
Pinshower	Scott	J	Teacher	Classroom	49,835.00
Pinter	Jennifer	A	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Pioro	Justine	A	Teacher	Science	57,510.00
Pitrello	Amy	E	Paraprofessional	ELL	16,448.25
Platek	Susan	J	Physical Therapy Assistant	Physical Therapy Assistant	10,636.94
Platek	Susan	J	Physical Therapy Assistant	Physical Therapy Assistant	42,547.79
Pluciennik	Stephen		Support	Maintenance Generalist	71,618.40
Plump	Lori	Ann	Teacher	EC Math	57,701.10
Plunkett	Catherine	R	Teacher	Art	50,835.00
Plunkett	Hannah		Paraprofessional	Student Services A	13,900.25
Post	Julie	C	Teacher	Science	57,510.00
Pottala	Jodi	Ann	Speech Language	Speech Language Pathologist-non teaching	68,190.00
Poulos	Rita	E	Support	Executive Admin Assistant	30,726.03
Powell	Elizabeth	C	Teacher	Special Ed - Resource Teacher	56,510.00
Prathan	Bim		Support	Network Technician Level III	45,960.00
Prendergast	Jennifer	Anne	Teacher	Classroom	58,510.00
Preshlock	Julie	Ann	Teacher	Classroom	54,435.00

Preski	Jeni	Lee	Teacher	Special Ed - Resource Teacher	50,435.00
Price	Daniel	E	Teacher	Music	45,185.00
Price	Michelle	K	Teacher	Classroom	43,685.00
Price	Shannon		Paraprofessional	AL Student Services B	12,266.53
Prickett	Jeffry	D	Admin TRS	Principal	122,368.00
Primus	Kristi	A	Teacher	Classroom	47,335.00
Pritchard	Jennifer	Leigh	Teacher	EC LA/SS	73,870.00
Prusha	Melissa	A	Psych/SSW	ASPIRE Social Worker	57,226.54
Puca	Carol	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Puccini	Jean	E	Paraprofessional	ASPIRE Student Services B	15,424.49
Puesta	Helen	F	Occupational Therapist	Occupational Therapist	6,408.45
Puesta	Helen	F	Occupational Therapist	Occupational Therapist	25,633.81
Puesta	Helen	F	Occupational Therapist	Occupational Therapist	32,042.27
Pulvino	Patricia	J	Speech Language	Speech Language Pathologist-non teaching	75,290.00
Purvey	Victoria	T	Paraprofessional	ASPIRE Student Services B	15,117.37
Pysh	Emily	J	Teacher	Language Arts/Social Studies	43,685.00
Rafferty	Annette	H	Teacher	Science	76,797.00
Raistrick	Karen	L	Teacher	Classroom	53,935.00
Raithel	Mary	K	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Ramirez	Marina		Support	SIS Specialist II	34,660.80
Rana	Fouzia		Lunch/Playground	Lunch/Playground Supervisor	3,674.99
Rannie	Karen	A	Teacher	Early Childhood	56,435.00
Rasmussen	Jessica		Teacher	Classroom	52,435.00
Ratzek	Cynthia	J	Support	Assessment Coordinator	38,440.08
Reese	Penny	D	Teacher	Classroom	54,521.10
Reetz	Alitha		Lunch/Playground	Lunch/Playground Supervisor	3,599.95
Regan	Mary	E	Support	Administrative Assistant	20,722.31
Reinke	Melissa	L	Teacher	Math	-
Reith-Fischer	Mary	C	Psych/SSW	Oasis Social Worker	70,472.69
Renteria, JR	David		Support	Custodian	4,843.72
Renteria, JR	David		Support	Custodian	4,843.72
Renteria	Luserito		Support	Human Resources Specialist	32,647.62
Rentmeester	Amanda	M	Psych/SSW	Social Worker	54,072.69
Resac	Melissa	J	Teacher	Math/Science	53,935.00
Rett	Kelly	L	Paraprofessional	Trans K Student Services B	13,130.49

Reyes	Roberto	F	Support	Custodian	31,215.60
