

**AMENDMENT DATED MARCH 4, 2025
TO EMPLOYMENT CONTRACT
BETWEEN THE BOARD OF EDUCATION
OF TOWNSHIP HIGH SCHOOL DISTRICT NO. 113
AND
HOLLY FLEISCHER**

WHEREAS, Holly Fleischer (hereafter “Principal”) is currently employed as a Principal by the Board of Education of Township High School District No. 113, Lake County, Illinois (hereafter “Board”) under a multi-year employment contract dated April 9, 2024, for the period July 1, 2024, through June 30, 2027 (“Employment Contract”); and

WHEREAS, Paragraph F.4 of the Employment Contract provides that any salary or other adjustment or modification made to the Contract shall be in the form of a written amendment to the Contract; and

WHEREAS, the parties desire to make certain modifications to the Employment Contract effective July 1, 2025 for the remainder of the term of the Contract.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, receipt of which is hereby acknowledged, the parties agree as follows:

1. **Insurance (Paragraph C.2.a)**. Paragraph C.2.a of the Employment Contract is hereby deleted in its entirety and replaced with the following:

2. **Insurance**. The Board will provide the Principal with the following Board paid benefits:

a. 100% Board paid individual and full family Hospitalization/medical insurance and dental insurance as provided under any group program effective in the District;

2. **Vacation (Paragraph C.3)**. Paragraph C.3 of the Employment Contract is hereby deleted in its entirety and replaced with the following:

3. **Vacation**. The Principal shall be entitled to a paid vacation of twenty-five (25) working days in each Contract Year, provided, however, that the Principal shall provide the Superintendent with prior advanced notice before utilizing vacation days and that any vacation time in excess of five (5) consecutive school days shall be mutually agreed upon by the Superintendent and the Principal. Vacation must be taken within the Contract Year in which it is granted or will be lost and unavailable for use or payment, provided, however, that up to half of the vacation days granted may be carried over to the subsequent Contract Year should there be one. Any days carried over must be used by the Principal by the last day of Winter Break of that immediately

following Contract Year or, if not used, up to ten (10) of the carried over days will be paid out to the Principal at the per diem rate of the Contract Year to which the days were carried over. Such payment will be made with the first paycheck of the month following Winter Break. Any days left unused that are not paid out shall be lost and no longer available for use or payment. This vacation payback benefit is not available to the Principal if the Principal is participating in the Retirement Incentive Bonus pursuant to the Agreement & Promissory Note between the Principal and the Board. The Principal shall also be entitled to all legal school holidays. Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and credited toward the vacation days listed above.

3. In the event of a conflict between the terms and conditions of this Amendment and those of the Employment Contract, the terms and conditions herein shall govern. All other provisions of the Employment Contract not otherwise modified herein shall remain in full force and effect.
4. This Amendment shall become effective July 1, 2025.

IN WITNESS WHEREOF, the parties have executed this Amendment this 4th day of March 2025.

PRINCIPAL

**BOARD OF EDUCATION
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 113,
LAKE COUNTY, ILLINOIS**

Holly Fleischer

By: _____
President

ATTEST:

Secretary