

AMENDMENT TO
PRINCIPAL'S CONTRACT OF EMPLOYMENT

THIS CONTRACT AMENDMENT, made and entered into this 10th day of June, 2026, by and between the BOARD OF EDUCATION OF COAL CITY COMMUNITY UNIT SCHOOL DISTRICT NO. 1, GRUNDY AND WILL COUNTIES, ILLINOIS (hereinafter referred to as the "Board"), and TRACY CARLSON an individual (hereinafter referred to as the "Principal"),

WITNESSETH:

WHEREAS, on the 5th day of February, 2025, the Board entered into a multi-year, performance-based contract with TRACY CARLSON providing for her to serve as Principal for a period of FIVE (5) years, commencing July 1, 2025 and ending June 30, 2030;

WHEREAS, the Board, pursuant to Paragraph 5 of the Principal's current multi-year, performance-based contract, desires to adjust the Principal's annual salary for the 2026-2027, 2027-2028, 2028-2029 & 2029-2030 Contract Years; and

WHEREAS, the Board at a regular meeting held on the 10th day of June, 2026, by motion duly made, seconded and carried by majority per a roll call vote, has authorized the execution of this Contract Amendment.

NOW, THEREFORE, in consideration of the promises herein stated and for other good and valuable consideration, the receipt of which is hereby acknowledged, it is agreed between the parties as follows:

1. **SALARY.** The Principal shall receive an annual salary of **\$117,800.47** for the 2026-2027 Contract Year, an annual salary of **\$124,686.50** for the 2027-2028 Contract Year, an annual salary of **\$132,360.61** for the 2028-2029 Contract Year, & an annual salary of **\$140,302.25** for the 2029-2030 Contract Year,
2. **QUALIFIED TAX-DEFERRED PROGRAMS.** At the request of the Principal, the Board shall, in accordance with State and Federal law, withhold a designated amount of her salary and transfer said amount to a qualified tax-deferred annuity program of the District's 403 (b) Plan. The Board **shall no longer make** a non-elective employer contribution to the Principal's 403(b) plan.

In addition to the salary set forth in paragraph 5 above, the Board shall pay on behalf of the Principal her required contribution to TRS and her required contribution to THIS. It is the intention of the parties to qualify this payment by the Board on the Principal's behalf as a "picked up" payment sheltered from federal income taxation pursuant to Section 414(h) of the Internal Revenue Code, as amended.

3. **MISCELLANEOUS.** In all other respects not inconsistent herewith, the Principal's current 2025-2028 contract of employment remains in full force and effect.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the date first above written.

BOARD OF EDUCATION OF COAL CITY
COMMUNITY UNIT SCHOOL DISTRICT NO. 1,
GRUNDY AND WILL COUNTIES, ILLINOIS

By:

Its President

Its Secretary

TRACY CARLSON,
Principal