Reynolds	Rachel	E	Teacher	Music	50,085.00
Richardson	Deborah	H	Paraprofessional	AL Student Services B	15,117.37
Richardson	Susan	S	Paraprofessional	Student Services A	21,714.87
Rickerson	Kathleen	L	Teacher	Classroom	56,435.00
Rietz	Tracy	A	Psych/SSW	Psychologist	58,197.92
Riggsby	Rachel	E	Teacher	Classroom	47,835.00
Rivas	Maria	A	Paraprofessional	ELL	15,344.87
Rivera	Mario		Support	Lead Custodian	43,346.88
Rivera	Ramiro		Support	Custodian	49,109.76
Roberts	Dawn	T	Teacher	Classroom	47,785.00
Robson	Jamela	B	Speech Language	CDP Speech Language Path.	52,635.00
Rodriguez	Claudia	A	Paraprofessional	Student Services A- Bil	16,675.75
Rodriguez	Cristina		Paraprofessional	Student Services B- Bil	18,802.87
Rodriguez	Veronica		Teacher	Dual Language Classroom	42,249.87
Roesslein	Nancy	J	Teacher	Language Arts/Social Studies	88,478.00
Rogers	Michele	Kathryn	Psych/SSW	Social Worker	73,179.74
Rogocki	Tony	P	Teacher	EC Math	56,510.00
Rokos	Kelly	M	Teacher	Classroom	76,710.00
Rokusek	Debra	Lynn	Psych/SSW	Psychologist	82,136.67
Rokusek	Jennifer	C	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Rolf	Sharon	J	Tutor	Tutor	-
Roloff	Betsy	D	Teacher	Dual Language Classroom	49,335.00
Roman-Rojas	Saira		Teacher	Dual Language Classroom	62,695.00
Romero Blanco	Javier		Teacher	Dual Language Classroom	51,536.00
Rosales	Maria	L	Teacher	Bilingual Reading Interventionist	51,935.00
Rosenbloom	Mara	F	Teacher	Foreign Language - Spanish	53,435.00
Ross	Karen	Lee	Physical Therapy Assistant	Physical Therapy Assistant	5,352.45
Ross	Karen	Lee	Physical Therapy Assistant	Physical Therapy Assistant	16,057.35
Ross	Karen	Lee	Physical Therapy Assistant	Physical Therapy Assistant	21,409.80
Rothermel	Heidi	Jane	Teacher	Special Ed - Resource Teacher	72,409.28
Rouhandeh	Terry	B	Teacher	Classroom	52,835.00
Rounds	Lisa	M	Teacher	Classroom	58,510.00
Rouse	Robyn	M	Lunch/Playground	Lunch/Playground Supervisor	674.95
Rouse	Robyn	M	Paraprofessional	Oasis Student Services B	12,698.59

Routzahn	Melissa	K	Teacher	Bilingual	55,510.00
Rubin	Cynthia	L	Teacher	Classroom	66,770.00
Rubio	Jacalyn	J	Parent Liaison	In-Service Coordinator	-
Rudin	Marcy	A	Lunch/Playground	Lunch/Playground Supervisor	199.98
Rudin	Marcy	A	Paraprofessional	Cross Categorical B	14,339.88
Rueff	James	E	Support	Maintenance Generalist	71,618.40
Rueff	John	R	Support	Painter	71,618.40
Ruffino	Mary	F	Lunch/Playground	Lunch/Playground Supervisor	974.98
Ruffino	Mary	F	Paraprofessional	Trans K Student Services B	10,722.93
Ruhnke	Kurt	D	Teacher	Science	50,835.00
Ruiz	Marlene	O	Paraprofessional	Student Services B- Bil	10,124.68
Runsey	Antoinette		Lunch/Playground	Lunch/Playground Supervisor	4,199.96
Russo	Joyce	M	Paraprofessional	Student Services A	19,508.12
Russo	Leanne	M	Lunch/Playground	Lunch/Playground Supervisor	1,906.37
Rutishauser	Jennifer	M	Teacher	Math	56,510.00
Ryan	Mary	L	Teacher	Language Arts/Social Studies	85,901.00
Saavedra	Mariel	F	Teacher	Music	42,685.00
Sadoski	Destiny	F	Nurse	Certified School Nurse	63,042.31
