

SUPERINTENDENT'S EMPLOYMENT CONTRACT
(July 1, 2026 – June 30, 2029)

AGREEMENT made this 4th day of February 2026, between the **BOARD OF EDUCATION OF HINSDALE TOWNSHIP HIGH SCHOOL DISTRICT NO. 86, DU PAGE AND COOK COUNTIES, ILLINOIS** (the "Board"), and **JACK "CHIP" PETTIT** (the "Superintendent"), and hereafter collectively referred to as the "Parties."

A. EMPLOYMENT AND COMPENSATION

1. **Salary and Term of Employment.** The Board hereby employs the Superintendent for a multi-year period of three (3) years, commencing on July 1, 2026, and terminating on and through June 30, 2029, to serve as the Superintendent. As used in this Contract, the term "Contract Year" is defined as the period commencing on July 1 of a given calendar year and continuing until June 30 of the following calendar year.

The Superintendent's annual salary for the 2026-2027 Contract Year shall be Three Hundred Thousand Dollars and NO/100 (\$300,000.00). The Superintendent's annual salary for each of the remaining Contract Years under this Contract shall include an increase of no less than the CPI increase identified in the Illinois Commission on Government Forecasting and Accountability's certification of the minimum salary rate for the applicable Contract Year over the Superintendent's annual salary in the immediately prior Contract Year. Notwithstanding the foregoing, the salary for any new Contract Year shall not be less than the salary paid to the Superintendent during the previous Contract Year. The Parties acknowledge that the action of setting the Superintendent's annual salary shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract.

The Superintendent's annual salary shall be payable in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. The Board retains the right to increase the annual compensation, salary, and/or fringe benefits of the Superintendent during the term of this Contract. The Superintendent hereby accepts employment upon the terms and conditions hereinafter set forth.

2. **Teachers' Retirement System Contributions.** In addition to the annual salary and all other TRS creditable earnings paid pursuant to the terms of this Contract, the Board shall pay on behalf of the Superintendent his entire required contribution to the State of Illinois Teachers' Retirement System (TRS) and the Teacher Health Insurance Security Fund (THIS). The Superintendent shall not have any right or claim to said amount, except as it may become available at the time of retirement or resignation from the State of Illinois Teachers' Retirement System. Both parties acknowledge that the Superintendent did not have the option of choosing to receive the contributed amounts directly instead of having such contributions paid by the Board to the Teachers' Retirement System, and further acknowledge that such contributions are made as a condition of employment to secure the Superintendent's future services, knowledge and experience.

3. **Creditable Earnings.** The Parties hereby agree that the Board makes no representations regarding the creditable earnings status with respect to any compensation received by the Superintendent pursuant to the terms of this Contract. Any and all determinations regarding creditable earnings, creditable service, and related TRS issues shall be made by TRS and, where applicable, a court of competent jurisdiction.

B. CONDITIONS OF EMPLOYMENT

1. **Medical Examination.** The Superintendent shall submit, at Board expense, to a physical or mental examination by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary and in accordance with applicable law. As a condition of employment, the Superintendent also agrees to comply with all health requirements established by law.

2. **Employment Representations.** The Superintendent represents that he will not be under contract with any other school district for any portion of the term covered by this Contract. The Superintendent also represents and confirms that all information provided in his application for employment in the District is true and correct.

3. **Criminal Background Investigation.** As required under Section 10-21.9 of the Illinois School Code for all (both new and continuing) employees, the Superintendent acknowledges that the continuation of this Contract is contingent on the Board deeming acceptable the results of periodic re-checks of the Statewide Sex Offender Database and the Statewide Murderer and Violent Offender Against Youth Database as such re-checks are periodically required by law. The Board reserves the right to terminate this Contract should any required, periodic re-check result in the Superintendent being deemed by the Board (in accordance with applicable law) unacceptable to work in the School District.

4. **Faith's Law Compliance.** The Superintendent shall complete a comprehensive employment history review in compliance with the Illinois School Code and Faith's Law prior to employment and shall immediately report any new relevant information required under Faith's Law during the contract term.

