

ATTACHMENT NO. IX-P: Approval of Administrator Contracts

Suggested Motion: Move to approve the Administration Contracts

Recommended Action: Approve the motion.

Attached are the Employment Contracts for all administrative personnel for the 2013-2014 school year:

Lindsay Abbeduto .....Principal, North Boone Upper Elementary and North Boone Middle School

Dr. Bridget Belcastro ....Principal, Capron Elementary and Manchester Elementary

Janice Burmeister .....Food Service Director

Kristina Crawford .....Principal, Poplar Grove Elementary

Jacob Hubert .....Principal, North Boone High School

Matthew Klett .....Assistant Principal, North Boone Upper Elementary and North Boone Middle School

James Novak .....Director of Facilities

Dale Purvis .....Assistant Principal, North Boone High School

Heather Walsh .....Assistant Principal, North Boone High School

The Employment Contract for Melissa Geyman, Director of Special Education was entered into on March 21, 2013.

NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200  
POPLAR GROVE, ILLINOIS

**PRINCIPAL'S EMPLOYMENT CONTRACT**

**AGREEMENT** is made this 24<sup>th</sup> day of June 2013 by and between the Board of Education of North Boone Community Unit School District 200, Boone County, Illinois, hereinafter referred to as the "Board" and Lindsay N. Abbeduto, hereinafter referred to as the "Principal."

**WITNESSETH:**

1. The Board hereby employs the Principal for the term of one (1) year commencing July 1, 2013, and extending through June 30, 2014, to serve as a principal in District 200. The Principal accepts employment upon the terms and conditions herein set forth, subject to the policies, rules, and directions of the Board and the Superintendent, as amended from time to time.  
The Principal shall work all days school is in session in addition to normal work days in August and June excluding legal holidays.
2. The Principal will furnish throughout the life of this contract a valid certificate, properly registered and issued by the State of Illinois Teachers' Certification Board, qualifying her to act as a Principal of District 200.
3. The Principal shall faithfully perform, to the best of her ability, all work assigned to her by the Superintendent of District 200 or the Board; observe and conform to all the rules and regulations of District 200 which may now be existing or modified by the Board, and give her support and cooperation to the Board, Superintendent, principals, and teachers of District 200 in promoting the best interests of the students, schools, and District. The Principal shall supervise the operation of the attendance center to which the Principal is assigned; under the supervision of the Superintendent and in accordance with the rules and regulations of the Board, assume the administrative duties and educational leadership for the planning, supervision, operation, and evaluation of the educational programs in the attendance center to which she is assigned; and, submit recommendations to the Superintendent concerning the appointment, retention, promotion, assignment, and dismissal of all personnel assigned to her attendance center.
4. The Principal shall devote her time, attention, and energy to the business of this School District. With the agreement of the Superintendent, the Principal may, without loss of salary, attend university courses, serve as a consultant to other school districts or educational agencies, or engage in writing activities and speaking engagements.
5. The Board shall pay to the Principal an annual salary and compensation as set forth in the attached Exhibit A and payable in accordance with the policy of the Board governing payment of salaries.

6. In addition to the salary and compensation set forth above, the Board shall provide the Principal at its expense with the benefits as set forth in the attached Exhibit B.
7. Throughout the term of this contract, the Principal shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for her dismissal and that the Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Principal chooses to be accompanied by legal counsel at the hearing, the legal expenses will be incurred by the Principal.
8. At least once each fiscal year, the Principal and the Superintendent shall meet for the purpose of mutual evaluation of the performance of the Principal. In the event the Superintendent determines that the performance of the Principal is unsatisfactory in any material respect, the Superintendent shall describe with reasonable detail, in writing, specific instances of unsatisfactory performance and shall include recommendations with respect to areas of improvement. A copy of any written evaluation shall be delivered to the Principal, who shall have the right to make a written reaction to response to the evaluation. Any such response, as well as the Superintendent's written evaluation, shall become a permanent attachment to the Principal's personnel file. Within thirty (30) days of the delivery to the Principal of the written evaluation, the Superintendent shall meet with the Principal to discuss the evaluation.
9. Should the Principal be unable to perform any or all of her duties by reason of illness, accident, or other causes beyond her control and the disability exists for a period of more than six months, the Board may in its discretion make a proportional deduction from the salary stipulated after the six month period, and if such disability is permanent, irreparable, or of such nature as to make the performance of her duties impossible, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
10. The Board may require health examinations of the Principal at its expense in accordance with applicable law.
11. It is further agreed that in the event the Principal has acquired, or shall under this contract acquire, continued contractual service with the Board under the laws of the State of Illinois, this contract shall control the relations between the parties until replaced by a new contract.
12. If any term or provision of this Agreement is found to be illegal under federal or state law, such term or provision shall be deleted from this Agreement. The remaining terms and provisions of the Agreement, however, shall remain in full force and effect.

**IN WITNESS THEREOF**, the parties have caused this Agreement to be executed in their respective names as officers of the Board and as Principal. Dated this 24<sup>th</sup> day of June 2013.

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President, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Secretary, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Lindsay N. Abbeduto  
Principal, North Boone Middle School  
and North Boone Upper Elementary  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

**EXHIBIT A TO PRINCIPAL'S EMPLOYMENT CONTRACT**

**Lindsay N. Abbeduto**

	<b>2013 - 2014</b>
Total Compensation (including TRS)	\$80,0000

# North Boone

*Community Unit School District 200*

*Steven M. Baule, Ed.D., Ph.D. Superintendent*  
*Rhonda E. Boeke, Director of Business Services*

## **EXHIBIT B**

### **NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT 200**

#### Administrators Benefits

(Principals, Assistant Principals & Director of Special Education)

#### **Health Insurance:**

The school district pays 100 percent of premium for health, dental, vision, and life insurance for employee only. Family coverage is available and employee pays for dependent coverage.

#### **Sick Leave:**

Eleven (11) days per year cumulative to 240 days.

#### **Personal Leave:**

Four (4) days per year noncumulative. At year end, any days remaining convert to sick leave.

#### **Paid Holidays:**

Thirteen (13) paid holidays as follows: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

#### **Retirement:**

TRS (Teacher Retirement System) eligible and included in salary.

\*\*All above as established in board policies.

NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200  
POPLAR GROVE, ILLINOIS

**PRINCIPAL'S EMPLOYMENT CONTRACT**

**AGREEMENT** is made this 24<sup>th</sup> day of June 2013 by and between the Board of Education of North Boone Community Unit School District 200, Boone County, Illinois, hereinafter referred to as the "Board" and Dr. Bridget E. Belcastro, hereinafter referred to as the "Principal."

**WITNESSETH:**

1. The Board hereby employs the Principal for the term of one (1) year commencing July 1, 2013, and extending through June 30, 2014, to serve as a principal in the District 200. The Principal accepts employment upon the terms and conditions herein set forth, subject to the policies, rules, and directions of the Board and the Superintendent, as amended from time to time.  
The Principal shall work all days school is in session in addition to normal work days in August and June excluding legal holidays.
2. The Principal will furnish throughout the life of this contract a valid certificate, properly registered and issued by the State of Illinois Teachers' Certification Board, qualifying her to act as a Principal of District 200.
3. The Principal shall faithfully perform, to the best of her ability, all work assigned to her by the Superintendent of District 200 or the Board; observe and conform to all the rules and regulations of District 200 which may now be existing or modified by the Board, and, give her support and cooperation to the Board, Superintendent, principals, and teachers of District 200 in promoting the best interests of the students, schools, and District. The Principal shall supervise the operation of the attendance center to which the Principal is assigned; under the supervision of the Superintendent and in accordance with the rules and regulations of the Board, assume the administrative duties and educational leadership for the planning, supervision, operation, and evaluation of the educational programs in the attendance center to which she is assigned, and, submit recommendations to the Superintendent concerning the appointment, retention, promotion, assignment, and dismissal of all personnel assigned to her attendance center.
4. The Principal shall devote her time, attention, and energy to the business of this School District. With the agreement of the Superintendent, the Principal may, without loss of salary, attend university courses, serve as a consultant to other school districts or educational agencies, or engage in writing activities and speaking engagements.
5. The Board shall pay to the Principal an annual salary and compensation as set forth in the attached Exhibit A and payable in accordance with the policy of the Board governing payment of salaries.

6. In addition to the salary and compensation set forth above, the Board shall provide the Principal at its expense with the benefits as set forth in the attached Exhibit B.
7. Throughout the term of this contract, the Principal shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for her dismissal and that the Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Principal chooses to be accompanied by legal counsel at the hearing, the legal expenses will be incurred by the Principal.
8. At least once each fiscal year, the Principal and the Superintendent shall meet for the purpose of mutual evaluation of the performance of the Principal. In the event the Superintendent determines that the performance of the Principal is unsatisfactory in any material respect, the Superintendent shall describe with reasonable detail, in writing, specific instances of unsatisfactory performance and shall include recommendations with respect to areas of improvement. A copy of any written evaluation shall be delivered to the Principal, who shall have the right to make a written reaction to response to the evaluation. Any such response, as well as the Superintendent's written evaluation, shall become a permanent attachment to the Principal's personnel file. Within thirty (30) days of the delivery to the Principal of the written evaluation, the Superintendent shall meet with the Principal to discuss the evaluation.
9. Should the Principal be unable to perform any or all of her duties by reason of illness, accident, or other causes beyond her control and the disability exists for a period of more than six months, the Board may in its discretion make a proportional deduction from the salary stipulated after the six month period, and if such disability is permanent, irreparable, or of such nature as to make the performance of her duties impossible, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
10. The Board may require health examinations of the Principal at its expense in accordance with applicable law.
11. It is further agreed that in the event the Principal has acquired, or shall under this contract acquire, continued contractual service with the Board under the laws of the state of Illinois, this contract shall control the relations between the parties until replaced by a new contract.
12. If any term or provision of this Agreement is found to be illegal under federal or state law, such term or provision shall be deleted from this Agreement. The remaining terms and provisions of the Agreement, however, shall remain in full force and effect.



**IN WITNESS THEREOF**, the parties have caused this Agreement to be executed in their respective names as officers of the Board and as Principal. Dated this 24<sup>th</sup> day of June 2013.

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President, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Secretary, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Dr. Bridget E. Belcastro, Principal,  
Capron Elementary and Manchester Elementary  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

**EXHIBIT A TO PRINCIPAL'S EMPLOYMENT CONTRACT**

**Dr. Bridget E. Belcastro**

	<b>2013 - 2014</b>
Total Compensation (including TRS)	\$91,000.00

# North Boone

## Community Unit School District 200

*Steven M. Baile, Ed.D., Ph.D. Superintendent*  
*Rhonda E. Boeke, Director of Business Services*

### **EXHIBIT B**

#### **NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT 200**

##### Administrators Benefits

(Principals, Assistant Principals & Director of Special Education)

##### **Health Insurance:**

The school district pays 100 percent of premium for health, dental, vision, and life insurance for employee only. Family coverage is available and employee pays for dependent coverage.

##### **Sick Leave:**

Eleven (11) days per year cumulative to 240 days.

##### **Personal Leave:**

Four (4) days per year noncumulative. At year end, any days remaining convert to sick leave.

##### **Paid Holidays:**

Thirteen (13) paid holidays as follows: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

##### **Retirement:**

TRS (Teacher Retirement System) eligible and included in salary.

\*\*All above as established in board policies.

NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200  
POPLAR GROVE, ILLINOIS

**FOOD SERVICE DIRECTOR'S EMPLOYMENT CONTRACT**

AGREEMENT made this 24<sup>th</sup> day of June 2013 and between the Board of Education of North Boone Community Unit School District 200, Boone County, Illinois, hereinafter referred to as the "Board" and Janice Burmeister, hereinafter referred to as the "Food Service Director."

