ASSISTANT PRINCIPAL'S CONTRACT OF EMPLOYMENT

THIS AGREEMENT, made and entered into this 4th day of February, 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 REBECCA PENDERGAST, an individual (hereinafter referred to as the "Assistant Principal"),

W I T N E S S E T H:

WHEREAS, the Board desires to employ REBECCA PENDERGAST as Assistant Principal for this School District and for her to perform such duties as are required by this Contract, by the Assistant Principal's job description, by the policies, rules and regulations of the Board and by the laws and statutes of the State of Illinois, as presently exist or are hereafter made or amended, for a period of one (1) year, commencing July 1, 2026 and ending June 30, 2027;

WHEREAS, the Board at a regular meeting held on the 4th day of February, 2026, by motion duly made, seconded and carried by majority per a roll call vote, has authorized the execution of this Contract of Employment with the Assistant Principal; and

WHEREAS, the Assistant Principal is willing to enter into and execute this Contract on the basis of the same being a one-year Contract.

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

1. EMPLOYMENT. The Board hereby employs REBECCA PENDERGAST as Assistant Principal for this School District and REBECCA PENDERGAST hereby accepts such employment and agrees to perform such duties as are provided by this Contract, by the job description, by the policies, rules and regulations of the Board and by the laws and statutes of the State of Illinois.

During the term of this Contract, the Assistant Principal does not waive rights granted under Sections 24-11 through 24-16 of the School Code. The Board and the Assistant Principal agree that this Contract is not a multi-year performance-based contract pursuant to Section 10-23.8a of the School Code.

2. TERM. The term of this Contract will be for a period of one (1) year, commencing July 1, 2026 and ending June 30, 2027. The Contract Year shall commence on July 1 and continue through the subsequent June 30.

3. DUTIES. The Assistant Principal is and will be, throughout the term of this Contract, unless terminated as hereinafter provided, a middle school Assistant Principal and will assist the chief administrative and instructional leader of the assigned attendance center in this School District and shall assume the administrative responsibilities and instructional leadership in

said attendance center for the planning, operation and evaluation of the educational program in said attendance center, under the supervision of the Superintendent and in accordance with the policies, rules and regulations of this Board of Education and the laws and statutes of the State of Illinois. The Assistant Principal agrees that she must perform all acts and duties as assigned, for and on behalf of the Board under and pursuant to 105 ILCS 5/1-1 *et seq.* (hereinafter the "School Code") including, but not limited to, the submission of recommendations to the Superintendent concerning the appointment, retention, promotion and assignment of all personnel assigned to said attendance center. The Assistant Principal further agrees that she must also comply with all applicable policies, rules and regulations of the Board as the same are in effect from time to time throughout the term of this Contract. The Assistant Principal further agrees that she must also perform such other duties as may from time to time be assigned by the Board or the Superintendent. The Assistant Principal hereby agrees to faithfully perform the duties of Assistant Principal for the school building to which she is assigned and to devote such time, skill, labor and attention to the employment during the term of this Contract as is reasonably required to meet the responsibilities, duties, objectives and goals as provided for under this Contract.

4. SALARY. The Assistant Principal will receive from and after the effective date of this Contract an annual salary of **$79,914.45** for the 2026-2027 Contract Year. Such annual salary shall be paid in equal installments in accordance with the policies of the Board of Education established from time to time with respect to the payment of salaries to other certificated members of its professional staff, but in no event shall said payments be made in less than twelve (12) monthly installments.

The Board has the right to adjust the annual salary of the Assistant Principal during the term of this Contract in its sole and absolute discretion; provided, however, that unless any reduction in salary is uniform with a similar reduction of salaries for the School District's certificated staff, the Assistant Principal shall be entitled to notice and a hearing as provided in the case of discharge for cause. Any such adjustment in salary may be made during the term of this Contract, which shall be in the form of an amendment hereto and which, after its adoption by the Board of Education, shall be attached hereto and made a part hereof.

The parties hereby acknowledge and agree that any adjustment in salary as aforesaid will not be construed as an extension of this Contract nor will it be construed as a new Contract or in any other way affect the terms hereof.

5. LICENSURE. The Assistant Principal must, throughout the term of this Contract, furnish to the Board of Education a valid and appropriate license to act as Assistant Principal for the assigned attendance center in accordance with the laws and statutes of the State of Illinois and the rules and regulations of the State Board of Education.

6. OTHER WORK. Only with the prior consent of the Board of Education, by Board action, may the Assistant Principal undertake consultative work, speaking engagements, writings, lecturing or other such professional duties and obligations unrelated to the duties as Assistant Principal of this School District; provided, however, that the Board of Education President shall have the authority to grant permission for such other work in the event that time does not permit presenting the question to the full Board of Education for prior approval. The applicable

requirements and provisions of 110 ILCS 100/1, and the decisional laws of the State of Illinois with respect to same shall apply to this paragraph.

7. EVALUATION. During the term of this Contract, the Superintendent or other administrator designated by the Superintendent shall evaluate the Assistant Principal's performance in writing in accordance with the District's evaluation plan and 105 ILCS 5/24A-15. Each Assistant Principal's evaluation shall be conducted by March 1st of the Contract Year. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

9. NOTICE OF INTENT NOT TO RENEW CONTRACT. If the Board decides it will not renew this Contract at the end of its term, written notice of the Board's decision shall be given to the Assistant Principal by no later than April 1st of the Contract Year. The Assistant Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b. Nothing, however, shall be construed so as to limit the authority of the Board to order the lateral transfer of the Assistant Principal to a position of similar rank and equal salary during the term of this Contract.