C. BENEFITS

1. **Insurance.** During the term of this Contract, and at its expense, the Board will provide the Superintendent with the following benefits:

- a. A Section 125 Flexible Benefits Plan in which the Superintendent may participate and elect to apply the Board contribution established for either the single insurance coverage rate, or the family insurance coverage rate, toward the premiums for single or family coverage under a District health coverage plan, including any dental and vision coverage elected. Participation of the Superintendent is subject to eligibility terms contained in the Section 125 Flexible Benefits Plan and underlying insurance and benefit plans, and to election procedures and timelines; and

- b. If the Superintendent chooses not to participate in the District's health care plan, the Superintendent shall direct the investment of the District's savings to be invested into the annuity of his choice.
- c. Group term life insurance, subject to requirements of the insurance carrier, in the amount of \$500,000.00.

If the provision of health insurance contemplated by this Contract provision 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, or their related rules and regulations, affecting the provision of insurance benefits, the Board may convert its contribution toward such insurance benefit to another form of compensation or combination of compensation and insurance to the extent necessary to avoid the imposition of such penalty, excise tax, or fee. In the event the Board makes such a determination, the Board shall collaborate with TRS to avoid the loss of creditable earnings to the extent permitted by law and to the extent a penalty to the Board does not result.

2. **Vacation.** The Superintendent shall be entitled to a paid vacation of twenty-five (25) workdays in each Contract Year, provided, however, that any vacation time of longer than 5 consecutive workdays must be pre-approved by the Board of Education President. Vacation time is non-cumulative and must be taken within the twelve-month period or shall be forfeited and not available for use, except that up to five (5) unused vacation days may be carried over for use during the next contract year. Any such carried-over vacation days remaining at the end of that following year shall be forfeited if unused. The Superintendent shall also be entitled to all legal and school holidays as designated on the official District calendar. Winter, spring, and summer recess periods shall constitute working days unless specifically scheduled and credited toward the vacation days established above. If any earned vacation days must be reimbursed to the Superintendent upon his resignation from employment, the reimbursement required by law or this Contract shall be made in a post-retirement payment not intended to be part of the Superintendent's creditable earnings for that year.

3. **Sick and Personal Leave.** The Superintendent shall be granted twenty-one (21) paid sick leave days, as defined in Section 24-6 of the School Code, and two (2) paid personal leave days in each Contract Year. Unused personal leave and sick leave days may also accumulate as sick leave from year to year.

4. **Emergency Leave.** In the event of a serious illness, injury, or medical condition requiring an extended absence, the Board shall provide the Superintendent with access to an emergency sick leave bank of up to ninety (90) workdays. This leave shall be non-cumulative, shall not roll over from year to year, and shall not be paid out upon separation from employment for any reason.

5. **Annuities and Deferred Compensation.** From the annual salary stated in paragraph A.1 of this Contract, the Superintendent may (1) annually defer compensation pursuant to and in accordance with the terms of an eligible state deferred compensation plan as described

in Section 457 of the Internal Revenue Code if adopted by the Board, or (2) authorize a salary reduction in order that the Board may purchase an annuity product for the Superintendent as described in Section 403(b) of the Internal Revenue Code and in the District's 403 (b) Plan, provided that the Superintendent confirms that any such deferrals or reductions for purchase of annuities are within Internal Revenue Code limitations.

In addition to all other contributions to retirement plans made under this Contract and the salary stated in Section A.1 of this Contract, on behalf of and for the benefit of the Superintendent, the Board shall make a fully vested non-elective employer contribution no later than July 31 each Contract Year to a 403(b) eligible product in the amount of 5.0% of the applicable annual salary, as provided in paragraph A.1 of this Contract. The Superintendent shall not be offered a cash benefit for this non-elective contribution.

6. **Cell Phone.** The Board has determined that, by virtue of his job duties, the Superintendent needs to be reachable by the Board, and other District staff in the event of emergencies outside normal work hours and/or when the Superintendent is away from the District office. Accordingly, the Board will provide the Superintendent with a monthly allowance of One Hundred Dollars (\$100.00) for the use of his personal cell phone. The Board is providing this phone allowance for a business purpose and not for the purposes of compensation of the Superintendent. The Superintendent may use the phone for both District and personal business in accordance with IRS guidelines.

7. **Vehicle Allowance.** The Superintendent shall receive a monthly vehicle allowance of One Thousand Dollars (\$1,000.00). The Parties agree this allowance is intended as reimbursement for vehicle-related expenses and shall not be treated as compensation or included in creditable earnings. If the Superintendent establishes residency within the District during the term of this Agreement, the monthly vehicle allowance shall cease, and the Superintendent's annual base salary shall be increased by Fifteen Thousand Dollars and No Cents (\$15,000.00), which shall be treated as creditable earnings.

