

MUTUAL SEPARATION AGREEMENT AND MUTUAL RELEASE
(Evanston/Skokie School District 65 / Dr. Angel Turner)

This Mutual Separation Agreement (the "Agreement") is entered into between Dr. Angel Turner (the "Superintendent") and the Board of Education (the "Board") of Evanston/Skokie School District 65, Cook County, Illinois (the "School District"). The Superintendent and the Board are each referred to as a "Party," and they are collectively referred to as the "Parties" in this Agreement. This Agreement will be effective as of the effective date set forth in Section 21 below (the "Effective Date").

BACKGROUND

1. The Superintendent is presently employed by the Board as the Superintendent of Schools under an Employment Contract dated March 18, 2024, with a multi-year term terminating on June 30, 2027 (the "Employment Contract").

2. The Board and Superintendent have determined that it is in their mutual best interest to end their employment relationship prior to the commencement of the 2026-2027 school year and to resolve any disputes and disagreements.

3. The Board and Superintendent mutually desire to expedite the Superintendent's departure from the School District outside the requisite notice requirements in the Employment Contract, which would have required 90 days' notice with a termination date not until three months into the 2026-2027 school year.

4. The Parties desire to resolve their differences and disputes, including potential payment disputes, without litigation pursuant to the terms of this Mutual Separation Agreement and Mutual Release.

5. The Parties agree that Dr. Turner will resign from her employment with the Board and her employment will end effective at the close of the day on June 30, 2026 (the "Separation Date").

6. The Parties enter into this Agreement to avoid or resolve any actual or potential dispute between them relating to the Superintendent's employment with the Board or the termination of such employment or of the Employment Contract.

AGREEMENT

1. **Resignation.** The Superintendent hereby resigns at the close of the day on June 30, 2026, as the Superintendent in the School District and as an employee of the Board, which date is also the actual last day of work. The Board hereby accepts the Superintendent's resignation, which will be irrevocable after expiration of the revocation period provided in Section 13. The Employment Contract shall terminate as of the effective date of the Superintendent's resignation. At the Board's June 22, 2026, Board meeting, the Board will make the statement substantially in the form of the attached Exhibit 1. All further communication concerning the Superintendent by the Board shall be consistent with the tone of the statement.

2. Separation Payments.

A. The Superintendent shall receive the compensation and benefits provided for in the Employment Contract through the effective date of her resignation.

B. On a post-resignation basis, the Board shall:

(i) pay to the Superintendent the total amount of One Hundred and Ninety-One Thousand Dollars (\$191,000.00), less deductions required by law, in consideration of her agreeing to leave employment prior to July 1, 2026, agreeing to the waiver below, and agreeing to settle any disputes with the Board. This amount generally includes the 20 weeks of salary and benefits (including family medical insurance) the Superintendent would have earned had the District exercised its unilateral termination right under Section 11.C of the Employment Contract, the amount Dr. Turner would have earned for salary and benefits (including family medical insurance) during the 90-day notice period prior to her termination under the unilateral termination provision of the Employment Contract, and other related consideration. The Board shall make the payment within 14 days after the Superintendent's last day of work or her last regular paycheck, whichever is later;

(ii) pay to the Superintendent at her current per-diem rate, less deductions, and as required by law (820 ILCS 115/5), all accrued, unused vacation days, if any, remaining as of the Separation Date. Any final vacation pay will be paid to the Superintendent on the next regularly scheduled payroll date following the Separation Date. The Parties agree that, as of the Effective Date, the Superintendent had 7.5 accrued, unused vacation days and that she will be paid at the rate of Nine Hundred Ninety-Six Dollars and Seventeen Cents (\$996.17) for each unused vacation day remaining as of the Separation Date;

(iii) permit the Superintendent to retain her cellular telephone and laptop computer provided to her by the District, after the School District removes all District-related data from the telephone and computer; and

(iv) upon request from a potential employer of the Superintendent, provide a letter of recommendation substantially in the form of the attached Exhibit 2.