**WITNESSETH:**

1. The Board hereby employs the Food Service Director for the term commencing July 1, 2013, and extending through June 30, 2014, to serve as the Food Service Director in District 200. The Food Service Director accepts employment upon the terms and conditions herein set forth, subject to the policies, rules, and directions of the Board and the Superintendent, as amended from time to time.  
The Food Service Director shall work all days school is in session in addition to ten (10) days prior to the first teacher institute day and ten (10) days after the last day of teacher attendance, excluding legal holidays.
2. The Food Service Director will furnish throughout the life of her contract a valid driver's license properly registered and issued by the State of Illinois.
3. The Food Service Director shall faithfully perform, to the best of her ability, all work assigned to her by the Superintendent of District 200 or the Board; observe and conform to all the rules and regulations of District 200 which may now be existing or modified by the Board, and give her support and cooperation to the Board, Superintendent, administrators, and teachers of District 200 in promoting the best interests of the students, schools, and District. The Food Service Director shall supervise the operation of the Food Service Department and services/programs to which the Food Service Director is assigned; under the supervision of the Superintendent and in accordance with the rules and regulations of the Board, submit recommendations to the Superintendent concerning the appointment, retention, promotion, assignment, and dismissal of all personnel assigned.
4. The Food Service Director shall devote her time, attention, and energy to the business of this School District. With the agreement of the Superintendent, the Food Service Director may, without loss of salary, attend university courses, serve as a consultant to other school districts or educational agencies, or engage in writing activities and speaking engagements.
5. The Board shall pay to the Food Service Director an annual salary and compensation as set forth in the attached Exhibit A and payable in accordance with the policy of the Board governing payment of salaries.

6. In addition to the salary and compensation set forth above, the Board shall provide the Food Service Director at its expense with benefits as set forth in the attached Exhibit B.
7. Throughout the term of this contract, the Food Service Director shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for her dismissal and that the Food Service Director shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Food Service Director chooses to be accompanied by legal counsel at the hearing, the legal expenses will be incurred by the Food Service Director.
8. At least once during the 2013-2014 school year, the Food Service Director and the Director of Business Services and Transportation shall meet for the purpose of mutual evaluation of the performance of the Food Service Director. A copy of any written evaluation shall be delivered to the Food Service Director, who shall have the right to make a written reaction to response to the evaluation. Any such response, as well as the Director of Business Services and Transportation written evaluation, shall become a permanent attachment to the Food Service Director's personnel file. Within thirty (30) days of the delivery to the Food Service Director of the written evaluation, the Director of Business Services and Transportation shall meet with the Food Service Director to discuss the evaluation. The Board may terminate or non-renew this contract whether or not the foregoing evaluation has been performed.
9. Should the Food Service Director be unable to perform any or all of her duties by reason of illness, accident, or other causes beyond her control and the disability exists for a period of more than three months, the Board may in its discretion make a proportional deduction from the salary stipulated after the three-month period, and if such disability is permanent, irreparable, or of such nature as to make the performance of her duties impossible, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
10. The Board may require health examinations of the Food Service Director at its expense in accordance with applicable law.
11. If any term or provision of this Agreement is found to be illegal under federal or state law, such term or provision shall be deleted from this Agreement. The remaining terms and provisions of the Agreement, however, shall remain in full force and effect.
12. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the *School Code of Illinois*. If the investigation discloses information which would prohibit employment or call into question the Food Service Director's fitness to serve District 200 as the role model required by Section 27-12 of the *School Code*, the Board may, in its sole discretion, terminate this contract on 10 days written notice to the Food Service Director.

**IN WITNESS THEREOF**, the parties have caused this Agreement to be executed in their respective names as officers of the Board and as Food Service Director. Dated this 24<sup>th</sup> day of June 2013.

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President, Board of Education  
Community Unit School District No. 200  
Boone County, Illinois

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Secretary, Board of Education  
Community Unit School District No. 200  
Boone County, Illinois

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Janice Burmeister  
Food Service Director  
Community Unit School District No. 200  
Boone County, Illinois

**EXHIBIT A**  
**FOOD SERVICE DIRECTOR'S EMPLOYMENT CONTRACT**

**Janice Burmeister**

	<b>2013- 2014</b>
Total Compensation (including IMRF)	\$35,975.00

# North Boone

## Community Unit School District 200

*Steven M. Baude, Ed.D., Ph.D. Superintendent*  
*Rhonda E. Booke, Director of Business Services*

### **EXHIBIT B**

#### **NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT 200**

##### Administrators Benefits (Food Service Director)

##### **Health Insurance:**

The school district pays 100 percent of premium for health, dental, vision, and life insurance for employee only. Family coverage is available and employee pays for dependent coverage.

##### **Sick Leave:**

Twelve (12) days per year cumulative to 240 days.

##### **Personal Leave:**

Four (4) days per year noncumulative. At year end, any days remaining convert to sick leave.

##### **Vacation Leave:**

Ten (10) vacation days with pay for 1-5 years. Fifteen (15) vacation days with pay after 5 years of service.

##### **Paid Holidays:**

Fourteen (14) paid holidays as follows; New Year's Day, Martin Luther King's Birthday, President's Day, Casimir Pulaski's Birthday, Good Friday, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

##### **Retirement:**

IMRF (Illinois Municipal Retirement Fund) eligible and included in salary.

\*\*All above as established in board policies.



NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200  
POPLAR GROVE, ILLINOIS

**PRINCIPAL'S EMPLOYMENT CONTRACT**

**AGREEMENT** is made this 24<sup>th</sup> day of June 2013 by and between the Board of Education of North Boone Community Unit School District 200, Boone County, Illinois, hereinafter referred to as the "Board" and Kristina Crawford, hereinafter referred to as the "Principal."

**WITNESSETH:**

1. The Board hereby employs the Principal for the term of one (1) year commencing July 1, 2013, and extending through June 30, 2014, to serve as a principal in District 200. The Principal accepts employment upon the terms and conditions herein set forth, subject to the policies, rules, and directions of the Board and the Superintendent, as amended from time to time.  
The Principal shall work all days school is in session in addition to normal work days in August and June excluding legal holidays.
2. The Principal will furnish throughout the life of this contract a valid certificate, properly registered and issued by the State of Illinois Teachers' Certification Board, qualifying her to act as a Principal of District 200.
3. The Principal shall faithfully perform, to the best of her ability, all work assigned to her by the Superintendent of District 200 or the Board; observe and conform to all the rules and regulations of District 200 which may now be existing or modified by the Board, and, give her support and cooperation to the Board, Superintendent, principals, and teachers of District 200 in promoting the best interests of the students, schools, and District. The Principal shall supervise the operation of the attendance center to which the Principal is assigned; under the supervision of the Superintendent and in accordance with the rules and regulations of the Board, assume the administrative duties and educational leadership for the planning, supervision, operation, and evaluation of the educational programs in the attendance center to which she is assigned; and, submit recommendations to the Superintendent concerning the appointment, retention, promotion, assignment, and dismissal of all personnel assigned to her attendance center.
4. The Principal shall devote her time, attention, and energy to the business of this School District. With the agreement of the Superintendent, the Principal may, without loss of salary, attend university courses, serve as a consultant to other school districts or educational agencies, or engage in writing activities and speaking engagements.
5. The Board shall pay to the Principal an annual salary and compensation as set forth in the attached Exhibit A and payable in accordance with the policy of the Board governing payment of salaries.

