

Proviso Township High Schools Board of Education Committee of the Whole Meeting

Tuesday, August 26, 2025

6:00 PM

District Room 510

8601 W Roosevelt Rd

Forest Park, Illinois 60130

AGENDA

BOARD OF EDUCATION MEMBER OATH OF OFFICE

I, do solemnly swear that I will faithfully discharge the duties of the office of member of the Board of Education of Proviso Township High Schools District 209, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

I further swear that:

I shall respect taxpayer interests by serving as a faithful protector of the School District's assets;

I shall encourage and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;

I shall recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;

I shall abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels.

As part of the Board of Education, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District;

I shall foster with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for Proviso Township High Schools District 209;

I shall assist in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;

I shall strive to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;

I shall serve as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for Proviso Township High Schools District 209; and

I shall strive to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

EXECUTIVE SESSION 6:00 PM

OPEN SESSION 7:00 PM

1. Call to Order
2. Establish Quorum
3. Retire to Executive Session
 - A. Litigation, when an action against, affecting or on behalf of the particular public body. 5 ILCS 120/2(c)(11).
 - B. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the public body or legal counsel for public body. 5 ILCS 120/2(c)(1). (closed session): Matters related to individual students per Section 2(c)(10)
 - C. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees 5 ILCS 120/2(c)(2).
 - D. Matters related to individual students per Section 2(c)(10)
4. Reconvene the Regular Meeting
5. Pledge of Allegiance
6. Public Comments
7. Discussion Items
 - A. Facility Items

- 8.
 - a. Upcoming projects
 - b. Update on current facility work

9.

C. Policy Items

10.

- a. Renaming Task Force
- b. School Dress Code
- c. IASB Delegate Assembly Registration – Board Delegate Interest

11.

D. Finance Items

12.

E. Educational Services Items

13.

- a. Graduation Date
- b. Academic Programs and Course Catalog Updates for 2026-2027

14. Possible Action Concerning Fringe Benefits Plan for TRS/IMRF for Administrators School Year 2025-2026

3

**BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209**

BENEFIT PROGRAM FOR TRS and IMRF ADMINISTRATORS 2025-2026

The Administrative contracts for Administrators incorporate this document by reference. The benefits set forth herein shall be provided to such Administrators, subject to the Board's right, in its sole discretion, to delete, increase, decrease or otherwise modify the benefits on a school-year-to-school-year basis. If the Administrator's contract addresses a benefit provided for in this document, the terms of the contract take precedence over the terms of this document to the extent of any conflict.

ADMINISTRATIVE BENEFITS

1. **SICK/PERSONAL LEAVE/FLOATING HOLIDAY:** Each school year, the **Administrator** shall receive twenty (20) sick leave days (**160 hours**), three (3) personal leave days (**24 hours**), and one (1) floating holiday (**8 hours**). The **Administrator's** use of sick and personal leave shall be subject to all provisions contained in the Board's policies, rules and regulations.

2. **VACATION:** Twelve-month **Administrators** shall receive twenty (20) working days (**160 hours**) of paid vacation annually, excluding legal holidays, each school year. The use of vacation days must be approved in advance by the immediate supervisor via the absence management system. Vacation is non-cumulative and must be taken during the contract year in which it is granted and shall not thereafter be taken, compensated or accumulated.

3. **PROFESSIONAL MEMBERSHIPS, EXPENSES AND PERIODICALS:** Membership fees for Board-approved community service and/or professional organizations and associations to which the **Administrator** is expected to belong shall be paid by the Board to the extent provided for in the Board's annual budget.

The **Administrator** shall be expected to attend appropriate professional meetings at the local, state and national levels. To the extent provided in the Board's annual budget or as otherwise approved in advance by the Board, the reasonable and necessary costs of attendance shall be paid by the Board.

The Board shall pay, or reimburse the **Administrator** for, reasonable expenses approved by the Board and incurred by the **Administrator** in the continuing performance of the **Administrator's** duties.

The Board shall provide the **Administrator** with professional periodicals to the extent provided in the Board's annual budget.