3. Release by Superintendent. For purposes of this Agreement, the "Board Released Parties" means the Board and all its current and former members, employees, agents, benefit plans, insurers, and assigns. In exchange for the consideration provided for in this Agreement, the Superintendent, on behalf of the Superintendent and her heirs, legatees, personal representatives and assigns, releases and discharges the Board Released Parties from any and all claims and causes of action, whether known or unknown, that the Superintendent has, had or may have against them, arising from or relating in any way to the Superintendent's employment with the Board, any compensation or benefits of employment, the Employment Contract, or the termination of the Superintendent's employment. This release specifically includes, but is in no

way limited to, all claims under Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e *et seq.*; the Civil Rights Acts of 1866 and 1871, 42 U.S.C. § 1981; the Americans With Disabilities Act of 1990, 42 U.S.C. §§ 12101 *et seq.*; the Equal Pay Act, 29 U.S.C. § 206(d); the Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601 *et seq.*; the Employee Retirement Income Security Act of 1973, 29 U.S.C. §§ 1001 *et seq.*; the Occupational Safety and Health Act of 1970, 29 U.S.C. §§ 651 *et seq.*; the Illinois Human Rights Act, 765 ILCS 5/1-101 *et seq.*; the Illinois Whistleblower Act, 740 ILCS 174/1 *et seq.*; the Illinois Biometric Information Privacy Act, 740 ILCS 14/1 *et seq.*; all provisions of Chapter 820 of the Illinois Compiled Statutes; all claims for breach of contract; all claims for wrongful or retaliatory discharge; all claims sounding in tort; and all other claims arising under the common law. The Superintendent further releases all other claims or causes of action, known or unknown, whether related to the Superintendent's employment or not, that the Superintendent has, had, or may have had under any federal, state, or local statute, regulation, ordinance, or the common law against any of the Released Parties. Except as expressly provided in this Agreement, this Agreement supersedes and terminates all existing contractual obligations between the Parties. The Superintendent further waives any right to recovery of attorneys' fees, attorneys' liens, costs, and any other remedy that could have been sought in connection with any of the claims released in this Section. Notwithstanding anything to the contrary set forth herein, nothing in this Agreement shall be construed to waive, release, diminish, or impair: (a) any rights, benefits, or entitlements that the Superintendent has or may have under the Illinois Pension Code or the Teachers' Retirement System, including but not limited to vested pension rights and claims and indemnification rights; (b) any claims arising after Superintendent signs this Agreement; (c) any claims for breach of the Agreement or to enforce any terms of the Agreement; (d) any claims necessary to enforce the Board's indemnity and release obligations, to the extent applicable, under Section 10-20.20 of the Illinois *School Code* (105 ILCS 5/10-20.20); or (e) any claims that cannot be waived or released by law.

4. Release by the Board. In exchange for the consideration provided for in this Agreement, the Board releases and discharges the Superintendent and her heirs, legatees, personal representatives and assigns from any and all claims and causes of action, whether known or unknown, that the Board has, had or may have against them, arising from or relating in any way to the Superintendent's employment with the Board or the performance of her official duties from the beginning of time through the Effective Date of this Agreement. Except as expressly provided in this Agreement, this Agreement supersedes and terminates all existing contractual obligations between the Parties. The Board further waives any right to recovery of attorneys' fees, attorneys' liens, costs, and any other remedy that could have been sought in connection with any of the claims released in this Section. This release does not apply to claims of material fraud, theft, or intentional misappropriation of public funds by the Superintendent that are not known to the Board or discoverable by the Board through the exercise of reasonable diligence prior to the Board's execution of this Agreement. The Board represents that it is not aware of any such claims of material fraud, theft, or intentional misappropriation of public funds by the Superintendent as of its execution of this Agreement. Notwithstanding anything to the contrary set forth herein, nothing in this Agreement shall be construed to waive, release, diminish or impair: (a) any claims arising after the Board approves this Agreement; (b) any claims for breach of the Agreement or to enforce any terms of the Agreement; or (c) any claims that cannot be waived or released by law.

5. Covenant not to sue. The Parties will not file or join as a plaintiff in any lawsuit based upon any claim released in this Agreement and waive any right to receive any monetary or

other benefit as a result of any charge, claim, lawsuit, grievance, or administrative proceeding based upon any claim released in this Agreement. Nothing in this Agreement prohibits the Superintendent from exercising the right to file a complaint with or participate in an investigation by a governmental agency, *provided however* that the Superintendent waives any right to receive any monetary or other benefit in connection with such an agency proceeding or any related litigation against the Board.

6. Confidential Information. For purposes of this Agreement, "Confidential Information" means any material non-public information regarding the Board, its employees, or its students, acquired by the Superintendent in the course of her employment by the Board, that is subject to the attorney-client privilege or any other legal privilege belonging to the Board, that the Board is legally obligated to maintain as confidential, including but not limited to all personally identifiable student record information, or that is otherwise exempt from disclosure under the Illinois Freedom of Information Act. The Superintendent will not disclose any Confidential Information known to her to any third party without authorization from the Board President (or her designee), except as required by law.

