

# THORNTON TOWNSHIP HIGH SCHOOLS DISTRICT 205

## EMPLOYMENT CONTRACT

### Associate Superintendent

**THIS CONTRACT** is made and effective on the 1<sup>st</sup> day of July, 2025, by and between the BOARD OF EDUCATION OF THORNTON TOWNSHIP HIGH SCHOOLS DISTRICT 205, COOK COUNTY, ILLINOIS (the "BOARD") and JERRY B. DOSS ("DOSS").

#### **IT IS AGREED:**

1. **EMPLOYMENT** - DOSS is hereby hired and retained from July 1, 2023, through and including June 30, 2028, as Associate Superintendent of Thornton Township High School District 205.
2. **DUTIES** - The duties and responsibilities of DOSS will be those incidental to the office of Associate Superintendent, those set forth in the job description (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), those obligations imposed by the laws of the State of Illinois, and to perform other professional duties customarily performed by an Associate Superintendent as from time to time may be assigned to DOSS by the BOARD or the Superintendent. The BOARD reserves the right to reassign DOSS to different duties from time to time during the term of this Contract, without a loss of pay.
3. **COMPENSATION** - The Board hereby employs the Associate Superintendent for five (5) years, commencing on July 1, 2025, and terminating on June 30, 2030, at an annual salary for the 2025-2026 contract year in the amount of one hundred ninety-two thousand four-hundred ninety-seven dollars and fourteen cents (\$196,271.59). For each subsequent contract year, through the Agreement term, the Board shall increase the Associate Superintendent's base salary by an amount equal to a Three-point five percent (3.50%) increase for the calendar year ending in the year before the increase is applied. The Associate Superintendent's annual salary for each contract year shall be payable in equal installments in accordance with the rules of the Board governing the payments of other administrative staff members in the district. In addition, the Associate Superintendent may be entitled to an annual performance bonus based on the Superintendent's assessment of the Associate Superintendent's attainment of the student performance and academic improvement goals set forth in Appendix A and any other performance goals and objectives established by the Board. Such performance shall not be added to salary and shall be based on the following:
  - A. If the Associate Superintendent's annual overall performance rating is that of "excellent" he shall receive a bonus of two percent (3%) of the prior year's contract year's annual base salary.
  - B. If the Superintendent's annual overall performance rating is that of "proficient" he shall receive a bonus in the amount of one percent (1%) of the prior year's contract year's annual base salary.
  - C. If the Superintendent's annual overall performance rating is that of "needs improvement" or "unsatisfactory" he shall not receive a bonus.
4. **BENEFITS** - The Associate Superintendent will receive the benefits as set forth in Exhibit A ("Executive Benefits Package") attached hereto.
5. **EVALUATION** - The BOARD and DOSS agree that during this Contract there will be an evaluation of DOSS's performance. Failure of the BOARD or its designee to complete an evaluation does not preclude dismissal or nonrenewal of this Contract.

- A. **PERFORMANCE GOALS AND INDICATORS.** The parties have established goals and performance indicators for the Associate Superintendent for the term of this Agreement, which goals and indicators are attached hereto as Exhibit B.
  - B. **BACKGROUND INVESTIGATION** - The BOARD is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit certain criminal offenses. If the required criminal background investigation is not completed at the time this Contract is signed and the subsequent investigation report reveals that there has been a prohibited conviction, this Contract will immediately become null and void.
6. **TERMINATION OF CONTRACT** - This Contract may be terminated at any time prior to June 30, 2030, by:
- A. Mutual agreement of the parties.
  - B. Retirement of the Associate Superintendent
  - C. Failure to comply with the terms and conditions of this contract
  - D. **Disability of the Associate Superintendent.** Should the **Associate Superintendent** be unable to perform the duties and obligations of this Agreement, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the **Associate Superintendent's** accumulated sick, personal and vacation leave is exhausted, whichever is later, the **BOARD**, at its option, may terminate this Agreement, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the **Associate Superintendent** may request a hearing before the **BOARD** in closed executive session.
  - E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the Associate Superintendent which-is detrimental-to-the-best interests of the **BOARD**, as determined by the BOARD. The **BOARD** will not arbitrarily or capriciously discharge the **Associate Superintendent**. Reasons for discharge for cause will be given in writing to the **Associate Superintendent**, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the **Associate Superintendent** chooses to be accompanied by legal counsel, he will bear any costs involved therein. The **BOARD** hearing will be conducted in closed session.
7. **NOTICE** - Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered, or certified mail, postage prepaid, addressed:

*If to the BOARD, to:*

BOARD OF EDUCATION  
THORNTON TOWNSHIP HIGH SCHOOL  
DISTRICT 205  
465 East 170th Street  
South Holland, IL 60473

*If to the Administrator, to:*

JERRY B. DOSS  
6334 POND VIEW  
Matteson, IL 60443

## 8. MISCELLANEOUS

- A. This Contract has been executed in Illinois and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there will be any conflict between such headings or numbers and the text of this contract, the text will control.
- C. This contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior Contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Contract will be binding upon and inure to the benefit of the Associate Superintendent, and will be binding upon, and inure to the benefit of the BOARD, its successors, and assigns.
- F. Except as may otherwise be provided, no subsequent alteration, amendment, change, or addition to this Contract will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- G. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the Illinois School Code and other applicable law.
- H. If any section, provision, paragraph, phrase, clause, or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Contract will continue to have its intended full force and effect.