6. In addition to the salary and compensation set forth above, the Board shall provide the Principal at its expense with the benefits as set forth in the attached Exhibit B.
7. Throughout the term of this contract, the Principal shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for her dismissal and that the Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Principal chooses to be accompanied by legal counsel at the hearing, the legal expenses will be incurred by the Principal.
8. At least once each fiscal year, the Principal and the Superintendent shall meet for the purpose of mutual evaluation of the performance of the Principal. In the event the Superintendent determines that the performance of the Principal is unsatisfactory in any material respect, the Superintendent shall describe with reasonable detail, in writing, specific instances of unsatisfactory performance and shall include recommendations with respect to areas of improvement. A copy of any written evaluation shall be delivered to the Principal, who shall have the right to make a written reaction to response to the evaluation. Any such response, as well as the Superintendent's written evaluation, shall become a permanent attachment to the Principal's personnel file. Within thirty (30) days of the delivery to the Principal of the written evaluation, the Superintendent shall meet with the Principal to discuss the evaluation.
9. Should the Principal be unable to perform any or all of her duties by reason of illness, accident, or other causes beyond her control and the disability exists for a period of more than six months, the Board may in its discretion make a proportional deduction from the salary stipulated after the six month period, and if such disability is permanent, irreparable, or of such nature as to make the performance of her duties impossible, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
10. The Board may require health examinations of the Principal at its expense in accordance with applicable law.
11. It is further agreed that in the event the Principal has acquired, or shall under this contract acquire, continued contractual service with the Board under the laws of the State of Illinois, this contract shall control the relations between the parties until replaced by a new contract.
12. If any term or provision of this Agreement is found to be illegal under federal or state law, such term or provision shall be deleted from this Agreement. The remaining terms and provisions of the Agreement, however, shall remain in full force and effect.

**IN WITNESS THEREOF**, the parties have caused this Agreement to be executed in their respective names as officers of the Board and as Principal. Dated this 24<sup>th</sup> day of June 2013

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President, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Secretary, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Kristina Crawford  
Principal, Poplar Grove Elementary  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

**EXHIBIT A TO PRINCIPAL'S EMPLOYMENT CONTRACT**  
**Kristina Crawford**

	<b>2013 - 2014</b>
Total Compensation (including TRS)	\$102,000.00

# North Boone

*Community Unit School District 200*

*Steven M. Bunde, Ed.D., Ph.D. Superintendent*  
*Rhonda E. Boeke, Director of Business Services*

## **EXHIBIT B**

### **NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT 200**

#### Administrators Benefits

(Principals, Assistant Principals & Director of Special Education)

#### **Health Insurance:**

The school district pays 100 percent of premium for health, dental, vision, and life insurance for employee only. Family coverage is available and employee pays for dependent coverage.

#### **Sick Leave:**

Eleven (11) days per year cumulative to 240 days.

#### **Personal Leave:**

Four (4) days per year noncumulative. At year end, any days remaining convert to sick leave.

#### **Paid Holidays:**

Thirteen (13) paid holidays as follows: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

#### **Retirement:**

TRS (Teacher Retirement System) eligible and included in salary.

\*\*All above as established in board policies.

NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200  
POPLAR GROVE, ILLINOIS

**PRINCIPAL'S EMPLOYMENT CONTRACT**

**AGREEMENT** is made this 24<sup>th</sup> day of June 2013 by and between the Board of Education of North Boone Community Unit School District 200, Boone County, Illinois, hereinafter referred to as the "Board" and Jacob Hubert, hereinafter referred to as the "Principal."

**WITNESSETH:**

1. The Board hereby employs the Principal for the term of one (1) year commencing July 1, 2013, and extending through June 30, 2014, to serve as a principal in District 200. The Principal accepts employment upon the terms and conditions herein set forth, subject to the policies, rules, and directions of the Board and the Superintendent, as amended from time to time.  
The Principal shall work all days school is in session in addition to normal work days in August and June excluding legal holidays.
2. The Principal will furnish throughout the life of this contract a valid certificate, properly registered and issued by the State of Illinois Teachers' Certification Board, qualifying him to act as a Principal of District 200.
3. The Principal shall faithfully perform, to the best of his ability, all work assigned to him by the Superintendent of District 200 or the Board; observe and conform to all the rules and regulations of District 200 which may now be existing or modified by the Board, and give his support and cooperation to the Board, Superintendent, principals, and teachers of District 200 in promoting the best interests of the students, schools, and District. The Principal shall supervise the operation of the attendance center to which the Principal is assigned, under the supervision of the Superintendent and in accordance with the rules and regulations of the Board; assume the administrative duties and educational leadership for the planning, supervision, operation, and evaluation of the educational programs in the attendance center to which he is assigned; and, submit recommendations to the Superintendent concerning the appointment, retention, promotion, assignment, and dismissal of all personnel assigned to his attendance center.
4. The Principal shall devote his time, attention, and energy to the business of this School District. With the agreement of the Superintendent, the Principal may, without loss of salary, attend university courses, serve as a consultant to other school districts or educational agencies, or engage in writing activities and speaking engagements.
5. The Board shall pay to the Principal an annual salary and compensation as set forth in the attached Exhibit A and payable in accordance with the policy of the Board governing payment of salaries.
6. In addition to the salary and compensation set forth above, the Board shall provide the Principal at its expense with the benefits as set forth in the attached Exhibit B.