7. Return of Board Property. Except as otherwise provided in this Agreement, on or before the Separation Date, the Superintendent will return all Board property to the Board, including but not limited to all tools, equipment, software, keys, documents, files, and Confidential Information. The Superintendent will not retain any paper documents or electronic data containing or constituting Confidential Information after the termination of the Superintendent's employment with the Board. If the Superintendent has any Confidential Information on a personal computer, mobile device (such as a smartphone), a storage device (such as a portable hard drive or flash drive), or any online or "cloud" service (such as an e-mail account, Dropbox, or Google Drive), the Superintendent will notify the Board and cooperate with the Board's reasonable efforts to ensure that any such information is securely deleted and not retained after the termination of the Superintendent's employment with the Board.

8. Confidentiality of this Agreement. Both Parties recognize that this Agreement will be publicly approved by the Board and will be subject to disclosure under the Illinois Freedom of Information Act.

9. Payment Method, Withholding, and Deductions. All payments to be made to the Superintendent under this Agreement will be paid to the Superintendent by direct deposit unless the Parties mutually agree to a different payment method or the Board is unable to complete the payment by direct deposit. The Board will withhold all applicable and legally required taxes from all payments provided for in this Agreement. Payments provided for in this Agreement will also be subject to any other garnishments, withholding or deductions required by applicable law or authorized by the Superintendent and agreed to by the Board.

10. Non-Admission. This Agreement is not intended to and does not constitute any admission of fault, wrongdoing, responsibility, or liability on the part of the Superintendent or the Board.

11. Knowing and Voluntary Agreement. The Superintendent acknowledges that she is entering into this Agreement knowingly and voluntarily, and further acknowledges that:

A. The Superintendent has read and understands the terms of this Agreement.

B. The Superintendent has been advised to consult with an attorney before signing this Agreement and has in fact done so.

C. This Agreement specifically waives and releases all claims under the Age Discrimination in Employment Act.

D. This Agreement does not waive or release claims that may arise after the date it is signed by Superintendent.

E. The consideration provided to the Superintendent in this Agreement is greater than and in addition to any consideration to which Superintendent is otherwise entitled under any contract or applicable law.

12. Review Period. The Superintendent has 21 days from the date that the Superintendent is presented with this Agreement to decide whether to sign it. If the Superintendent signs this Agreement before this review period expires, the remainder of the review period will be waived. This Agreement will be invalid if not signed within 21 days after it is presented to Superintendent unless the Board agrees in writing to extend the time period for Superintendent to sign this Agreement.

13. Revocation. The Superintendent may revoke her execution of this Agreement within seven calendar days after signing it (the "Review Period"). To revoke this Agreement, the Superintendent must deliver written notice of the Superintendent's revocation to the Board President, within seven calendar days after signing this Agreement. If the Superintendent revokes this Agreement, it will be null and void.

14. Board Approval. This Agreement will be valid and enforceable only if approved by vote of the Board in accordance with applicable law. If the Board does not approve this Agreement, all its terms, including the release of claims will be null and void and the Parties may pursue all legal claims otherwise released in this Agreement.

15. Unemployment. In further consideration of the Superintendent's resignation and general release of claims, the Board agrees to not contest any future request or application for unemployment benefits by the Superintendent.

16. Indemnification. To the extent required by law and School District policy, the Board agrees that it shall indemnify and protect the Superintendent against all demands, claims, suits, actions, and legal proceedings as required by Section 10-20.20 of the *School Code* (105 ILCS 5/10-20.20).

17. Choice of Law. The validity, enforceability, and interpretation of this Agreement shall be construed according to the laws of the State of Illinois, without regard to the conflict of law provisions therein. Jurisdiction and venue for all disputes shall be the Circuit Court located in Cook County, Illinois, or the federal district court for the Northern District of Illinois.

18. Complete Agreement. This Agreement, including all exhibits, constitutes the entire agreement between the Parties and supersedes and, except as expressly provided in this Agreement, renders invalid all previous agreements or understandings between the Parties, whether written or oral. The Parties further warrant and agree that no promise or inducement has been offered for this Agreement other than as set forth herein.

19. **Modification.** The Parties may amend or modify this Agreement only in writing. Such an amendment or modification must be signed by both Parties.

20. **Construction, Severability.** Nothing in this Agreement is to be construed as waiving rights that cannot be waived under applicable law, or as barring either Party from providing information or truthful testimony when required to do so under applicable law. Should any portion of this Agreement be ruled invalid or unenforceable by a court of competent jurisdiction, any unenforceable provisions will be deemed severable, and the remainder of this Agreement including but not limited to the releases and covenant not to sue contained herein will remain in full force and effect to the full extent permitted by applicable law and, in such case, the Parties agree to negotiate in good faith on amendment(s) to this Agreement that achieve the intent and economic effect of any deleted provisions to the maximum extent possible and permitted by law.

