

SUPERINTENDENT CONTRACT

This Agreement is made by and between the BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 151, COOK COUNTY, ILLINOIS (hereinafter designated as “Board”), and Dr. TERESA D. HILL (hereinafter designated as the “Superintendent”);

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 met the goals and indicators of student performance and academic achievement, as stated in the original, predecessor contract.

W I T N E S S E T H:

For and in consideration of the mutual covenants and agreements herein contained, it is agreed by and between the parties hereto as follows:

1. The Superintendent is hereby employed, and she hereby agrees to serve the said School District as Superintendent, subject to the orders and direction of the Board, for the period commencing July 1, 2024 through and including June 30, 2028. The Superintendent agrees to do and perform the following: To devote full time to her duties as Superintendent; to serve as the District’s executive officer; to make recommendations to the Board concerning the budget, the building plans, the selection, retention and dismissal of teachers and other employees, the selection of textbooks, instructional material and courses of study; to supervise matters of publicity and press releases; to assist in keeping the records and accounts of the schools; to aid in the making of reports required by the Board; to cooperate with the Board and to assist the Board in connection

with all matters pertinent to the operation of schools; and to perform such other duties as are from time to time specified by the Board and as are customarily performed by a school administrator.

2. For her services rendered pursuant to this Agreement, the Board agrees to pay the Superintendent an annual salary of not less than Two Hundred Twenty-one Thousand Five Hundred Eight Dollars and Fifty-six Cents (\$221,508.56) for the 2024 – 2025 contract year. The annual salary for the 2024 – 2025 contract year and subsequent contract years shall be established by mutual agreement of the Board and the Superintendent and shall not be less than \$221,508.56.

The amounts payable hereunder shall be paid in twenty-six equal installments. There shall be deducted from each payment to the Superintendent the amount required by law for federal and state income taxes, and also such other deductions as are required by law, except as provided below in Paragraph 3.

3. In addition to the compensation paid to the Superintendent as aforesaid, the Board shall pay to the Teachers' Retirement System of the State of Illinois the employee contributions payable upon such compensation as required by Section 16-152 of the Illinois Pension Code, and also the employee contributions required under Section 6.6 of the State Employees Group Insurance Act. Such payments shall be made by the Board in addition to the compensation paid as aforesaid so that the Superintendent's net compensation after retirement payments shall not be less than the said compensation.

4. The Superintendent shall be paid \$330.00 per month for expenses related to travel within the District. For travel beyond the boundaries of the District, the Superintendent shall be reimbursed in accordance with District policy applicable to all administrators.

5. The Superintendent shall furnish to the Board a valid certificate properly endorsed for the position of Superintendent of Schools, in accordance with applicable laws and regulations

governing certification of public school administrators and shall maintain necessary certification during the term of her employment as Superintendent.

6. The Superintendent shall be entitled to and shall be granted thirteen (13) days of sick leave annually with full pay, two (2) days of which may be used for personal need. The unused amount of such sick leave may accumulate without limitation. Upon the termination of this Agreement for any reason, the Superintendent shall have the right to exchange, at the Superintendent's then-current per diem rate of pay, any accumulated days of sick leave that she elects not to have reported to TRS, provided that such payment shall be reduced to conform to any applicable limitation on retirement earnings so as to prevent the Board from incurring any penalty or increased contribution.

7. The Superintendent shall be entitled to a vacation with salary not to exceed twenty (20) days per year for each contract year. The Superintendent shall be entitled to such additional vacation days as are granted by the Board annually to other administrators. The Superintendent may carry-over ten (10) days of vacation from any contract year in which she is unable to use her vacation days, to a maximum accumulation of forty (40) days. The Superintendent may use a maximum of five (5) of these accumulated vacation days in addition to her annual vacation in any contract year. The Superintendent shall have the option to exchange any unused vacation days in excess of either the maximum accumulation or the annual carry-over limit. This right shall also apply to any accumulated unused vacation days remaining upon the termination of this Agreement for any reason, provided that such payment shall be reduced to conform to any applicable limitation on retirement earnings so as to prevent the Board from incurring any penalty or increased contribution.

8. The Superintendent is encouraged to join appropriate professional organizations

and attend appropriate professional meetings at local, state and national levels. The school district shall pay the Superintendent's annual membership dues for the American Association of School Administrators and the Illinois Association of School Administrators. Membership dues for local civic organizations, the Northern Illinois Superintendents' Round Table, the Association for Supervision and Curriculum Development, the South Holland Business Association or other professional organizations approved by the Board shall be paid by the Board, to a maximum of \$500.00 per year. The Superintendent shall be deemed pre-approved to attend the IASA-IASB-IASBO conference and the State Superintendent's conference. The costs of attendance at all other state and national meetings, conventions, etc., shall be paid by the Board only upon prior approval of the Board, it being understood that the Board encourages the Superintendent to attend one national convention per year.

9. Nothing herein shall prohibit the Superintendent from engaging in compensable or non-compensable employment or activities, including but not limited to professional consultation, speaking engagements, writing, teaching at a college or university, or holding office or otherwise accepting responsibilities related to a professional organization; provided, however, that the Superintendent shall not engage in any employment or activities that prevent her from performing her duties and responsibilities as provided herein and shall obtain the approval of the Board of Education prior to engaging in any such employment or activities that require the Superintendent to be absent more than three working days.

10. The Board shall provide the Superintendent with family medical insurance, inclusive of a vision benefit, group life insurance with a benefit no less than two times the Superintendent's then-current salary, family dental insurance coverage and such other benefits and privileges as are provided by the Board to other District administrators.

11. This Agreement is a multi-year performance-based contract pursuant to Section 10-23.8 of the Illinois *School Code*. The parties agree that the goals and indicators identified below are linked to student performance and academic improvement.