7. Throughout the term of this contract, the Principal shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for his dismissal and that the Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Principal chooses to be accompanied by legal counsel at the hearing, the legal expenses will be incurred by the Principal.
8. At least once each fiscal year, the Principal and the Superintendent shall meet for the purpose of mutual evaluation of the performance of the Principal. In the event the Superintendent determines that the performance of the Principal is unsatisfactory in any material respect, the Superintendent shall describe with reasonable detail, in writing, specific instances of unsatisfactory performance and shall include recommendations with respect to areas of improvement. A copy of any written evaluation shall be delivered to the Principal, who shall have the right to make a written reaction in response to the evaluation. Any such response, as well as the Superintendent's written evaluation, shall become a permanent attachment to the Principal's personnel file. Within thirty (30) days of the delivery to the Principal of the written evaluation, the Superintendent shall meet with the Principal to discuss the evaluation.
9. Should the Principal be unable to perform any or all of his duties by reason of illness, accident, or other causes beyond his control and the disability exists for a period of more than six months, the Board may in its discretion make a proportional deduction from the salary stipulated after the six month period, and if such disability is permanent, irreparable, or of such nature as to make the performance of his duties impossible, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
10. The Board may require health examinations of the Principal at its expense in accordance with applicable law.
11. It is further agreed that in the event the Principal has acquired, or shall under this contract acquire, continued contractual service with the Board under the laws of the State of Illinois, this contract shall control the relations between the parties until replaced by a new contract.
12. If any term or provision of this Agreement is found to be illegal under federal or state law, such term or provision shall be deleted from this Agreement. The remaining terms and provisions of the Agreement, however, shall remain in full force and effect.

**IN WITNESS THEREOF**, the parties have caused this Agreement to be executed in their respective names as officers of the Board and as Principal. Dated this 24<sup>th</sup> day of June 2013.

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President, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Secretary, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Jacob Hubert  
Principal, North Boone High School  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois



**EXHIBIT A TO PRINCIPAL'S EMPLOYMENT CONTRACT**

**Jacob Hubert**

	<b>2013 - 2014</b>
Total Compensation (including TRS)	\$103,000.00

# North Boone

## Community Unit School District 200

*Steven M. Baude, Ed.D., Ph.D., Superintendent*  
*Rhonda E. Boeke, Director of Business Services*

### **EXHIBIT B**

#### **NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT 200**

##### Administrators Benefits

(Principals, Assistant Principals & Director of Special Education)

##### **Health Insurance:**

The school district pays 100 percent of premium for health, dental, vision, and life insurance for employee only. Family coverage is available and employee pays for dependent coverage.

##### **Sick Leave:**

Eleven (11) days per year cumulative to 240 days.

##### **Personal Leave:**

Four (4) days per year noncumulative. At year end, any days remaining convert to sick leave.

##### **Paid Holidays:**

Thirteen (13) paid holidays as follows: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

##### **Retirement:**

TRS (Teacher Retirement System) eligible and included in salary.

\*\*All above as established in board policies.

NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200  
POPLAR GROVE, ILLINOIS

**ASSISTANT PRINCIPAL'S EMPLOYMENT CONTRACT**

**AGREEMENT** is made this 24<sup>th</sup> day of June 2013 by and between the Board of Education of North Boone Community Unit School District 200, Boone County, Illinois, hereinafter referred to as the "Board" and Matthew Klett, hereinafter referred to as the "Assistant Principal."

**WITNESSETH:**

1. The Board hereby employs the Assistant Principal for the term of one (1) year commencing July 1, 2013, and extending through June 30, 2014, to serve as an assistant principal in District 200. The Assistant Principal accepts employment upon the terms and conditions herein set forth, subject to the policies, rules, and directions of the Board and the Superintendent, as amended from time to time.  
The Assistant Principal shall work all days school is in session in addition to normal work days in August and June excluding legal holidays.
2. The Assistant Principal will furnish throughout the life of this contract a valid certificate, properly registered and issued by the State of Illinois Teachers' Certification Board, qualifying him to act as an Assistant Principal of District 200.
3. The Assistant Principal shall faithfully perform, to the best of his ability, all work assigned to him by the Superintendent of District 200 or the Board; observe and conform to all the rules and regulations of District 200 which may now be existing or modified by the Board, and, give his support and cooperation to the Board, Superintendent, principals, and teachers of District 200 in promoting the best interests of the students, schools, and District. The Assistant Principal shall assist the operation of the attendance center to which the Assistant Principal is assigned; under the supervision of the assigned principal and in accordance with the rules and regulations of the Board, assume the administrative duties and educational leadership for the planning, supervision, operation, and evaluation of the educational programs in the attendance center to which he is assigned; and, submit recommendations to the Superintendent concerning the appointment, retention, promotion, assignment, and dismissal of all personnel assigned to his attendance center.
4. The Assistant Principal shall devote his time, attention, and energy to the business of this School District. With the agreement of the Superintendent, the Assistant Principal may, without loss of salary, attend university courses, serve as a consultant to other school districts or educational agencies, or engage in writing activities and speaking engagements.
5. The Board shall pay to the Assistant Principal an annual salary and compensation as set forth in the attached Exhibit A and payable in accordance with the policy of the Board governing payment of salaries.

6. In addition to the salary and compensation set forth above, the Board shall provide the Assistant Principal at its expense with the benefits as set forth in the attached Exhibit B.
7. Throughout the term of this contract, the Assistant Principal shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for his dismissal and that the Assistant Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Assistant Principal chooses to be accompanied by legal counsel at the hearing, the legal expenses will be incurred by the Assistant Principal.
8. At least once each fiscal year, the Assistant Principal and his principal shall meet for the purpose of mutual evaluation of the performance of the Assistant Principal. In the event the Principal determines that the performance of the Assistant Principal is unsatisfactory in any material respect, the Principal shall describe with reasonable detail, in writing, specific instances of unsatisfactory performance and shall include recommendations with respect to areas of improvement. A copy of any written evaluation shall be delivered to the Assistant Principal, who shall have the right to make a written reaction to response to the evaluation. Any such response, as well as the Principal's written evaluation, shall become a permanent attachment to the Assistant Principal's personnel file. Within thirty (30) days of the delivery to the Assistant Principal of the written evaluation, the Principal shall meet with the Assistant Principal to discuss the evaluation.
9. Should the Assistant Principal be unable to perform any or all of his duties by reason of illness, accident, or other causes beyond his control and the disability exists for a period of more than six months, the Board may in its discretion make a proportional deduction from the salary stipulated after the six month period, and if such disability is permanent, irreparable, or of such nature as to make the performance of his duties impossible, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
10. The Board may require health examinations of the Assistant Principal at its expense in accordance with applicable law.
11. It is further agreed that in the event the Assistant Principal has acquired, or shall under this contract acquire, continued contractual service with the Board under the laws of the State of Illinois, this contract shall control the relations between the parties until replaced by a new contract.
12. If any term or provision of this Agreement is found to be illegal under federal or state law, such term or provision shall be deleted from this Agreement. The remaining terms and provisions of the Agreement, however, shall remain in full force and effect.