8. **Professional Growth.** The District encourages the continuing professional growth of the Superintendent through participation in various activities outside of the District which would be beneficial for the operations of the District. The Superintendent recognizes, however, that his first priority is the everyday duties of the District and participation in the activities of local organizations. The Superintendent is encouraged to participate in:

- a. The operations, programs and other activities conducted or sponsored by local, state and national school administrators and school board associations.
- b. Seminars and courses offered by public or private educational institutions.

The Board will pay the Superintendent's memberships dues to the IASA and AASA, and may submit requests to the Board President to pay his membership to other organizations as they become due. The Board shall permit a reasonable amount of release time for the Superintendent to attend such matters, including professional conferences at the local and state level, and with

Board President approval, at the national level, and shall pay for the necessary fees for travel and subsistence expenses.

D. POWERS AND DUTIES

The Superintendent shall have all the duties, powers, and responsibilities given to superintendents under the School Code and under any Board policy or District job description and shall have charge of the administration of the school under the direction of the Board. He shall be the chief executive officer for the Board. He shall inform and receive approval from the Board, in advance of any substantial proposed reorganization or administrative changes. The Superintendent shall direct and assign teachers and other employees of the District and arrange the administrative and supervisory staff. He shall recommend the selection, retention and dismissal of teachers and other administrators and employees of the School District to the Board. He shall report to the Board, on at least an annual basis, the progress and evaluation of the administrators under his direction. He shall make recommendations to the Board concerning the budget, building plans, life/safety work, the selection of textbooks and instructional material, and courses of study. He shall direct the keeping of all records and accounts, and aid in the making of all reports, as required by the Board. He shall recommend rules, regulations and procedures deemed necessary for the welfare of the School District and, in general, he shall perform all other duties incident to the office of the Superintendent as the Board may delegate to him or as required by law.

The Superintendent shall devote his full time, attention, and energy to the business of the School District and related professional activities. With the prior notice to the Board President, the Superintendent may attend university courses, seminars, or other professional growth activities, or lecture and engage in writing activities and speaking engagements. The Superintendent shall submit his notice in writing to the Board President specifying the request being sought, including the time required to be away from his regular duties. In the event the Superintendent should draw any salary or honorarium for any teaching, lecturing, writing or speaking engagements, the same shall be retained by and be the separate property of the Superintendent.

1. **Extent of Service.** The Superintendent shall devote his entire time, attention, and energy to the business of the District and related professional activities. The Superintendent may not undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations without prior notice to the Board President.

2. **Evaluation and Performance Goals.** The Board and Superintendent agree that they shall mutually discuss and evaluate their working relationship, rapport, and understanding at least bi-annually in November or December to review the progress in obtaining the goals. In accordance with Section 10-23.8 of the Illinois *School Code*, this is a performance-based contract with such goals and indicators of student performance and academic improvement included in Appendix A. The Board and Superintendent agree to a formal evaluation which will include a review of the degree to which the Superintendent has met his Performance Goals attached hereto as Appendix A, which is incorporated into and made a part of this Contract. The goals are subject to change by mutual agreement between the Board and Superintendent.

An evaluation of the Superintendent's performance, including, without limitation, the degree to which he has met his Performance Goals, shall be completed by June 30th of each year, and the results of the evaluation shall be communicated to the Superintendent within thirty (30) days of such evaluation. If the Board determines that the Superintendent's Performance Goals have not been met, the Board shall notify the Superintendent, and the Board and Superintendent will work together to redefine and accomplish the Goals. The evaluation shall be reduced to writing at the Superintendent's request. After such evaluation, the parties may, at the request of either party, schedule a meeting to review the evaluation.

The parties shall meet in each succeeding school year to establish and/or revise further District goals and objectives for the next succeeding school year, as well as the Superintendent's Performance Goals, in the same manner and with the same effect as herein described.

E. EXTENSION, AND AMENDMENT OF CONTRACT

1. **Extensions.** Prior to the end of any year of this Contract, the Board and Superintendent may mutually agree to extend the employment of the Superintendent, provided that the performance goals and indicators set forth in Appendix A of this Contract have been met. The Contract may be otherwise extended pursuant to the Illinois *School Code*.