The **Administrator** shall inform the Superintendent in writing or via electronic communication each contract year of professional memberships, conferences attended, and professional periodicals purchased at the Board's expense.

4. **LIFE INSURANCE**: The Board shall provide and pay the premiums for a term life insurance policy for the **Administrator** during the term of this Agreement in the amount of One Hundred Thousand Dollars (\$100,000). The Board shall assign the ownership of the term life insurance policy to a person or trust designated by the **Administrator**, and upon termination of this Agreement shall allow the owner to continue the life insurance at the owner's own expense, provided the assignment is permitted by the insurance carrier. It is understood and agreed that the **Administrator** is not entitled to obtain the cash equivalent of this policy in lieu of receiving the policy.

5. **HEALTH AND DENTAL INSURANCE**: The Board shall provide hospitalization, major medical, and dental insurance for the **Administrator** and eligible dependents, in accordance with terms as approved and at the discretion of the Board of Education which may be amended from time to time. For the current school year, the Board shall pay 100% of the premiums for hospitalization, major medical and dental insurance for the **Administrator** and eligible dependents.

6. **TUITION REIMBURSEMENT**: The **Administrator** shall be entitled to tuition reimbursement under the terms set forth herein. Eligibility for tuition reimbursement shall be contingent on prior approval of the class or education program (i.e., Master's in Special Education) by the Superintendent and when said class or program is in the field of education and provides a benefit to the services provided to the District. The reimbursement amount shall be 75% of the tuition cost when a grade of "A" is earned by the **Administrator** and 50% of the tuition cost when a grade of "B" is earned by the **Administrator** ("Reimbursement Rates"). There shall be no reimbursement for any uncompleted class and no reimbursement for any class where a grade lower than a "B" was earned by the **Administrator**. Tuition reimbursement requests shall be submitted within sixty (60) days of receipt of a final grade and shall be accompanied by an official record or records indicating the course taken, the grade received and the cost of said course.

To be eligible for tuition reimbursement, the **Administrator** agrees that the **Administrator** shall not voluntarily resign from employment with the Board for a period of three (3) years of the conclusion of any school year in which a tuition reimbursement is received. The **Administrator** will execute a separate addendum to this effect upon request for reimbursement. In addition, the **Administrator** agrees to voluntarily execute all documents necessary to withhold any amounts due from the employee's final paycheck which become due because of a voluntary resignation within the three (3) year period described in this paragraph. Should the **Administrator** refuse to execute such a withholding agreement and/or otherwise fail to repay the District for any reimbursement owed to it by way of this paragraph, the **Administrator** agrees that the **Administrator** shall be liable for any and all costs, including reasonable attorneys' fees, incurred by the District in instituting any action to recover the amount due hereunder.

The reimbursement amount for approved and eligible coursework shall be paid at 100% of the Reimbursement Rate for classes taken within the last school year, 66% of the Reimbursement

Rate for classes taken within the last two (2) school years and 33% of the Reimbursement Rate for classes taken within the last three (3) school years.

3. **COMPENSATION FOR DEPUTY SUPERINTENDENTS AND PRINCIPALS**

ONLY: In addition to the gross compensation paid to the **Administrator** by the Board as expressed above, the Board shall pick up and pay on the **Administrator's** behalf, the **Administrator's** ordinary member contribution to the Illinois Teachers' Retirement System ("TRS") or to the Illinois Municipal Retirement Fund ("IMRF"), in addition to the Board's mandatory employer contribution .

The parties intend to qualify all such payments picked up and paid by the Board on the **Administrator's** behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. **Administrator** shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the TRS or IMRF. The **Administrator** does not have the option of choosing to receive the contributed amounts directly as cash or a deferred election right as opposed to having those contributions paid by the Board directly to the TRS or IMRF and has no ability to opt out of this pick-up option. These contributions are made as a condition of the **Administrator's** employment and for the **Administrator's** future service, knowledge and experience.