**IN WITNESS THEREOF**, the parties have caused this Agreement to be executed in their respective names as officers of the Board and as Assistant Principal. Dated this 24<sup>th</sup> day of June 2013.

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President, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Secretary, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Matthew Klett, Assistant Principal,  
North Boone Middle School and  
North Boone Upper Elementary  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

**EXHIBIT A TO ASSISTANT PRINCIPAL'S EMPLOYMENT CONTRACT**

**Matthew Klett**

	<b>2013 - 2014</b>
Total Compensation (including TRS)	\$91,000.00

# North Boone

*Community Unit School District 200*

*Steven M. Bauls, Ed.D., Ph.D. Superintendent  
Rhonda E. Boeke, Director of Business Services*

## **EXHIBIT B**

### **NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT 200**

#### Administrators Benefits

(Principals, Assistant Principals & Director of Special Education)

#### **Health Insurance:**

The school district pays 100 percent of premium for health, dental, vision, and life insurance for employee only. Family coverage is available and employee pays for dependent coverage.

#### **Sick Leave:**

Eleven (11) days per year cumulative to 240 days.

#### **Personal Leave:**

Four (4) days per year noncumulative. At year end, any days remaining convert to sick leave.

#### **Paid Holidays:**

Thirteen (13) paid holidays as follows: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

#### **Retirement:**

TRS (Teacher Retirement System) eligible and included in salary.

\*\*All above as established in board policies.

NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200  
BOONE COUNTY, ILLINOIS

**DIRECTOR OF FACILITIES EMPLOYMENT CONTRACT**

AGREEMENT made this 24<sup>th</sup> day of June 2013 and between the Board of Education of North Boone Community Unit School District 200, Boone County, Illinois, hereinafter referred to as the "Board" and James Novak, hereinafter referred to as the "Director of Facilities."

**WITNESSETH:**

1. The Board hereby employs the Director of Facilities for the term commencing July 1, 2013, and extending through June 30, 2014, to serve as the Director of Facilities in District 200. The Director of Facilities accepts employment upon the terms and conditions herein set forth, subject to the policies, rules, and directions of the Board and the Superintendent, as amended from time to time.
2. The Director of Facilities will furnish throughout the life of his contract a valid driver's license properly registered and issued by the State of Illinois.
3. The Director of Facilities shall faithfully perform, to the best of his ability, all work assigned to him by the Superintendent of District 200 or the Board; observe and conform to all the rules and regulations of District 200 which may now be existing or modified by the Board, and give his support and cooperation to the Board, Superintendent, administrators, and teachers of District 200 in promoting the best interests of the students, schools, and District. The Director of Facilities shall supervise the operation of the Facilities Department and services/programs to which the Director of Facilities is assigned; under the supervision of the Superintendent and in accordance with the rules and regulations of the Board, submit recommendations to the Superintendent concerning the appointment, retention, promotion, assignment, and dismissal of all personnel assigned.
4. The Director of Facilities shall devote his time, attention, and energy to the business of this School District. With the agreement of the Superintendent, the Director of Facilities may, without loss of salary, attend university courses, serve as a consultant to other school districts or educational agencies, or engage in writing activities and speaking engagements.
5. The Board shall pay to the Director of Facilities an annual salary and compensation as set forth in the attached Exhibit A and payable in accordance with the policy of the Board governing payment of salaries.
6. In addition to the salary and compensation set forth above, the Board shall provide the Director of Facilities at its expense with benefits as set forth in the attached Exhibit B.



7. Throughout the term of this contract, the Director of Facilities shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for his dismissal and that the Director of Facilities shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Director of Facilities chooses to be accompanied by legal counsel at the hearing, the legal expenses will be incurred by the Director of Facilities.
8. At least once during the 2013-2014 school year, the Director of Facilities and the Superintendent shall meet for the purpose of mutual evaluation of the performance of the Director of Facilities. A copy of any written evaluation shall be delivered to the Director of Facilities, who shall have the right to make a written reaction to response to the evaluation. Any such response, as well as the Superintendent's written evaluation, shall become a permanent attachment to the Director of Facilities' personnel file. Within thirty (30) days of the delivery to the Director of Facilities of the written evaluation, the Superintendent shall meet with the Director of Facilities to discuss the evaluation. The Board may terminate or non-renew this contract whether or not the foregoing evaluation has been performed.
9. Should the Director of Facilities be unable to perform any or all of his duties by reason of illness, accident, or other causes beyond his control and the disability exists for a period of more than three months, the Board may in its discretion make a proportional deduction from the salary stipulated after the three-month period, and if such disability is permanent, irreparable, or of such nature as to make the performance of his duties impossible, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
10. The Board may require health examinations of the Director of Facilities at its expense in accordance with applicable law.
11. If any term or provision of this Agreement is found to be illegal under federal or state law, such term or provision shall be deleted from this Agreement. The remaining terms and provisions of the Agreement, however, shall remain in full force and effect.
12. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the *School Code of Illinois*. If the investigation discloses information which would prohibit employment or call into question the Director of Facilities' fitness to serve District 200 as the role model required by Section 27-12 of the *School Code*, the Board may, in its sole discretion, terminate this contract on 10 days written notice to the Director of Facilities.

**IN WITNESS THEREOF**, the parties have caused this Agreement to be executed in their respective names as officers of the Board and as Director of Facilities. Dated this 24<sup>th</sup> day of June 2013.

