

ADMINISTRATIVE CONTRACT
LISLE CUSD 202 ELEMENTARY DEAN OF STUDENTS

THIS CONTRACT is made this 28th day of July 2026, by and between the BOARD OF EDUCATION OF LISLE COMMUNITY UNIT SCHOOL DISTRICT NO. 202, DUPAGE COUNTY, ILLINOIS (the "BOARD"), and JOHN KATSIBUBAS ("ELEMENTARY DEAN OF STUDENTS"), and has been approved at the meeting of the BOARD held on July 27, 2026.

IT IS AGREED:

1. EMPLOYMENT - The ELEMENTARY DEAN OF STUDENTS is hereby hired and retained from July 28, 2026, through and including June 30, 2027, and, as it may be later agreed to by the parties, thereafter, as an ELEMENTARY DEAN OF STUDENTS of Lisle Community Unit School District 202, DuPage County, Illinois.

2. DUTIES - The duties and responsibilities of the ELEMENTARY DEAN OF STUDENTS shall be those incidental to the office of the ELEMENTARY DEAN OF STUDENTS, those set forth in the job description established by the Board and contained in Board policies as adopted, and which may be amended from time to time, those obligations imposed by the laws of the State of Illinois upon the ELEMENTARY DEAN OF STUDENTS, and to perform other professional duties and community responsibilities customarily performed by the ELEMENTARY DEAN OF STUDENTS as may be assigned by the Board. The Board reserves the right to reassign the ELEMENTARY DEAN OF STUDENTS to different duties from time to time during the term of this Contract, without notice, a hearing or loss of pay.

3. SALARY - In consideration of an annual base salary of Eighty-Nine Thousand Dollars (\$89,000) for period of July 28, 2026, through and including June 30, 2027, the ELEMENTARY DEAN OF STUDENTS agrees to devote such time, skill, labor and attention to his/her employment during the term of this Contract in order to faithfully perform the duties of the ELEMENTARY DEAN OF STUDENTS. Salary shall be paid in equal installments in accordance with the Board policy governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Contract, and other amounts required by law.

4. EVALUATION - Before March 1, 2027, the Board, or designee, shall review the

ELEMENTARY DEAN OF STUDENTS's performance and progress toward the established ELEMENTARY DEAN OF STUDENTS Goals and shall thereafter, during the month of June, consider the ELEMENTARY DEAN OF STUDENTS's annual compensation and benefits for the next contract year. Failure by the Superintendent to complete an evaluation does not preclude the ELEMENTARY DEAN OF STUDENTS's dismissal, or nonrenewal of this Contract.

5. OTHER WORK - Only with the prior written agreement of the Superintendent, may the ELEMENTARY DEAN OF STUDENTS undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligation. Provided, however, that this other work shall not interfere in a material and substantial manner with the ELEMENTARY DEAN OF STUDENTS's obligations set forth in this Contract.

6. BENEFITS - The ELEMENTARY DEAN OF STUDENTS will receive those benefits extended to all other Level II administrators in the Lisle Community Unit School District 202 Administrative Compensation Program, as amended from time to time.

7. PROFESSIONAL GROWTH - Contingent upon approval by the Superintendent, the ELEMENTARY DEAN OF STUDENTS will receive those reimbursements for development seminars, professional dues and workshops set forth in the aforementioned Administrative Compensation Program, as amended from time to time.

8. TERMINATION OF CONTRACT - This Contract shall be reviewed by the Superintendent and the ELEMENTARY DEAN OF STUDENTS annually and may be terminated prior to its expiration date by:

- A. Mutual agreement of the parties.
- B. Resignation provided, however, the ELEMENTARY DEAN OF STUDENTS gives the Board at least ninety (90) days written notice of the proposed resignation.
- C. Discharge for any conduct, act, or failure to act by the ELEMENTARY DEAN OF STUDENTS, which is detrimental to the best interests of the District. Reasons for discharge will be given in writing to the ELEMENTARY DEAN OF STUDENTS, who shall be entitled to notice and a hearing before the Board to discuss those causes. If the ELEMENTARY DEAN OF

STUDENTS chooses to be accompanied by legal counsel, he shall bear any costs therein involved. The Board hearing shall be conducted in closed session. The Board will not arbitrarily or capriciously call for the dismissal of the ELEMENTARY DEAN OF STUDENTS.

- D. Failure to maintain a valid, appropriate, and properly registered licensure, in accordance with the laws of the State of Illinois, throughout this Contract.
- E. Failure to comply with the terms and conditions of this Contract, after notification and a reasonable opportunity to correct, where appropriate.
- F. The ELEMENTARY DEAN OF STUDENTS' permanent disability or incapacity.

Notice of non-renewal shall be given to the other party by March 1.

Nothing herein will prohibit the Board from suspending the ELEMENTARY DEAN OF STUDENTS without pay when the performance of the ELEMENTARY DEAN OF STUDENTS is justifiably questioned, pending the outcome of any inquiry.

9. NOTICE - Any notice or communication permitted or required under this Contract 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:

If to the Board, to:

Board of Education

Lisle Community Unit School Dist. No. 202

925 Burlington Avenue

Lisle, IL 60532

*If to the ELEMENTARY DEAN OF STUDENTS, to: **JOHN KATSIBUBAS***

The last address of the ELEMENTARY DEAN OF STUDENTS contained in official Business Office records of the Board.

10. BACKGROUND INVESTIGATION - The Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit certain criminal offenses. If the required criminal background investigation is not completed at the time this Contract is signed, and the subsequent investigation report

reveals that there has been a prohibited conviction, this Contract shall immediately become null and void.

11. MISCELLANEOUS -

- A. This Contract has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the test of this Contract, the text shall control.
- C. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Contract shall be binding upon and inure to the benefit of the ELEMENTARY DEAN OF STUDENTS and shall be binding upon and inure to the benefit of the Board, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. Except as may otherwise be provided, no subsequent alteration, amendment, change, or addition to this Contract shall be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The Board retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed here from, and the remainder of

this Contract shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names and in the case of the Board, by its President and Secretary on the day and year first above written.

ELEMENTARY DEAN OF STUDENTS:

Board of Education of
Lisle Community Unit School
District 202,
DuPage County, Illinois

JOHN KATSIBUBAS

President

Attest:

Secretary