**PRINCIPAL
ONE-YEAR EMPLOYMENT CONTRACT
(July 1, 2025, through June 30, 2026)**

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Rodney Hull (“the Principal”) The Board and the Principal agree as follows:

1. **EMPLOYMENT**. In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Principal is hereby employed as the Principal of Proviso East High School in the School District for the one-year period beginning July 1, 2025, and extending through June 30, 2026 (i.e., the “contract year”).
2. **DUTIES**. The duties and responsibilities of the Principal shall be those duties prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time, and as are reasonably incidental thereto.
3. **SALARY**. The Board, as compensation for the duties set forth in this contract, shall pay the Principal a base annual salary of \$178,671.14.
4. **EVALUATION**. The Superintendent or other administrator designated by the Superintendent shall evaluate the Principal’s performance in writing in accordance with the District’s evaluation plan and 105 ILCS 5/24A-15. Each Principal’s evaluation shall be conducted by March 1st of the contract year. The results of the evaluation will not preclude dismissal or non-renewal under the contract.
5. **NON-RENEWAL**. If the Board decides it will not renew this contract at the end of its term, written notice of the Board’s decision shall be given to the Principal by no later than

April 1st of the contract year. The Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b.

6. **LICENSE**. The Principal shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Principal is assigned. The Principal shall keep the license in effect at all times during the term of this contract.

7. **BENEFITS**. The Principal shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

8. **OUTSIDE ACTIVITIES**. The Principal shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

9. **TERMINATION**. This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Principal gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Principal who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Principal chooses to be accompanied by legal counsel, the Principal shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Principal may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s

decision to discharge the Principal. If the Board determines that there are not sufficient grounds to discharge the Principal, all salary withheld during the period of suspension without pay shall be paid to the Principal within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline.

- d. Disability. Should the Principal be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the Principal's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Principal is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- f. Death of the Principal

10. **MEDICAL EXAMINATION.** The Principal shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

11. **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 fingerprint-based 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 and all other agreements between the Board and the Principal (including, but not limited to, all other Principal employment contracts) will immediately become null and void.

12. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Principal, to:

Principal: Rodney Hull

(or last address of the Principal contained in official
Business Office records of the Board).

13. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Principal their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt,

subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed herefrom, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

Principal

By: _____
President: Jenny Barbahen

Principal: Rodney Hull

Attest:

Dated: _____

Secretary: Ebony "Nikki" Smith

Dated: _____

**PRINCIPAL
ONE-YEAR EMPLOYMENT CONTRACT
(July 1, 2025 through June 30, 2026)**

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Jorge J. Sanchez (“the Principal”) The Board and the Principal agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Principal is hereby employed as the Principal of Proviso Math and Science High School in the School District for the one-year period beginning July 1, 2025, and extending through June 30, 2026 (i.e., the “contract year”).

2. **DUTIES.** The duties and responsibilities of the Principal shall be those duties prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time, and as are reasonably incidental thereto.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal a base annual salary of \$162,500.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall evaluate the Principal’s performance in writing in accordance with the District’s evaluation plan and 105 ILCS 5/24A-15. Each Principal’s evaluation shall be conducted by March 1st of the contract year. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **NON-RENEWAL.** If the Board decides it will not renew this contract at the end of its term, written notice of the Board’s decision shall be given to the Principal by no later than

April 1st of the contract year. The Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b.

6. **LICENSE**. The Principal shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Principal is assigned. The Principal shall keep the license in effect at all times during the term of this contract.

7. **BENEFITS**. The Principal shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

8. **OUTSIDE ACTIVITIES**. The Principal shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

9. **TERMINATION**. This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Principal gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Principal who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Principal chooses to be accompanied by legal counsel, the Principal shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Principal may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s

decision to discharge the Principal. If the Board determines that there are not sufficient grounds to discharge the Principal, all salary withheld during the period of suspension without pay shall be paid to the Principal within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline.

- d. Disability. Should the Principal be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the Principal's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Principal is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- f. Death of the Principal

10. **MEDICAL EXAMINATION.** The Principal shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

11. **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 fingerprint-based 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 and all other agreements between the Board and the Principal (including, but not limited to, all other Principal employment contracts) will immediately become null and void.

12. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Principal, to:

Principal: Jorge J. Sanchez

(or last address of the Principal contained in official
Business Office records of the Board).

13. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Principal their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt,

**PRINCIPAL
MULTI-YEAR EMPLOYMENT CONTRACT
(July 1, 2025 through June 30, 2028)**

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Mr. Jeremy Christian (the “Principal”). The Board and the Principal agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of the Illinois School Code, 105 ILCS 5/10-23.8a, the Principal is hereby employed as the principal of Proviso West High School in the School District for the multi-year period beginning July 1, 2025, and extending through June 30, 2028. The Board and the Principal agree that this Contract is a multi-year performance-based contract pursuant to Section 10-23.8a of the Illinois School Code. Consequently, by accepting the terms of this Contract, the Principal hereby waives all rights granted under Sections 24-11 through 24-16 of the Illinois School Code. The Principal’s employment during the term of this Contract shall not qualify as “consecutive school terms of service” as that term is used in Section 24-11, shall not qualify as a probationary period, and shall not be counted toward attainment of contractual continued service status (i.e., tenure) as a teacher in the School District.

2. **DUTIES.** The duties and responsibilities of the Principal shall be those duties prescribed by federal and State law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time, and as are reasonably incidental thereto. In addition, in accordance with Section 10-23.8b of the Illinois School Code, the Board may, from time to time, order a lateral transfer of the Principal to a position(s) of similar rank and equal salary.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS.**

The Superintendent, in consultation with the Principal, shall develop the Principal's goals for the term of this Contract. These goals shall be linked to student performance and academic improvement, and attached hereto and made part hereof as Exhibit A.

4. **SALARY.** In consideration of the annual salary, based upon 260 workdays, of \$190,000 for the 2025-2026 school year, the Principal agrees to devote such time, skill, labor and attention to his employment, during the term of this Contract, in order to faithfully perform the duties of principal. Salary shall be paid in twenty-four (24) equal installments in accordance with the Board policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Contract. For the 2026-2027 school year, also based upon 260 workdays, the Principal shall receive a percentage increase over his 2025-2026 \$190,000 annual salary amount equal to the increase in the Consumer Price Index for All Urban Consumers ("CPI-U"), as reported by the U.S. Bureau of Labor Statistics in December 2025. For the 2027-2028 school year, likewise based upon 260 workdays, the Principal shall receive a percentage increase over his 2026-2027 school year annual salary equal to the increase in the CPI-U, as reported by the U.S. Bureau of Labor Statistics in December 2026.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION.** In addition to the annual salary paid to the Principal by the Board as expressed in Paragraph 4, the Board shall pick up and pay on the Principal's behalf, his entire required member contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the Illinois Pension Code.

It is the intention of the parties to qualify all such payments picked up and paid by the Board on the Principal's behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The Principal shall have no right or claim to the funds so

remitted except as they may subsequently become available upon retirement or resignation from TRS. The Principal does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the Board to TRS. These contributions are made as a condition of the Principal's employment for his future service, knowledge and experience.

However, if legislation is enacted that limits the Board's ability to perform its obligations under this Paragraph 5 and prohibits or reduces the Principal's ability to have his entire required TRS member contribution picked up and paid by the Board, then the Board shall pay to the Principal this difference as salary but only up to the cost that the Board would have incurred without such legislation. The Board's action to implement under this paragraph shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract.

6. **TEACHERS' HEALTH INSURANCE SECURITY FUND CONTRIBUTION**. The Board shall pay on behalf of the Principal his required contribution to the Teachers' Health Insurance Security ("THIS") fund. The Board shall remit this contribution to TRS as the fund's collection agent. Payments made by the Board to TRS under this Paragraph 6 shall not be reportable to TRS as creditable earnings and shall be excluded from the Principal's taxable income.

