SUPERINTENDENT EMPLOYMENT AGREEMENT

This Agreement made this 3rd day of August, 2026, between the Board of Education of Naperville Community Unit School District No. 203, DuPage and Will Counties, Illinois, hereinafter referred to as the "Board" or "School District", and Dan Bridges, hereinafter referred to as the "Superintendent,' ratified at the meeting of the Board on August 3rd, 2026 and found in the minutes of the meeting.

IT IS AGREED:

1. Employment. The Superintendent is hereby hired and retained from July 1, 2026, to June 30, 2031, as Superintendent of Naperville Community Unit School District No. 203, and hereby accepts employment upon the terms and conditions hereinafter set forth. The previous employment agreement is now superseded by this Agreement, effective July 1, 2026.

    i. This Agreement constitutes a successor administrative performance-based employment contract entered into during the term of an existing, predecessor administrative performance-based employment contract. In accordance with the provision in 105 ILCS 5/10-23.8 of The Illinois School Code, the Superintendent and Board confirm and acknowledge that the Superintendent has attained the goals and indicators of student performance and academic achievement, as stated in all preceding contracts.

    ii. The goals and indicators of student performance and academic improvement for this Performance Based Agreement are attached as Exhibit A and made part of this Agreement. These goals, along with the indicators and expectations outlined in the Superintendent Performance Feedback document shall be the basis for the annual Superintendent Evaluation.

    iii. Additional goals, indicators, and expectations shall be mutually developed each year by the Board and the Superintendent.

    iv. It is anticipated that the annual goals will be achieved each year, and that progress will be made on longer term goals, unless the Superintendent and the Board agree to adjust the goals, indicators and/or expectations.

2. Duties. The Superintendent shall have charge of the administration of the School District under the direction of the Board; he shall be the chief executive officer for the Board; he shall recommend the selection, retention and dismissal of, and direct and assign, teachers and other employees of the School District under his supervision; he shall organize and direct the administrative and supervisory staff; he shall make recommendations to the Board concerning 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 duties and responsibilities of the Superintendent shall also include the attainment of the metrics required by the goals, indicators and expectations attached to this contract as Appendix A. The Board reserves the right to reassign the Superintendent to other TRS-qualifying duties for which he is licensed without a loss of pay, compensation, and benefits during the term of this Agreement.

3. Salary and Compensation. In consideration of a gross salary of THREE HUNDRED AND THIRTY THOUSAND DOLLARS ($330,000.00) for the 2026-2027 contract year, the Superintendent hereby agrees to devote such time, skill, labor and attention to this employment, during the term of this Agreement as otherwise provided in this Agreement, and to perform faithfully the duties of the Superintendent of Schools for this School District as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated members of the professional staff. For each subsequent contract year of the Agreement, the Board shall grant an increase in the gross salary for the Superintendent. The amount of the annual increase shall be at the discretion of the Board but that amount shall not be less than 2% and shall not be more than 4%.

4. In addition to the salary paid by the Board as expressed in Paragraph 3, and all other TRS creditable earnings within this Contract, the Board shall also pick up the employee share of the contribution due to the State of Illinois Teachers' Retirement System (TRS) on behalf of the Superintendent. In addition, the Board shall pay the Superintendent's required contribution to TRS for Teacher Retirees' Health Insurance (THIS). It is the intention of the parties to qualify and pick up all such payments paid by the Board on the Superintendent's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended so they will not be taxable as income to the Superintendent. The Superintendent does not have any right or claim to said amounts except as they 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 State of Illinois Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Superintendent's future services, knowledge and experience.

5. Deferred Compensation. The Superintendent may elect to have a portion of his salary immediately reduced from his salary and used to purchase a tax-sheltered annuity or other type of account qualifying under Sections 403(b) and/or 457(b) of the Internal Revenue Code of 1986 (the "Code"), as amended. It is understood and agreed that the cost of the purchase of the annuity shall be deducted from the Superintendent's annual gross salary (as set forth in Paragraph 3) and shall not require an expenditure of funds by the Board above the amount paid to the Superintendent in the form of salary (inclusive of the sum set forth in this section) except as may be later amended by the Board through the establishment of a non-contributory plan of deferred compensation.