2. **Amendment.** Any adjustment in compensation, salary, and/or fringe benefits, or in any other term of this Contract made during its life shall be in the form of a written amendment mutually agreed to, authorized, and signed by the Parties and shall become a part of this Contract. An amendment shall not be deemed as a new contract between the Board and the Superintendent, nor shall an amendment serve to extend the termination date of this Contract.

F. TERMINATION

1. **Grounds for Termination.** This Contract may be terminated during its term by:
 - a. Mutual agreement of the Parties;
 - b. Retirement;
 - c. Resignation, provided, however, the Superintendent gives the Board at least sixty (60) days prior written notice of the proposed resignation;
 - d. Permanent physical or mental disability in accordance with Board policy (inability to perform essential job functions with or without accommodation);
 - e. Discharge for just cause as set forth in paragraph F.2. below; or
 - f. Death of the Superintendent.

2. **Just Cause.** The Board may terminate this Contract for just cause, strictly defined as unremedied misconduct that materially damages the School District. Prior to calling for discharge for just cause, the Board must offer the Superintendent appropriate time and opportunities to remedy any alleged misconduct. If the Board makes a fair determination that such alleged misconduct is unremedied following appropriate time and opportunities to remedy, and the Board decides to terminate for just cause, the Board shall first provide the Superintendent with service of written charges, notice of hearing, and a fair hearing before the Board prior to termination for just cause. The hearing should be scheduled at a mutually agreeable time and shall offer the Superintendent full due process protections.

G. INDEMNITY

To the extent permitted by law, the Board agrees that it shall defend, hold harmless and indemnify the Superintendent from and against civil rights damage claims and suits, constitutional rights damage claims and suits and death and bodily injury and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the Board unless said acts are outside the scope of his employment. If said act(s) is/are outside the scope of employment, the Board reserves its right to make any payments for damages and to recover its legal fees and court costs from the Superintendent. Such indemnification and protections shall extend through the period of employment any and all civil demands, claims, suits, acts and proceedings brought against the Superintendent in his individual capacity or in his official capacity as agent and employee of the Board provided the subject incident arose while the Superintendent was acting in good faith within the scope of his employment or under the direction of the Board. The Board shall provide the cost of a defense in criminal matters which arise from the good faith performance of his duties and within the scope of his lawful duties. The Board shall not indemnify the Superintendent for any punitive damages. In no case will individual Board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.

H. MISCELLANEOUS

1. Any notice required to be given under this Contract shall be deemed sufficient if it is in writing and sent by mail to the last known residence of the Superintendent or the President of the Board.

2. This Contract has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in all respects.

3. Paragraph headings and numbers have been inserted for convenience of reference only and, if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.

4. 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.

5. This Contract contains all the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter, whether oral or written.

6. This Contract shall be binding upon and inure to the benefit of the Superintendent, his heirs, executors, successors, assigns, and personal representatives, and shall be binding upon and inure to the benefit of the Board and its successors and assigns.

7. If any part of this Contract is deemed to be illegal or unenforceable, such finding shall not affect the remaining clauses of the contract and the remainder thereof shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Agreement this ____ day of February, 2026, upon formal approval by the Board at a duly convened meeting held this same date.

JACK "CHIP" PETTIT

[Redacted Signature]

Superintendent

**BOARD OF EDUCATION HINSDALE
TOWNSHIP HIGH SCHOOL DISTRICT
NO. 86, DUPAGE AND COOK
COUNTIES, ILLINOIS**

By:

[Redacted Signature]

Catherine Greenspon, President

ATTEST:

[Redacted Signature]

Liz Mitha, Secretary

Appendix A

Section 10-23.8 Goals and Indicators of Student Performance and Academic Improvement

Annually, the Superintendent, with the assistance of his administrative team, will:

1. evaluate student performance (including but not limited to student performance in standardized tests), successful completion of the curriculum, attendance, and drop-out rates;
2. review the curriculum and instructional services; and
3. report to the school board on his findings as to: (a) student performance; and (b) his recommendations, if any, for curriculum or instructional changes following his evaluation of student performance.

The presentation of the report, in a form satisfactory to the Board, constitutes the achievement of the goals and indicators of student performance and academic improvement as required by Section 10-23.8 of the Illinois *School Code*.