Salas	Guillermo		Support	Lead Custodian	56,417.76
Salas	Inocensio		Support	Lead Custodian	56,417.76
Salas	Jose	V	Support	Lead Custodian	56,417.76
Salas	Nereida		Teacher	Dual Language Classroom	48,485.00
Salas	Raul		Teacher	Dual Language Classroom	56,510.00
Salas	Sharon	G	Teacher	Classroom	57,510.00
Sampson	Scott	G	Teacher	Band	88,478.00
Sampson	Scott	G	Teacher	Music Coordinator	5,000.00
Sanchez	Jenny	L	Teacher	Extended Curriculum	57,510.00
Sander	Kristin	A	Teacher	Early Childhood	25,567.50
Sandor	John		Support	Custodian	36,769.68
Sarther	Kelly	A	Teacher	Language Arts/Social Studies	57,510.00
Satalino	Kimberly	J	Teacher	Fine Arts	30,801.00
Saucedo	Jennifer	M	Support	Human Resources Coordinator	43,012.56
Savage	Melissa	J	Lunch/Playground	Lunch/Playground Supervisor	299.98
Scarfe	Stephen	C	Admin TRS	Principal	99,666.00
Schaefer	Andrea	M	Paraprofessional	Student Services A	1,476.66

Schaefer	Gretchen	S	Teacher	Extended Curriculum	69,610.00
Schenk	Kelly	S	Teacher	Classroom	56,435.00
Schlesinger	Jacqueline	A	Paraprofessional	ELL	15,231.12
Schmidt	Kristin	Lynn	Admin TRS	Asst. Director of Out of District Plmt	78,292.55
Schmidt	William	D	Support	Technology Services Manager	71,751.02
Schneider	Linda	L	Paraprofessional	ASPIRE Student Services B	15,424.49
Schneider	Michelle	S	Support	Administrative Assistant	24,374.72
Schoepel	Jennifer	A	Support	Administrative Assistant	26,889.84
Scholnick	Meghan	Sullivan	Teacher	Dual Language Coach - T1	57,226.54
Schramm	Beth	M	Teacher	Science	51,435.00
Schroeder	Jessica	M	Teacher	ASPIRE	49,835.00
Schuh	David	S	Admin IMRF	Director of Operations	104,001.68
Schultz	Catherine	A	Paraprofessional	Mobile Technician	13,650.00
Schultz	Kirsten	A	Speech Language	Speech Language Pathologist-non teachi	53,935.00
Schulze	Heather	Mcdonald	Paraprofessional	CDP Student Services B	16,141.12
Schuppert	Kristin	L	Paraprofessional	Trans K Student Services B	17,665.37
Schuring	Kimberly	D	Paraprofessional	Student Services A	15,231.12
Schwab	Amy	Renee	Teacher	Classroom	55,435.00
Schwabe	Erin	M	Teacher	CDP	42,685.00
Scianna	Meghan	M	Teacher	Oasis	49,085.00
Scott	Paula	M	Paraprofessional	Library Media Center	13,900.25
Scott	Yvonne	E	Occupational Therapist	Occupational Therapist	12,642.31
Scott	Yvonne	E	Occupational Therapist	Occupational Therapist	25,284.62
Sebastian	Alexandra	E	Teacher	Language Arts/Social Studies	42,685.00
Sedivec	Molly	R	Teacher	Band	25,004.00
Sedivec	Molly	R	Teacher	Band	12,502.00
Sedivec	Molly	R	Teacher	Band	25,004.00
Sedlak	Lisa	R	Lunch/Playground	Lunch/Playground Supervisor	2,363.35
See	Denise	M	Teacher	Special Ed - Resource Teacher	49,135.00
Seegert	Erin	Joann	Teacher	Classroom	58,510.00
Seibert	Nellica	J	Teacher	Classroom	50,835.00
Seibert	Shannon	C	Teacher	Oasis	52,635.00
Seisser	Alexis	C	Support	Administrative Assistant	24,374.72
Sengstock	Pamela	D	Support	Administrative Assistant	14,717.25
Serra	Tina	M	Teacher	Library Media Center	50,335.00

Servant	Laurie	T	Teacher	Classroom	50,435.00
Servedio	Laura	A	Teacher	Language Arts/Social Studies	54,935.00