In addition to all other contributions made under this Contract and the salary stated in Paragraph 3 of this Contract, on behalf of and for the benefit of the Superintendent, the Board shall make a non-elective employer contribution no later than August 31st of each contract year to a 403(b) eligible product in the amount of ten thousand dollars ($10,000). The Superintendent does not have the option to receive cash in lieu of this contribution.

6. Evaluation. It is the intent of the Board and Superintendent to meet two times annually during the term of this Agreement in closed session, consistent with the Open Meetings Act, to assess the ongoing performance of the Superintendent. By June 30th of each year, the Board shall complete a final evaluation, and shall establish new goals, indicators and expectations for the following contract year - to be set forth in a document entitled Superintendent Performance Feedback. The Superintendent shall remind the Board of its evaluation obligations by March 30th of each contract year.

7. TRS Acknowledgement. The Superintendent acknowledges and agrees that, beginning with the 2027-2028 contract year, the compensation provided under this Agreement is not intended to exceed the TRS six percent (6%) annual creditable earnings cap or the TRS cap on the granting of sick days for any fiscal year under this Agreement which is within the Superintendent's TRS annuity determination period. In the event that any of the fiscal years covered by this Agreement, beginning with the 2027-2028 contract year, are used by TRS to calculate the Superintendent's retirement annuity, the Board reserves the right to adjust the creditable earnings and/or benefits provided under this Agreement to prevent the Board from exceeding, and/or to address the consequences of having exceeded, the TRS six percent (6%) annual creditable earnings cap and/or the TRS sick leave day grant restriction.

8. Board-Superintendent Relations. In order to enhance effective District governance through positive and productive Board-Superintendent relations, the Board and Superintendent shall address Board relations during the twice annual meetings described in Paragraph 6 above. The Superintendent shall participate in the Board's annual self-evaluation with the IASB, as directed by the Board. The Superintendent shall engage in other activities in this area that are deemed to be mutually beneficial by the Board and the Superintendent.

9. License/Criminal Background Investigation. The Superintendent shall furnish to the Board, on or before the beginning date of this Agreement (July 1, 2026) a valid and appropriate license to act as Superintendent of Schools in accordance with the laws of the State of Illinois. Failure to provide the requisite license shall be cause to terminate this Agreement without any liability to the Board. As a required condition of employment, the Superintendent shall authorize a criminal background investigation by the Board pursuant to the relevant provisions of the School Code and Statewide Sex Offender Database and Child Murderer Community Notification Law.

10. Other Work. The Superintendent shall devote his time, attention, and energy to the

business of the School District and related professional activities.

The Superintendent may participate in other professional activities such as attending university courses, seminars, and other professional growth activities; and engaging in writing activities and speaking engagements (collectively referred to as "Engagements"). The Superintendent may participate in Engagements for up to ten (10) workdays annually for which he may receive compensation, except that any compensation (other than expenses and a reasonable honorarium) will be deducted from the amount of compensation that the District provides for the same time period to prevent double compensation. The Superintendent may also use vacation days to participate in Engagements without restriction on compensation. Participating in Engagements must not reflect negatively on the District or jeopardize the operation of the District.

11. Termination.

This Agreement may be terminated by:

Mutual agreement;

Permanent disability;

Discharge for cause; or

Death.

Discharge for Cause. Throughout the term of this Agreement, the Superintendent shall be subject to discharge for cause, provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that the Superintendent shall have the right to service of written charges, notice of hearing, and a fair hearing with all rights of due process under law in executive session with any final decision to be made by the Board in any such matter. If the Superintendent chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by the Superintendent. Any failure to comply with the terms and conditions of this Agreement after written notice of any such failure to comply and a reasonable opportunity to correct the failure shall also be sufficient cause for purpose of discharge as provided in this Agreement. This provision shall not be construed to limit in any way the Superintendent's right to review of the Board's action in any applicable state or federal court or other administrative forum.