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President, Board of Education  
Community Unit School District No. 200  
Boone County, Illinois

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Secretary, Board of Education  
Community Unit School District No. 200  
Boone County, Illinois

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James Novak  
Director of Facilities  
Community Unit School District No. 200  
Boone County, Illinois

**EXHIBIT A  
DIRECTOR OF FACILITIES EMPLOYMENT CONTRACT**

**James Novak**

	<b>2013- 2014</b>
Total Compensation (including IMRF)	\$61,500.00

# North Boone

## Community Unit School District 200

*Steven M. Bando, Ed.D., Ph.D., Superintendent*  
*Rhonda E. Bucke, Director of Business Services*

### **EXHIBIT B**

#### **NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT 200**

##### Administrators Benefits (Director of Facilities)

##### **Health Insurance:**

The school district pays 100 percent of premium for health, dental, vision, and life insurance for employee only. Family coverage is available and employee pays for dependent coverage.

##### **Sick Leave:**

Twelve (12) days per year cumulative to 240 days.

##### **Personal Leave:**

Four (4) days per year noncumulative. At year end, any days remaining convert to sick leave.

##### **Vacation Leave:**

Ten (10) vacation days with pay for 1-5 years. Fifteen (15) vacation days with pay after 5 years of service.

##### **Paid Holidays:**

Fifteen (15) paid holidays as follows; New Year's Day, Martin Luther King's Birthday, President's Day, Casimir Pulaski's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

##### **Retirement:**

IMRF (Illinois Municipal Retirement Fund) eligible and included in salary.

\*\*All above as established in board policies.

NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200  
POPLAR GROVE, ILLINOIS

**ASSISTANT PRINCIPAL'S EMPLOYMENT CONTRACT**

**AGREEMENT** is made this 24<sup>th</sup> day of June 2013 by and between the Board of Education of North Boone Community Unit School District 200, Boone County, Illinois, hereinafter referred to as the "Board" and Dale Purvis, hereinafter referred to as the "Assistant Principal."

**WITNESSETH:**

1. The Board hereby employs the Assistant Principal for the term of one (1) year commencing July 1, 2013, and extending through June 30, 2014, to serve as an assistant principal in District 200. The Assistant Principal accepts employment upon the terms and conditions herein set forth, subject to the policies, rules, and directions of the Board and the Superintendent, as amended from time to time.  
The Assistant Principal shall work all days school is in session in addition to normal work days in August and June excluding legal holidays.
2. The Assistant Principal will furnish throughout the life of this contract a valid certificate, properly registered and issued by the State of Illinois Teachers' Certification Board, qualifying him to act as an Assistant Principal of District 200.
3. The Assistant Principal shall faithfully perform, to the best of his ability, all work assigned to him by the Superintendent of District 200 or the Board; observe and conform to all the rules and regulations of District 200 which may now be existing or modified by the Board, and, give his support and cooperation to the Board, Superintendent, principals, and teachers of District 200 in promoting the best interests of the students, schools, and District. The Assistant Principal shall assist in the operation of the attendance center to which the Assistant Principal is assigned; under the supervision of the assigned Principal and in accordance with the rules and regulations of the Board, assume the administrative duties and educational leadership for the planning, supervision, operation, and evaluation of the educational programs in the attendance center to which he is assigned; and, submit recommendations to the Superintendent concerning the appointment, retention, promotion, assignment, and dismissal of all personnel assigned to his attendance center.
4. The Assistant Principal shall devote his time, attention, and energy to the business of this School District. With the agreement of the Superintendent, the Assistant Principal may, without loss of salary, attend university courses, serve as a consultant to other school districts or educational agencies, or engage in writing activities and speaking engagements.
5. The Board shall pay to the Assistant Principal an annual salary and compensation as set forth in the attached Exhibit A and payable in accordance with the policy of the Board governing payment of salaries.

6. In addition to the salary and compensation set forth above, the Board shall provide the Assistant Principal at its expense with the benefits as set forth in the attached Exhibit B.
7. Throughout the term of this contract, the Assistant Principal shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for his dismissal and that the Assistant Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Assistant Principal chooses to be accompanied by legal counsel at the hearing, the legal expenses will be incurred by the Assistant Principal.
8. At least once each fiscal year, the Assistant Principal and his principal shall meet for the purpose of mutual evaluation of the performance of the Assistant Principal. In the event the Principal determines that the performance of the Assistant Principal is unsatisfactory in any material respect, the Principal shall describe with reasonable detail, in writing, specific instances of unsatisfactory performance and shall include recommendations with respect to areas of improvement. A copy of any written evaluation shall be delivered to the Assistant Principal, who shall have the right to make a written reaction to response to the evaluation. Any such response, as well as the Principal's written evaluation, shall become a permanent attachment to the Assistant Principal's personnel file. Within thirty (30) days of the delivery to the Assistant Principal of the written evaluation, the Principal shall meet with the Assistant Principal to discuss the evaluation.
9. Should the Assistant Principal be unable to perform any or all of his duties by reason of illness, accident, or other causes beyond his control and the disability exists for a period of more than six months, the Board may in its discretion make a proportional deduction from the salary stipulated after the six month period, and if such disability is permanent, irreparable, or of such nature as to make the performance of his duties impossible, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
10. The Board may require health examinations of the Assistant Principal at its expense in accordance with applicable law.
11. It is further agreed that in the event the Assistant Principal has acquired, or shall under this contract acquire, continued contractual service with the Board under the laws of the State of Illinois, this contract shall control the relations between the parties until replaced by a new contract.
12. If any term or provision of this Agreement is found to be illegal under federal or state law, such term or provision shall be deleted from this Agreement. The remaining terms and provisions of the Agreement, however, shall remain in full force and effect.

**IN WITNESS THEREOF**, the parties have caused this Agreement to be executed in their respective names as officers of the Board and as Assistant Principal. Dated this 24<sup>th</sup> day of June 2013.

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President, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Secretary, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Dale Purvis  
Assistant Principal, North Boone High School  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

**EXHIBIT A TO ASSISTANT PRINCIPAL'S EMPLOYMENT CONTRACT**

**Dale Purvis**

	<b>2013 - 2014</b>
Total Compensation (including TRS)	\$83,000.00



# North Boone

## Community Unit School District 200

*Steven M. Baule, Ed.D., Ph.D. Superintendent*  
*Rhonda E. Boeke, Director of Business Services*

### **EXHIBIT B**

#### **NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT 200**

##### Administrators Benefits

(Principals, Assistant Principals & Director of Special Education)

##### **Health Insurance:**

The school district pays 100 percent of premium for health, dental, vision, and life insurance for employee only. Family coverage is available and employee pays for dependent coverage.