Sevrey	Carol	Ann	Teacher	Science	67,535.00
Seyller	Diane	M	Paraprofessional	Student Services A	15,845.37
Seymour	Gary	W	Support	Custodian	37,020.24
Shapiro	Carey	Lynne	Speech Language	Speech Language Pathologist-non teaching	55,435.00
Sharp	Cynthia	J	Teacher	Classroom	49,785.00
Shetsky	Angela	M	Nurse	Certified School Nurse	773.13
Shragal-Mosnick	Phyllis	Marie	Paraprofessional	Student Services A	15,549.62
Shuh	Judith	M	Support	Student Info Coordinator	54,287.79
Shute	Dianne	E	Teacher	Math	73,215.00
Sibley	Kimberly		Paraprofessional	Oasis Student Services B	15,117.37
Siffrar	Karen	E	Paraprofessional	Library Media Center	18,291.00
Silva	Nicole	E	ITINERANT	Hearing Itinerant	45,685.00
Simmonds	Christine	A	Paraprofessional	AL Student Services B	15,913.62
Simons	Jennifer	A	Interpreter	Educational Interpreter	36,013.25
Simons	Kori	J	Support	Registered Nurse	36,288.00
Sites	Shannon	P	Teacher	Multiage Classroom	62,510.00
Siudyla	Katarzyna	J	Paraprofessional	Student Services A	14,924.00
Skorup	Karen	L	Teacher	Special Ed - Resource Teacher	55,935.00
Skrandzius	Debbie	J	Paraprofessional	Student Services A	16,448.25
Skube	Stephanie	A	Paraprofessional	Cross Categorical A	13,900.25
Slater	Robyn	L	Teacher	Math/Science	50,835.00
Slimko	Dana	Rae	Support	Registered Nurse	35,380.80
Smalley	Jill	A	Teacher	Classroom	50,085.00
Smart	Allison	M	Teacher	Physical Education	61,510.00
Smiley	Casey	D	Teacher	Classroom	55,935.00
Smith	Beth	A	Teacher	Fine Arts	52,635.00
Smith	Courtney	L	Teacher	EC Math	47,185.00
Smith	Jana		Occupational Therapist	Occupational Therapist	13,080.40
Smith	Jana		Occupational Therapist	Occupational Therapist	26,160.80
Smith	Jessica	Ann	Teacher	Library Media Center	92,316.00
Smith	Lily	A	Admin TRS	Assistant Principal	72,281.09
Smith	Lindsay		Teacher	Classroom	51,835.00
Smith	Lisa	S	Paraprofessional	Student Services A	13,900.25

Smith	Maggie	A	Teacher	Classroom	42,685.00
Smith	Megan	J	Teacher	Classroom	47,785.00
Smith	Sean	R	Support	Groundskeeper Team Leader	51,740.64
Smith	Shanna	M	Teacher	Extended Curriculum	53,435.00
Smithana	Diana		Speech Language	Speech Language Pathologist-non teaching	65,350.00
Snyder	Michele	M	Support	Administrative Assistant	20,002.80
Soderwall	Joanne	M	Teacher	Classroom	55,435.00
Soling	Ashley	E	Teacher	Classroom	42,685.00
Sollenberger	Lydia	R	Teacher	Dual Language Classroom	43,685.00
Sommerville	Ashley		Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Sosa	Blanca		Paraprofessional	Student Services B- Bil	16,561.99
Sosa	Rachael	L	Teacher	Dual Language Classroom	41,310.81
Spears	Leigh	A	Paraprofessional	Student Services B	15,117.37
Spychala	Mary	M	Paraprofessional	ASPIRE Student Services B	15,117.37
Sromek	Guy	Michael	Admin TRS	Assistant Principal	77,518.85
Stadlman	Carolyn	K	Admin TRS	Assistant Principal	75,947.52
Stahl	Matthew	M	Support	Carpenter	71,618.40
Stahl	Matthew	TJ	Support	Warehouse Assistant	25,891.20
Stampnick	Monica	B	Support	Receptionist/Registrar	32,822.31
Stanich	Joy	Evelyn	Teacher	Music	85,828.20