Permanent Disability. The Board may terminate this Agreement for reasons of permanent disability or incapacity at any time after the Superintendent has exhausted his accumulated sick leave and vacation benefits and either has been absent from his employment for a continuous period of three (3) months or presents to the Board a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Superintendent shall be entitled to a hearing before the Board if he so requests. The Board reserves the right to require the Superintendent to submit to a medical examination, either physical or mental, whenever the Board deems such necessary. Such examination shall be performed by a physician licensed to practice medicine in all its branches, who is selected and paid by the Board. The physician shall prepare a detailed report of the state of the Superintendent's physical and/or mental health and submit it to the Board of Education.

12. Termination by Agreement. During the term of this Agreement, the Board and Superintendent may mutually agree, in writing, to terminate this Agreement.

13. Professional Activities / Membership Dues. The Superintendent may attend conferences for each Illinois Association of School Administrators ("IASA"), American Association of School Administrators ("AASA"), and other appropriate professional organizations. The expenses for each conference attendance are to be reimbursed to the Superintendent by the Board subject to approval by the Board. The Board shall pay for annual dues through membership in IASA, AASA and other appropriate professional organizations.

    i. The Superintendent shall participate in local civic and fraternal organizations in the interest of promoting a better understanding of the School District and its concerns. Subject to its prior approval, the Board shall pay the dues incurred through membership in such organizations.

    ii. The Superintendent is expected to attend appropriate professional meetings at the local and state levels, and, subject to prior Board approval, at the national level. All actual and necessary expenses incurred shall be paid by the Board within the annual School District budget constraints.

14. Vacation. The Superintendent shall be entitled to paid vacation of 25 workdays, exclusive of legal and school holidays. Vacation must be taken within the twelve (12) month period in which they are granted. In order to provide essential services to the Board, the Superintendent may not be able to use all of his earned vacation in a year and/or be able to schedule vacation at a desirable time. In consideration of such circumstances, at the Superintendent's election, the Board annually on June 1st shall compensate the Superintendent in cash in exchange for up to five (5) vacation days to be computed at 1/260 of the Superintendent's annual base salary for each day. The Superintendent must inform the Board President and the Chief Financial Officer by no later than May 1st of the Superintendent's intention to exchange vacation days.

15. Sick Leave. The Superintendent shall be granted sick leave, as defined in Section 24-6 of *The School Code*, of fifteen (15) days per year. Unused sick leave days may be accumulated to a maximum of 340 days.

16. Hospitalization/Medical/Dental. The Board shall provide the Superintendent and his dependents with medical, major medical, dental and vision insurance as is customarily provided to twelve-month certificated administrative employees on the same premium sharing basis as twelve-month certificated administrative employees.

17. Term Life Insurance. The Board will provide and pay the premiums for a term life insurance policy for the Superintendent during the term of this Agreement in the face amount of two times the Superintendent's annual salary. The Board will assign the ownership of the term life insurance to a person or trust designated by the Superintendent, and upon termination of this Agreement will allow the Superintendent to continue the life insurance policy at his own expense.

18. Post Retirement Health Insurance. If the Superintendent retires from the District at the completion of this Agreement and gives appropriate notice to the Board of the timing of his retirement, the Superintendent shall be entitled to receive FORTY-EIGHT THOUSAND DOLLARS ($48,000) to be paid directly to his health insurance provider for premium costs. In the case of such retirement, the Board may consider an additional contribution to the Superintendent's retirement health costs in lieu of a salary increase.

19. Post Retirement Payment. Provided that the Superintendent completes the term of this Agreement and retires at that time without TRS penalty (or a TRS increased employer contribution), he will receive a post-retirement lump sum payment of FIFTEEN THOUSAND DOLLARS ($15,000) to be paid 90 days after the effective date of retirement.

20. Transportation Expenses. As a condition of employment, the Superintendent is required to maintain a personally owned automobile for business purposes. As the Superintendent shall be required to make business related trips within the four-county area (DuPage, Will, Kane and Cook counties) including, but not limited to, meeting with School District representatives, attorneys, auditors, parents, and constituents, it is recognized that the Superintendent will incur certain expenses of a business nature for the use of said vehicle outside of the School District. The Board shall pay the Superintendent a monthly automobile allowance of $650.00 per month. If travel with his vehicle is necessitated outside of the four-county area, the Superintendent shall be reimbursed up to the maximum rate per mile allowed by the Internal Revenue Service.