10. DISCHARGE FOR CAUSE. Throughout the term of this Contract the Assistant Principal shall be subject to discharge for cause; provided, however, that the Board shall not act in an arbitrary or capricious fashion with respect to such discharge. Failure of the Assistant Principal to comply with the terms and conditions of this Contract shall also be sufficient cause for discharge as provided in this Contract.

In the event of discharge for cause, the Board shall deliver to the Assistant Principal, in the manner provided by law, notice of said discharge for cause. Such notice, when given by the Board, must be in writing stating the specific reason or reasons therefore. Within ten (10) days after receipt of such notice of discharge for cause, the Assistant Principal may request a closed session hearing before the Board of Education on the discharge. At such hearing, the Assistant Principal shall have the right to present evidence, witnesses and defenses on the grounds for discharge, may cross-examine witnesses, and may have present at any such hearing counsel of her own choosing, at her expense.

11. SICK AND PERSONAL BUSINESS LEAVE. The Assistant Principal will be entitled to the same benefits outlined in the collective bargaining agreement between the Board of Education and the Teacher's Association.

12. 210-DAY WORK SCHEDULE. The Assistant Principal will be expected to work 210 days during the Contract Year. She will be scheduled to work on all days when the attendance center to which she is assigned is in session. Given this schedule, the Assistant Principal will not be eligible for paid vacation.

13. TRAVEL AND EXPENSE REIMBURSEMENT. The Assistant Principal shall provide at her sole expense an automobile needed by her for the performance of her official duties on behalf of the District under this Contract. During the term of this Contract, the Board will reimburse the Assistant Principal for all reasonable travel expenses, lodging and meals during travel to and from areas outside the District, provided she has been directed to incur said expense and request is made therefore in accordance with the rules and regulations of the Board.

14. INSURANCE BENEFITS. During the term of this Contract, the Board shall provide group health, vision, dental, accident and life insurance coverage benefits for the Assistant Principal and her dependents to the same nature and extent as those benefits are provided to certificated members of the School District's Administration. Full premium costs for these benefits for the Assistant Principal shall be paid by the Board. The premium for her dependents, if selected, shall be paid in the same manner as afforded those covered by the licensed staff's collective bargaining agreement. The Assistant Principal will also, during the life of this Contract, be entitled to any additional benefits provided to any employee of this School District as may be established in a collective bargaining agreement or otherwise provided to said employee during the term of this Contract. Such additional benefits will be automatically extended to the Assistant Principal at the time they become effective for said other employees, without further action on the part of the Assistant Principal. In accordance with the provisions of Article 10, Section 22.3 of the Illinois School Code, the Assistant Principal shall be a named insured on any comprehensive or general liability insurance policies in effect during the term of this Contract to the same extent as provided to other certificated employees of the School District.

15. QUALIFIED TAX-DEFERRED PROGRAMS. At the request of the Assistant 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.

In addition to the salary set forth in paragraph 4 above, the Board shall pay on behalf of the Assistant Principal, her entire required members contribution to the Teachers' Retirement System of the State of Illinois (hereafter "TRS") and to the Teachers Health Insurance Security Fund (hereafter "THIS").

It is the intention of the parties to qualify these payments by the Board on the Assistant Principal's behalf as a "picked up" payment sheltered from federal income taxation pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The purpose of such direct employer payments shall be to defer federal income taxation of such amounts, consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36.

16. MEMBERSHIPS IN PROFESSIONAL SOCIETIES. The Board will, during the term of this Contract, pay the Assistant Principal's annual membership dues to the Illinois Principals Association, and such other organizations as determined by the Board.

The Assistant Principal will, when approved to do so by the Board, attend appropriate professional meetings as the representative of the District at the local, state and national levels. In addition, upon prior approval of the Board of Education, the Assistant Principal may continue her professional development by attending seminars and other related activities reasonably related to the District's business and affairs in order that she may continue to participate in relevant job-related and learning experiences.

17. TERMINATION. During the term of this Contract, the Board and Assistant Principal may mutually agree in writing to terminate this Contract.

18. BREACH OF AGREEMENT. Failure of the Assistant Principal to fulfill the obligations set forth in this Contract will be considered to be a violation of the Assistant Principal's Code of Ethics and may be reported by the Board to appropriate State and national associations of school principals and State education authorities. Such failure may also be deemed a breach of this Contract sufficient to constitute cause for discharge/dismissal of the Assistant Principal or non-renewal of this Contract as provided above, or reclassification as also provided above, if, in the opinion of the Board of Education, such action would be in the best interests of the School District. In the event of such breach or failure, the Board shall have all other rights and remedies which are provided by law.

Failure of the Board of Education to fulfill its obligations set forth in this Contract will be considered a breach of this Contract. In such event, the Assistant Principal shall have all rights and remedies which are provided by law.

19. **MISCELLANEOUS**. This Contract shall inure to the benefit of and will be binding upon all the parties, their legal representatives, successors and assigns.

Nothing contained in this Contract shall be construed to deprive any party hereto of any of the rights accorded to that party by law, except where such rights are explicitly waived herein.

If any portion of this Contract is deemed to be illegal or unenforceable, the remainder shall remain in full force and effect.

The headings, captions, and numbers used in this Contract are for reference purposes only and not intended to have any effect on the interpretation of the Contract.

This Contract contains all the terms agreed upon by the parties and supersedes all prior agreement, arrangements, and communications between the parties concerning this agreement, whether written or oral. Except as may be otherwise provided herein, no subsequent alteration, amendments, change, or addition to this Contract shall be binding upon the parties unless reduced to writing and duly authorized and signed by each party.

This Contract shall be governed and construed in accordance with the laws of the State of Illinois. The parties agree that venue for all actions between the parties shall lie solely in the state court having jurisdiction over Grundy County, Illinois, and the Principal hereby submits to the jurisdiction of that court.

This Contract 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.

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

_____
REBECCA PENDERGAST, Assistant Principal