Stanton	Melinda	L	Paraprofessional	Student Services B	15,742.99
Starnes	Michael	D	Teacher	Language Arts/Social Studies	53,435.00
Staroske	Cynthia	S	Teacher	Science	57,510.00
Starr	Janice	J	Paraprofessional	Cross Categorical B	18,893.87
Stefani	Brittany	A	Teacher	Language Arts/Social Studies	48,435.00
Stefans	Karin	K	Teacher	Library Media Center	49,835.00
Sterchi	Donna	L	Paraprofessional	CDP Student Services B	17,665.37
Stlaske	Marcia	L	Teacher	Classroom	49,785.00
Stone	James	Michael	Teacher	Science	65,535.00
Stotz	Beverly	J	Support	Administrative Assistant	26,889.84
Strebel	Belinda	Ann	Teacher	EC LA/SS	59,510.00
Strebler	Laura	T	Teacher	Literacy Coach	56,621.00
Stringillo	Nancy	C	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Stroman	Carol	A	Teacher	Reading Interventionist	65,350.00
Struck	Rebecca	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00

Stuart	Daniela	S	Paraprofessional	CDP Student Services B	16,448.24
Stumpf	Debra	S	Paraprofessional	Library Media Center	18,893.87
Sullivan	Ann	C	Paraprofessional	AL Student Services B	15,742.99
Sullivan	Patricia	L	Teacher	Special Ed - Resource Teacher	67,765.80
Sundberg	Diane	R	Paraprofessional	Student Services A	16,846.37
Sundberg	Linda	L	Paraprofessional	Cross Categorical B	21,714.87
Supert	Kathleen	A	Nurse	Certified School Nurse	85,277.18
Sutter	Megan	E	Facilitator	iCoach	27,103.46
Sutter	Megan	E	Facilitator	iCoach	27,103.46
Swanson	Kacie	M	Teacher	Dual Language Classroom	42,685.00
Swanson	Kelly	A	Support	Registered Nurse	39,312.00
Swatscheno	Maria	Ann	Psych/SSW	Social Worker	77,658.21
Swihart	Laurie	Ann	Teacher	Classroom	55,435.00
Talbott	Heather	L	Teacher	Reading Interventionist	51,935.00
Taldone	Amy	J	Paraprofessional	Student Services B	18,882.49
Talley	Madonna	J	Paraprofessional	Student Services A	19,508.12
Tapia	Oscar		Support	Custodian	29,419.92
Tatman	Melissa	R	Teacher	Classroom	55,435.00
Taylor	Janet	C	Teacher	Classroom	54,521.10
Teator	Alyssa	J	Paraprofessional	Trans K Student Services A	13,900.25
Tech	Agnes	M	Teacher	Music	45,685.00
Tendick	Katherine	J	Occupational Therapist	Occupational Therapist	43,720.58
Tharp	Janna	L	Support	Business Specialist II	34,996.23
Theiss	Beth	Ann	Teacher	Science	59,900.60
Theodos	Chelsea	E	Support	Bus Nurse	34,224.00
Thomas	Carolyn	L	Teacher	Multiage Classroom	48,435.00
Thomas	Cheryl	L	Teacher	Classroom	54,935.00
Thomas	Gretchen	L	Teacher	Classroom	56,510.00
Thomas	Mary	K	Paraprofessional	Cross Categorical B	17,665.37
Thompson	Nicole	E	Teacher	Health	56,510.00
Thorsen	Kristin	E	Facilitator	iCoach	34,423.85
Thorsen	Kristin	E	Facilitator	iCoach	34,423.85
Thurston	Catherine	M	Teacher	Reading Interventionist	56,510.00
Tilton	Kerri	K	Teacher	Classroom	53,935.00
Timmerman	Lauren	E	Teacher	EC LA/SS	49,435.00

Tobolt	Janet	K	Paraprofessional	Cross Categorical B	15,742.99
Tomasi	Rachel	A	Paraprofessional	Student Services A	13,900.25
Tomczyk	David		Admin IMRF	Operations Manager	70,000.00
Tonkin	Holly	R	Speech Language	Speech Language Pathologist-non teachi	30,801.00