**ADDENDUM TO EMPLOYMENT AGREEMENT BETWEEN
BOARD OF EDUCATION HINSDALE TOWNSHIP HIGH SCHOOL DISTRICT 86
AND JACK "CHIP" PETTIT**

This ADDENDUM, is entered into between the BOARD OF EDUCATION OF HINSDALE TOWNSHIP SCHOOL DISTRICT 86, COOK AND DUPAGE COUNTIES, ILLINOIS (hereinafter referred to as the "BOARD"), and Jack "Chip" Pettit (hereinafter referred to as the "SUPERINTENDENT").

WITNESSETH

WHEREAS, the Superintendent has accepted a multi-year employment agreement commencing on July 1, 2026, through June 30, 2029 ("Employment Agreement"); and

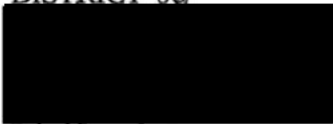
WHEREAS, the Board believes it is in the best interest of the District for the Superintendent to have an effective transition as Superintendent in advance of the Employment Agreement start date to gain a full understanding of the District's operations and objectives.

NOW THEREFORE, the Board and the Superintendent agree as follows:

1. Upon execution of this Addendum, the Superintendent shall be allowed to perform work in the District subject to a schedule approved by the Board President. The Superintendent's scope of the work shall be structured to facilitate the Superintendent's understanding of District operations and future objectives.
2. The Board shall compensate the Superintendent for such services at a daily per diem rate of \$1267.97, inclusive of all creditable earnings.
3. All other terms of the Employment Agreement shall remain as stated.

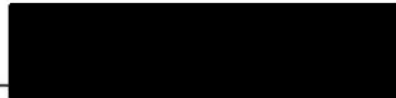
IN WITNESS WHEREOF, the Superintendent and Board have executed this Amendment to the Superintendent's Employment Agreement on the dates set forth below.

BOARD OF EDUCATION
HINSDALE TOWNSHIP SCHOOL
DISTRICT 86



President

SUPERINTENDENT



Jack "Chip" Pettit

ATTEST:



Secretary

2/10/26

**ADDENDUM TO EMPLOYMENT AGREEMENT BETWEEN THE BOARD OF
EDUCATION OF HINSDALE TOWNSHIP HIGH SCHOOL, DISTRICT NO. 86 AND
JACK "CHIP" PETTIT**

THIS Addendum is entered between the Board of Education and Hinsdale Township High School **TOWNSHIP HIGH SCHOOL DISTRICT NO. 86**, Cook and DuPage Counties, Illinois (hereinafter referred to as the "Board"), and Jack "Chip" Pettit (hereinafter referred to as "Pettit")

WITNESSETH

WHEREAS, Pettit originally accepted an employment agreement for the position of Superintendent commencing on July 1, 2026; and

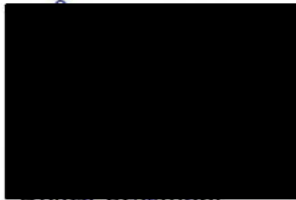
WHEREAS, The Board finds it in the best interest of the District and its students to amend Pettit's employment contract to an earlier starting date to ensure the District is well positioned for the beginning of the upcoming school year.

NOW, THEREFORE, the Board and Administrator agree as follows:

1. Beginning June 4, 2026, Pettit shall become the Superintendent of Hinsdale Township High School District No. 86.
2. The Board shall compensate Pettit from June 4 through June 30, 2026 at a daily per diem rate of \$1,267.97, inclusive of all creditable earnings.
3. The Board shall begin making a contribution on behalf of the Pettit to the State of Illinois Teachers' Retirement System ("TRS") beginning June 4, 2026. Such contribution shall be calculated based on the Pettit's daily rate of compensation and in accordance with applicable TRS rules and regulations.
4. All other benefits provided for in the Employment Agreement shall likewise commence on June 4, 2026

IN WITNESS WHEREOF, the Administrator and the Board have executed this Addendum to the Pettit's Employment Agreement on the dates set forth below.

**BOARD OF EDUCATION OF
HINSDALE TOWNSHIP HIGH
SCHOOL DISTRICT NO. 86**



Board President

Date: JUNE 01 2026

SUPERINTENDENT



Jack Chip Pettit

Date: JUNE 3, 2026

ATTEST:



Board Secretary