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

Associate Superintendent:

\_\_\_\_\_  
Jerry B. Doss

\_\_\_\_\_  
Date

BOARD OF EDUCATION  
THORNTON TOWNSHIP HIGH SCHOOLS  
DISTRICT 205

By: \_\_\_\_\_  
President

\_\_\_\_\_  
Date

ATTEST:

\_\_\_\_\_  
Secretary

## EXHIBIT A

1. **INSURANCE** – The BOARD will provide and pay the premiums for hospitalization, major medical and dental insurance for the ADMINISTRATOR and the dependent members (as determined by the contract of insurance then in effect) of his/her immediate family during the term of this Contract in accordance with the highest-level insurance coverage option offered to members of the District 205 Faculty Association.

If this provision of insurance could result in the BOARD being obligated to pay a penalty, excise tax, or other fee due to changes and/or interpretations of the Internal Revenue Code or other laws affecting the provision of insurance benefits, or rules and regulations thereunder, the BOARD may convert such insurance benefit to another form of compensation or benefit to the extent necessary to avoid the imposition of such penalty, excise tax or fee.

2. **TERM LIFE INSURANCE** – The BOARD will provide and pay the premiums for a term life insurance policy for the ADMINISTRATOR during the life of this Contract in a face amount of \$370,000.00. The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ADMINISTRATOR, and upon termination of this Contract will allow that owner to continue such life insurance policy at its (or his/her) own expense.

3. **SICK AND PERSONAL LEAVE** – The ADMINISTRATOR will be provided with 25 days of sick leave per year, from which 2 days per year may be used for personal leave for personal business matters with the prior approval of the Superintendent or his/her designee. Unused sick leave days may accumulate to a maximum of 400 days.

4. **VACATION** – The ADMINISTRATOR will receive 25 vacation days annually (July 1<sup>st</sup> – June 30<sup>th</sup>), exclusive of weekends and legal holidays. The annual vacation day allotment will be deemed to have been earned on each July 1<sup>st</sup> for the duration of this Contract. The scheduling of more than 5 consecutive vacation days requires the prior approval of the Superintendent or his/her designee.

Up to 15 unused vacation days annually may, at the ADMINISTRATOR'S option, be "bought back" by the BOARD at the ADMINISTRATOR'S then-per diem rate of pay provided; however, that if such "buy back" will cause the BOARD to incur a penalty, fine or other fee imposed TRS, the BOARD may unilaterally reduce the number of days to be "bought back" so that no such penalty, fine or other fee by imposed by TRS on the BOARD.

5. **TEACHERS' RETIREMENT SYSTEM ("TRS") CONTRIBUTION** – In addition to the gross salary paid to or on behalf of the ADMINISTRATOR by the BOARD, the BOARD will pick up and pay on the ADMINISTRATOR'S behalf, the ADMINISTRATOR'S entire contribution to TRS required pursuant to the *Illinois Pension Code*, as amended. In the event of changes to State and/or Federal regulations pertaining to compensation, this Section may be reopened.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ADMINISTRATOR'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The ADMINISTRATOR will have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The ADMINISTRATOR does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the ADMINISTRATOR'S employment for his future service, knowledge and experience.

6. **TEACHERS' HEALTH INSURANCE SECURITY ("THIS") FUND CONTRIBUTION** – In addition to the gross compensation paid to or on behalf of the ADMINISTRATOR, the BOARD will pick up and pay on behalf of the ADMINISTRATOR his/her entire required contribution to the THIS fund. The BOARD will remit this contribution to TRS as the fund's collection agent. In the event of changes to State and/or Federal regulations pertaining to health care benefits, this Section may be reopened.

The BOARD and the ADMINISTRATOR make no commitment or guarantee that the BOARD'S payment of this contribution will continue to be excludable from the ADMINISTRATOR'S gross income for federal or state income tax purposes, or that any other federal or state tax treatment will apply.

7. **MEMBERSHIP DUES** – The ADMINISTRATOR, upon prior approval by the Superintendent or his/her designee and proper substantiation, will be reimbursed for annual dues and membership fees paid to one national and one state professional organization to which the ADMINISTRATOR belongs.

8. **PROFESSIONAL ACTIVITIES** – The ADMINISTRATOR will be encouraged to attend appropriate professional meetings and continuing education seminars/conferences each year of this Contract at the local, state and national levels, as approved by the Superintendent or his/her designee. Within budget constraints, as approved by the Superintendent or his/her designee, the costs of attendance will be paid by the BOARD in an amount not to exceed \$1,300.00 per year.

## **EXHIBIT B**

### **GOALS REQUIRED:**

Annual Student Performance and Academic Improvement Goals and Objectives:

- A. The Associate Superintendent shall seek to promote academic improvement in the district by the following methods including, but not limited to:
  - 1. Involving the staff in developing appropriate Human Resources processes, including communication, policy, and procurement, to support and promote academic improvement.
  - 2. Implementing Board of Education goals.
  - 3. Directing staff toward developing and implementing Human Resource programs to improve instruction in all academic areas for students.
  
- B. The Associate Superintendent shall seek to promote improvement in student performance in the district by the following methods, including but not limited to:
  - 1. Seeking people, programs, and processes that help implement improved methods to assess and evaluate student performance per Local Assessment Plans.
  - 2. Analyzing student performance on standardized assessments and providing human resources to drive improved student performance.

The Superintendent and the Associate Superintendent will review and assess the Associate Superintendent overall performance based upon the above- listed goals and objectives.