Tonkin	Holly	R	Speech Language	Trans K Speech Language Path.	20,534.00
Toussaint	Brianne	M	Teacher	Special Ed - Resource Teacher	57,510.00
Toussaint	Jessica	Jo	Teacher	Health/PE	72,450.00
Tozzi	Roseanne	D	Paraprofessional	ELL	16,152.50
Trandel	Nancey	K	Paraprofessional	Library Media Center	14,207.37
Treptow	Jodie	K	Teacher	EC LA/SS	83,399.00
Trivellini	Angela		Teacher	Early Childhood	48,785.00
Tropp	Julie	M	Support	Registered Nurse	39,765.60
Turner	Tiffany	M	Teacher	Classroom	42,685.00
Urbina	Pamela	J	Teacher	Fine Arts	9,227.00
Urbina	Pamela	J	Teacher	Fine Arts	18,454.00
Valade	Margaret	A	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Valdivia	Noemi		Support	Administrative Assistant	25,217.28
Valenzuela-Taylor	Lorraine	C	Teacher	Dual Language Classroom	70,295.00
Van Camp	Jill	M	Teacher	Language Arts/Social Studies	56,510.00
Van Dorpe	Catherine	R	Teacher	Language Arts/Social Studies	57,510.00
Van Vianen	Sarah	E	Speech Language	Speech Language Pathologist-non teachi	75,290.00
Vasquez	Marisa		Psych/SSW	District Psychologist- Bil	19,083.92
Vasquez	Marisa		Psych/SSW	Psychologist	31,806.54
Vasquez	Marisa		Psych/SSW	Psychologist	12,722.61
Vattimo	Debra	J	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Vazquez	Patricio	M	Support	Custodian	19,936.15
Vehring	Rita	P	Teacher	Dual Language Classroom	50,335.00
Velazco	Luis	A	Support	Custodian	27,624.24
Velazquez	Carlos		Support	Lead Custodian	42,908.40
Ventocilla-Kalinsky	Gail	V	Lunch/Playground	Lunch/Playground Supervisor	574.96
Ventocilla-Kalinsky	Gail	V	Paraprofessional	ASPIRE Student Services B	13,130.49
Verba	Erin	K	Teacher	Special Ed - Resource Teacher	50,835.00
Villicana	Michelle	A	Teacher	Classroom	59,510.00
Virnig	Katherine	M	Teacher	Music	57,510.00
Vitacco	Nancy	S	Psych/SSW	Social Worker	52,465.80

Vitek	Laura	J	Paraprofessional	Student Services A	13,900.25
Vogt-Heckman	Shannon	L	Facilitator	iCoach	55,283.85
Voller	Kimberly	M	Paraprofessional	Student Services B	15,117.37
Wadley	Denise	M	Teacher	Cross Categorical	55,435.00
Walke	Terry	Kay	Support	Administrative Assistant	34,148.24
Walls	Trisha	J	Teacher	Physical Education	59,510.00
Walsh	Tracy	M	Psych/SSW	Social Worker	68,012.69
Walt	Ayrielle	L	Teacher	Literacy Coach	54,598.33
Warren	Mary	E	Teacher	Science	64,587.61
Washington	Richard	E	Support	Custodian	37,145.52
Weber	Beth	Ann	Teacher	Math	51,085.00
Weber	Beth	Anne	Paraprofessional	Student Services B	19,803.87
Weber	Lynn	Frances	Support	Science Assistant	31,225.29
Wedell	Tracy	L	Teacher	Science	42,685.00
Weichle	Jennifer	A	Teacher	Library Media Center	62,510.00
Welty	Breanne	N	Speech Language	Speech Language Pathologist-non teaching	51,835.00
Wessell	Julia	C	Teacher	Early Childhood	44,185.00
Weyers	Brianna	C	Teacher	Classroom	47,485.00
White	Pamela	S	Admin TRS	Administrator of Early Childhood Program	104,649.30
Whiting	Rebecca	S	Teacher	Classroom	51,835.00
Widdowson	Karen	T	Teacher	Special Ed - Resource Teacher	56,510.00
Widing	Jill	M	Teacher	Special Ed - Resource Teacher	52,735.00