21. Expense Reimbursement. The Board shall reimburse the Superintendent for reasonable monthly expenses (other than local transportation) incurred in the performance of his duties. Itemization shall be made by the Superintendent of all expenses incurred.

22. Annual Physical. During the term of this Agreement, the Superintendent shall have an annual comprehensive medical examination by a licensed Illinois physician which shall include any tests deemed necessary by the physician or required by the Board. The Board

shall be responsible for the reasonable and customary costs of the medical examination and shall pay the cost of any tests the Board requires which are not customarily included in an annual physical exam. The Superintendent shall annually provide the Board President with affirmation of the completion of the physical but shall not be obligated to provide medical information as a part of this affirmation.

23. Professional Liability. The Board agrees that it will defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his individual capacity, or in his official capacity as agent and employee of the School District provided the incident arose while the Superintendent was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the Board to provide under state law. Except that, in no case, will individual Board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.

24. Electronic Equipment. The Board shall provide the Superintendent with the following equipment, of his choice, necessary for the execution of his duties and responsibilities:

    i. Cell phone

    ii. Laptop or tablet computer as desired

25. Notices. Any notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed to:

    i. If to the Board to: President, Board of Education
Naperville Community Unit School
District 203
203 West Hillside Road
Naperville, IL 60540

    ii. If to the Superintendent, to: Dan Bridges

    iii. (or at the last address of the Superintendent contained in the Business Office records of the District).

26. Miscellaneous.

    i. This Agreement shall be governed in accordance with the laws of the State of Illinois in every respect.

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

iii. This Agreement 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.

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

v. This Agreement shall inure to the benefit of and be binding upon the Board, its successors and assigns.

vi. The Superintendent shall be allowed such other privileges, leaves and fringe benefits as the Board may decide and as are commonly extended to all other certificated administrative personnel.

vii. 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 caused this Agreement to be executed in their respective names and, in the case of the Board, by its President, on the day and year first written above.

SUPERINTENDENT

DAN BRIDGES

BOARD OF EDUCATION OF NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT NO. 203, DUPAGE AND WILL COUNTIES, ILLINOIS

PRESIDENT

ATTEST:

Susan Patton

SECRETARY

EXHIBIT A

Superintendent's Goals and Indicators

On a quarterly basis at minimum, the Superintendent will update the Board of Education on the following goals:

Goal 1: Design and implement a strategic blueprint
By June 30th of each year, the Superintendent will complete an analysis of strategic blueprint commitments and report any necessary recommendations for future implementation.

Goal 2: Implement effective practices that promote learning experiences for all
By June 30th of each year, the Superintendent will review alignment of District 203's pre K-12 curriculum to the Illinois Learning Standards and college and career readiness.

During the life of this contract, the Superintendent will present evidence of a multi-level system of support framework for responding to the academic and social-emotional needs of every learner.

Goal 3: Foster a high-performance culture focused on student learning
Annually, within a reasonable time after results are made public, the Superintendent will complete an analysis of the state accountability and district level data results, including breakdown by demographic groups with follow-up recommendations for future practice to close achievement gaps and maximize growth opportunities for all students.

Annually, the Superintendent will review the progress toward the goals contained in the Comprehensive Equity Plan to ensure necessary progress toward goal attainment.

Annually, the Superintendent will oversee the implementation of a research-based school improvement process that maximizes student growth and achievement.

Annually, the Superintendent will develop professional learning and mentoring opportunities for teachers and administrators.

Goal 4: Steward resources effectively to promote student learning
By October 30th of each year, the Superintendent will complete an analysis of the recruitment and selection of certified staff at each of the grade span levels and report to the Board continued efforts to attract, select, and retain a highly qualified and diverse workforce.

By June 30th of each year, the Superintendent will prepare a recommendation to the Board of Education for a budget that reflects good financial stewardship, including recommendations for possible savings to stakeholders.

Goal 5: Effective communication and community relations
Annually, the Superintendent will provide evidence to the Board of Education of effective internal and external communications and partnerships, which will include evidence of engagement of all community members including those who do not have students in District 203 schools.