##### **Sick Leave:**

Eleven (11) days per year cumulative to 240 days.

##### **Personal Leave:**

Four (4) days per year noncumulative. At year end, any days remaining convert to sick leave.

##### **Paid Holidays:**

Thirteen (13) paid holidays as follows: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

##### **Retirement:**

TRS (Teacher Retirement System) eligible and included in salary.

\*\*All above as established in board policies.

NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT NO. 200  
POPLAR GROVE, ILLINOIS

**ASSISTANT PRINCIPAL'S EMPLOYMENT CONTRACT**

**AGREEMENT** is made this 24<sup>th</sup> day of June 2013 by and between the Board of Education of North Boone Community Unit School District 200, Boone County, Illinois, hereinafter referred to as the "Board" and Heather Walsh, hereinafter referred to as the "Assistant Principal."

**WITNESSETH:**

1. The Board hereby employs the Assistant Principal for the term of one (1) year commencing July 1, 2013, and extending through June 30, 2014, to serve as an assistant principal in District 200. The Assistant Principal accepts employment upon the terms and conditions herein set forth, subject to the policies, rules, and directions of the Board and the Superintendent, as amended from time to time.  
The Assistant Principal shall work all days school is in session in addition to normal work days in August and June excluding legal holidays.
2. The Assistant Principal will furnish throughout the life of this contract a valid certificate, properly registered and issued by the State of Illinois Teachers' Certification Board, qualifying her to act as an Assistant Principal of District 200.
3. The Assistant Principal shall faithfully perform, to the best of her ability, all work assigned to her by the Superintendent of District 200 or the Board; observe and conform to all the rules and regulations of District 200 which may now be existing or modified by the Board; and, give her support and cooperation to the Board, Superintendent, principals, and teachers of District 200 in promoting the best interests of the students, schools, and District. The Assistant Principal shall assist in the operation of the attendance center to which the Assistant Principal is assigned; under the supervision of the assigned Principal and in accordance with the rules and regulations of the Board, assume the administrative duties and educational leadership for the planning, supervision, operation, and evaluation of the educational programs in the attendance center to which she is assigned; and, submit recommendations to the Superintendent concerning the appointment, retention, promotion, assignment, and dismissal of all personnel assigned to her attendance center.
4. The Assistant Principal shall devote her time, attention, and energy to the business of this School District. With the agreement of the Superintendent, the Assistant Principal may, without loss of salary, attend university courses, serve as a consultant to other school districts or educational agencies, or engage in writing activities and speaking engagements.
5. The Board shall pay to the Assistant Principal an annual salary and compensation as set forth in the attached Exhibit A and payable in accordance with the policy of the Board governing payment of salaries.

6. In addition to the salary and compensation set forth above, the Board shall provide the Assistant Principal at its expense with the benefits as set forth in the attached Exhibit B.
7. Throughout the term of this contract, the Assistant Principal shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for her dismissal and that the Assistant Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Assistant Principal chooses to be accompanied by legal counsel at the hearing, the legal expenses will be incurred by the Assistant Principal.
8. At least once each fiscal year, the Assistant Principal and her principal shall meet for the purpose of mutual evaluation of the performance of the Assistant Principal. In the event the Principal determines that the performance of the Assistant Principal is unsatisfactory in any material respect, the Principal shall describe with reasonable detail, in writing, specific instances of unsatisfactory performance and shall include recommendations with respect to areas of improvement. A copy of any written evaluation shall be delivered to the Assistant Principal, who shall have the right to make a written reaction to response to the evaluation. Any such response, as well as the Principal's written evaluation, shall become a permanent attachment to the Assistant Principal's personnel file. Within thirty (30) days of the delivery to the Assistant Principal of the written evaluation, the Principal shall meet with the Assistant Principal to discuss the evaluation.
9. Should the Assistant Principal be unable to perform any or all of her duties by reason of illness, accident, or other causes beyond her control and the disability exists for a period of more than six months, the Board may in its discretion make a proportional deduction from the salary stipulated after the six month period, and if such disability is permanent, irreparable, or of such nature as to make the performance of her duties impossible, the Board may, at its option, terminate this Agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
10. The Board may require health examinations of the Assistant Principal at its expense in accordance with applicable law.
11. It is further agreed that in the event the Assistant Principal has acquired, or shall under this contract acquire, continued contractual service with the Board under the laws of the State of Illinois, this contract shall control the relations between the parties until replaced by a new contract.
12. If any term or provision of this Agreement is found to be illegal under federal or state law, such term or provision shall be deleted from this Agreement. The remaining terms and provisions of the Agreement, however, shall remain in full force and effect.

**IN WITNESS THEREOF**, the parties have caused this Agreement to be executed in their respective names as officers of the Board and as Assistant Principal. Dated this 24<sup>th</sup> day of June 2013.

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President, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Secretary, Board of Education  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

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Heather Walsh  
Assistant Principal, North Boone High School  
Community Unit School District 200  
Poplar Grove, Boone County, Illinois

EXHIBIT A TO ASSISTANT PRINCIPAL'S EMPLOYMENT CONTRACT

Heather Walsh

	2013 - 2014
Total Compensation (including TRS)	\$68,000.00

# North Boone

## Community Unit School District 200

*Steven M. Baile, Ed.D., Ph.D. Superintendent*  
*Rhonda E. Boeke, Director of Business Services*

### **EXHIBIT B**

#### **NORTH BOONE COMMUNITY UNIT SCHOOL DISTRICT 200**

##### Administrators Benefits

(Principals, Assistant Principals & Director of Special Education)

##### **Health Insurance:**

The school district pays 100 percent of premium for health, dental, vision, and life insurance for employee only. Family coverage is available and employee pays for dependent coverage.

##### **Sick Leave:**

Eleven (11) days per year cumulative to 240 days.

##### **Personal Leave:**

Four (4) days per year noncumulative. At year end, any days remaining convert to sick leave.

##### **Paid Holidays:**

Thirteen (13) paid holidays as follows: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

##### **Retirement:**

TRS (Teacher Retirement System) eligible and included in salary.

\*\*All above as established in board policies.