Wieland	Savannah	B	Teacher	Classroom	-
Wilbrandt	Tina	Allane	Teacher	Classroom	67,765.80
Wiley	Abby	A	Teacher	Multiage Classroom	52,835.00
Wilkins	Dona	R	Paraprofessional	Student Services A	2,001.67
Wille	Kathy	M	Paraprofessional	Library Media Center	17,983.87
Williams	Priscilla	M	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Wilson	Gay		Paraprofessional	Student Services A	13,900.25
Wilson	Jessica	A	Teacher	Language Arts/Social Studies	46,485.00
Wingo	Trace	R	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Winsor	Krystal	D	Teacher	Classroom	54,935.00
Winterling	Rachael	L	Lunch/Playground	Lunch/Playground Supervisor	4,325.00
Wirth	Phyllis	L	Support	Custodian	36,769.68
Wirtz	Sara	A	Teacher	Reading Interventionist	52,335.00

Wise	Daniel	R	Teacher	Science	51,335.00
Wise	Leslie	Ann	Teacher	STEM	55,435.00
Wisinski	Keisha		Paraprofessional	Classroom	11,120.20
Wisler	Shea	Christine	Paraprofessional	Student Services A	9,976.34
Witkowski	Lisa	M	Teacher	Early Childhood	62,510.00
Witte	Gladys	M	Paraprofessional	ELL Para	15,913.62
Wlodzimierski	Elizabeth	A	Speech Language	SLP Asst Tech Coordinator	55,435.00
Wodarski	Courtney	A	Teacher	FACS	44,685.00
Wojcik	Alice	Ann	Teacher	Music	62,020.60
Wolek	Susan	Johns	Teacher	Extended Curriculum	84,763.42
Wolf	Jessica	R	Paraprofessional	ASPIRE Student Services B	15,424.49
Wolf	Melissa	M	Teacher	Classroom	52,335.00
Wolf	Teresa	A	Teacher	STEM	61,855.00
Wolfe	Anita	O	Teacher	Art	69,610.00
Wolfe	Jeanne	L	Paraprofessional	Student Services A	18,279.62
Wolke	Rene	L	Paraprofessional	Student Services B	18,279.62
Wondolkowski	Alissa	A	Teacher	Language Arts/Social Studies	54,435.00
Wood	Jennifer	L	Paraprofessional	Mobile Technician	1,715.94
Wood	Jennifer	L	Paraprofessional	Mobile Technician	1,715.94
Worline	Kimberly	A	Paraprofessional	Cross Categorical B	15,117.37
Wright	Mallory	L	Psych/SSW	Social Worker	50,813.71
Wruck	Pamela	J	Paraprofessional	Library Media Center	17,676.75
Wuerl	Evelyn		Paraprofessional	Student Services B- Bil	8,440.24
Wyman	Erin	R	Teacher	Classroom	50,835.00
Wynn	Susan	Annette	Teacher	Math	80,970.00
Wysock	Anne	E	Physical Therapist	Physical Therapist	58,559.60
Wyzard	Melissa	A	Teacher	Classroom	53,435.00
Xanos	Maria	R	Paraprofessional	CDP Student Services A	16,448.25
Yates	Larry		Support	Painter	71,618.40
Youel	Curt	I	Teacher	Science	101,692.54
Youngberg	Stefanie	S	Teacher	Classroom	43,685.00
Zaccagni	Valerie	D	Support	Administrative Assistant	27,700.08
Zacher	Susan	W	Paraprofessional	Oasis Student Services B	1,357.72
Zacher	Susan	W	Paraprofessional	Student Services B	15,613.77
Zehrer	Sandra	J	Teacher	Language Arts/Social Studies	59,510.00

Ziemba	Kristin	Ann	Teacher	Special Ed - Resource Teacher	57,510.00
Zilm	Melissa	D	Teacher	Reading Interventionist	65,350.00
Zima	Nancy	K	Paraprofessional	ASPIRE Student Services B	14,771.79
Zimmerman	Mariann		Teacher	Literacy Coach	82,831.90
Zurawski	Wendy	M	Paraprofessional	Library Media Center	1,911.64
Zurawski	Wendy	M	Paraprofessional	Student Services A	16,674.91