21. **Effective Date.** This Agreement will be effective upon the date the Board approves it, or expiration of the Revocation Period provided for in Section 13, whichever is later (the "Effective Date").

BOARD OF EDUCATION,
EVANSTON/SKOKIE SCHOOL
DISTRICT 65, Cook County, Illinois

DR. ANGEL TURNER

By: 
Nicholas Pinkard (Jun 23, 2026 13:54:38 CDT)
President

Dr. Angel Turner
Superintendent

Attest:

Adesha Qureshi
Secretary

Dated: 06/23/2026

Dated: June 17, 2026

EXHIBIT 1

Board Statement

Dear District 65 Community:

As we head into summer and prepare for the next school year, we are writing to share a leadership change in Evanston/Skokie School District 65.

The Board and Dr. Angel Turner have entered into a mutual separation agreement. Dr. Turner's last day with the District will be June 30, 2026.

The Board thanks Dr. Turner for her service to our District over the past five years, as she has served in many roles including Director of Literacy, Assistant Superintendent of Schools, and Superintendent.

Dr. Turner stepped into a challenging environment for District 65. She immediately identified a looming financial crisis with quick thinking and decisive action. Her engagement with Dr. Robert Grossi to communicate the previously unknown budget issues averted the most dire outcomes.

Dr. Turner subsequently launched an ambitious deficit-reduction process that resulted in significant operational savings. Her efforts also led to improved financial transparency, long-term planning, and operational sustainability.

We are also grateful for Dr. Turner's stewardship of the building of Foster School. When it became clear to her that the original proposal was financially unsustainable, she led efforts to redesign and right-size the project while keeping the vision of a new neighborhood school alive. Her leadership allowed the District to fulfill its commitment to return a neighborhood school to the Fifth Ward while ensuring the project remained on time and on budget.

Dr. Turner's contributions extend beyond her financial leadership. She tackled some of our most complex issues including special education, out-of-school programming, and facilities. Her work in these areas has positioned us to move forward with a re-envisioning of District 65.

Lastly, we deeply appreciate Dr. Turner's ongoing commitment to creating an equitable school system that centers the experiences of all children.

We wish her much success in her future professional endeavors.

EXHIBIT 2

Letter of Recommendation

To Whom It May Concern,

On behalf of the Board of Education for Evanston/Skokie School District 65, we are pleased to provide a letter of recommendation for Dr. Angel Turner.

Dr. Turner served many key roles during her tenure, including Director of Literacy, Assistant Superintendent of Schools, and Superintendent. She was employed in these roles from August 2021 to June 2026.

As Director of Literacy, Dr. Turner established herself as a hands-on leader focused on instructional excellence. She conducted extensive school and classroom visits to directly audit instructional and curricular needs, launching a comprehensive curriculum audit to identify and bridge gaps in literacy instruction across both monolingual and multilingual classrooms.

In July 2022, Dr. Turner was appointed as our Assistant Superintendent of Schools, where she systemized operations and strengthened administrative accountability. She established a rigorous school check-in system, created a school work plan goals protocol, and robust school data review process. To streamline communication and empower school leaders, she created "School Leader One Stop Shop," resource hub and the "School Leader Newsletter".

In July 2023, Dr. Turner was appointed in the role of Superintendent and led with a strong commitment to fiscal stewardship and long-term financial sustainability.

She designed a multi-phase Structural Deficit Reduction Plan (SDRP) that significantly reduced operational expenditures. She also implemented a number of key financial reforms and hired a talented staff that avoided a brewing financial crisis.

Dr. Turner also stewarded the building of our new Foster School and helped make right a historic wrong by returning a true neighborhood school to the 5th Ward. This project has taken decades to bring to fruition following the closing of the original Foster School, which left a significant mark in Evanston's Fifth Ward neighborhood. When it became clear that the original proposal was financially unsustainable, she led the redesign and right-sizing of the project. The new school will open on time and on budget in the fall 2026.

Dr. Turner also executed contract negotiations with the District 65 Educators' Council (DEC) and Evanston Teacher Assistants Association (ETAA), which included two, four-year collective bargaining agreements.

The District 65 Board of Education is grateful for Dr. Turner's leadership along with her impact on equity, integrity, accountability, and fiscal responsibility.

cXX

President, Board of Education