The Board and the Superintendent agree that the following goals shall be met by the Superintendent for the 2024-2025 contract year:

Goal 1: Maintain the fiscal health of the district and consistently report the district's fiscal status to the Board of Education at the monthly Board meeting.

Goal 2: Facilitate the implementation of the new five-year Strategic Plan for the district incorporating input from district stakeholders and present annual reports to the Board of Education and community by June 2025 and each year thereafter.

Goal 3: Improve district-wide student achievement and growth in reading, mathematics and science as measured by district-wide assessments, including beginning, middle and end of year data, and report findings to the Board of Education by June 2025 and each year thereafter.

The Board and the Superintendent may agree to up to two additional goals each year.

The Board and the Superintendent agree that the following indicators will be used to measure the Superintendent's efforts at achievement of the stated goals:

Indicators:

The Superintendent will annually cause a written report to be prepared for the Board of Education with respect to each of the identified goals. The report will assess the status of and progress toward the goals. The report may include, as appropriate:

- Information from other administrators and staff;
- Results of State or District tests and assessments;
- Annual rates of attendance, retention, expulsions, graduation, student mobility and chronic truancy;
- Parent, student and community surveys;
- Such other information as the Superintendent determines relevant.

The Superintendent will discuss each report with the Board and make recommendations with respect to further actions.

Prior to the end of June of each contract year of this Agreement, the Board and the Superintendent shall either extend the current goals or, if the Board determines that the goals have

been met, establish new student performance and improvement goals (including the indicators of student performance and academic improvement determined to measure such goals) for the next contract year, a copy of which shall be attached hereto as Exhibit A and incorporated herein. Once the student performance and academic improvement goals have been attained, this Agreement also may be extended.

12. Renewal, Extension and Termination of Contract.

a. **Non-Renewal**. Notice of intent not to renew this contract shall be given to the Superintendent by the Board by February 15 of the year in which the Agreement expires. Said notice shall be in writing and state the specific reason for non-renewal. Failure to provide the notice of intent not to renew by the Board shall extend this contract for one (1) additional year. Within ten (10) days after receipt of a notice of intent not to renew this Agreement, the Superintendent may request a closed session discussion on such non-renewal. Such discussion shall occur on or before March 15th of the contract year in which this Agreement expires.

b. **Renewal**. On or before February 15th of the contract year in which the Agreement expires, the Board and Superintendent may renew the employment upon such terms and conditions as they may mutually agree. In such event, the Board shall enter into a new contract of employment.

c. **Contract Extensions**. Prior to the end of any year of the Agreement, the Board and Superintendent may mutually agree to extend the employment of the Superintendent for a period not to exceed the maximum permitted by law provided all the performance and improvement goals contained in Section 11 have been met. In such event, the Board shall enter into a new contract of employment.

d. **Grounds for Termination.** This employment contract may be terminated by:

1. **Mutual agreement;**

2. **Disability of the Superintendent.** Should the Superintendent be unable to perform the duties and obligations of this Agreement, by reason of illness, accident or other cause beyond the Superintendent's control and such disability exists for a period of more than three (3) months after the exhaustion of accumulated sick leave days and vacation days during any school year, the Board, in its discretion, may make an appropriate deduction from the salary stipulated. If such disability continues for an additional three (3) months, or if such disability is permanent, irreparable or of such nature as to make the performance of the Superintendent's duties impossible, the Board, at its option, may terminate this Agreement, whereupon the respective duties, rights and obligations of the parties shall terminate. Prior to termination for disability, the Superintendent may request a hearing before the Board.

3. **Discharge for Cause.** The Superintendent shall be subject to discharge for just cause, provided, however, the Board shall not arbitrarily or capriciously call for dismissal. Notice of discharge for just cause shall be given in writing and the Superintendent shall be entitled to appear before the Board to discuss such causes. If the Superintendent chooses to be accompanied by legal counsel at such meeting, she/he shall bear any costs therein involved. Such meeting shall be conducted in closed, executive session. Failure to comply with the terms and conditions of this Agreement after notification and a reasonable opportunity to correct, where appropriate, shall also be sufficient cause for purposes of discharge as provided in this Agreement.

4. **Resignation.** Nothing in this Agreement shall prevent the Superintendent from voluntarily resigning with thirty (30) days prior notice during the term of this Agreement or any renewal of this Agreement.

5. **Death.**

13. The Board and Superintendent agree that periodically they shall mutually discuss and evaluate their working relationship, rapport and understanding, as well as any established goals. By April 1 of each year of the Agreement, the Superintendent's performance shall be appraised by the Board and a written evaluation of that performance be given to the Superintendent. The evaluation tool to be used by the Board shall be developed prior to the evaluation in consultation with the Superintendent. However, in the final year of the Agreement,

the Board shall evaluate the Superintendent not later than February 15th. The Superintendent's progress toward and attainment of the performance goals set forth in paragraph 11 of this Agreement shall also be assessed. After such evaluation, the parties may schedule a meeting to review the evaluation and determine, if necessary, the terms and conditions of the continued future employment of the Superintendent.

14. The Board and individual members of the Board shall refer promptly all school-related criticism, complaints and suggestions called to their attention to the Superintendent for study and recommendation.

IN WITNESS WHEREOF, the Board of Education has caused this Agreement to be executed by its President and attested by its Secretary, and the Superintendent has signed this Agreement, as of the dates indicated below.

BOARD OF EDUCATION OF SCHOOL DISTRICT
NO. 151, COOK COUNTY, ILLINOIS

By: _____
President

Date: _____

Attest: _____
Secretary

Date: _____

Dr. Teresa D. Hill, Superintendent

Date: _____