However, if legislation is enacted that limits the Board's ability to perform its obligations under this Paragraph 6 and prohibits or reduces the Principal's ability to have his entire required THIS fund contribution picked up and paid by the Board, then the Board shall pay to the Principal this difference as salary but only up to the cost that the Board would have incurred without such

legislation. The Board's action to implement under this paragraph shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract.

7. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall evaluate the Principal's performance in writing in accordance with the School District's evaluation plan and 105 ILCS 5/24A-15. Each Principal's evaluation shall be conducted by March 1st of the applicable school year. The results of the evaluation shall not preclude dismissal or non-renewal under the Contract.

8. **NON-RENEWAL.** If the Board decides it will not renew this Contract at the end of its term, written notice of the Board's decision shall be given to the Principal by no later than April 1st of the school year in which the Contract expires. The Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b.

9. **LICENSE.** The Principal shall furnish to the Board before beginning employment under this Contract a valid and appropriate license to act in the capacity in which the Principal is assigned. The Principal shall keep the license in effect at all times during the term of this Contract.

10. **SICK AND PERSONAL LEAVE.** Annually, the Principal shall be entitled to twenty (20) days of sick leave that may accumulate without limitation. Sick leave availability and usage shall be governed by Section 24-6 of the Illinois School Code, 105 ILCS 5/24-6. In addition, the Principal shall be entitled to three (3) days of personal leave annually. Unused personal leave is available for sick leave purposes too and shall be converted to sick leave upon the conclusion of the school year. Accrued sick and/or personal leave days shall not be eligible for reimbursement under any circumstances.

11. **VACATION.** The Principal shall receive twenty (20) workdays of vacation annually, exclusive of weekends and Board-approved holidays for twelve-month employees.

Other spring, summer and winter non-student attendance periods shall constitute workdays unless specifically scheduled and credited toward the vacation allotment listed above. Any unused vacation days shall not accumulate or rollover to the following school year. The scheduling of more than five (5) consecutive vacation days shall be by agreement between the Superintendent and the Principal. If vacation days remain accrued at the conclusion of the Principal's employment by the Board, these days shall be paid in conformity with Illinois law based upon a per diem (1/260) rate of pay.

12. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE.** The Board shall provide and pay the entire premiums for hospitalization, major medical and dental insurance for the Principal, his spouse and the dependent members (as defined by the contract of insurance then in effect) of the Principal's immediate family. The benefits of such coverage shall be in accordance with the highest-level insurance coverage option offered to members of the Proviso Teachers Union Local 571.

If this provision of insurance could result in the Board being obligated to pay a penalty, excise tax or other fee due to changes and/or interpretations of the Internal Revenue Code or other laws affecting the provision of insurance benefits, or rules and regulations thereunder, the Board may convert such insurance benefit to another form of compensation or benefit to the extent necessary to avoid the imposition of such penalty, excise tax or fee. The Board's action to revise a benefit under this paragraph shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract.

13. **TERM LIFE INSURANCE.** For the duration of this Contract, the Board shall provide and pay the premiums for a term life insurance policy for the Principal in the amount of \$100,000. The Board shall assign the ownership of the term life insurance policy to a person or

trust designated by the Principal, and upon expiration or termination of this Contract shall allow the owner to continue the life insurance at the owner's own expense, provided the assignment is permitted by the insurance carrier. It is understood and agreed that the Principal is not entitled to obtain the cash equivalent of this policy in lieu of receiving the policy.

14. **TRANSPORTATION EXPENSE.** The Principal shall be required, as a condition of employment, to use his personal automobile to visit the sites of schools, attend Board and community functions, and to attend conferences, meetings and workshops. For the duration of this Contract, the Principal shall be entitled to reimbursement for any necessary automobile travel, excluding regular, daily travel to and from his residence. Automobile travel expenses shall be determined at the Internal Revenue Service mileage rate. The Principal shall submit appropriate substantiation of all expenses incurred in all business travel for which reimbursement is sought and in conformity with Board policy.

15. **OUTSIDE ACTIVITIES.** The Principal shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

16. **TERMINATION.** This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Principal gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. "For cause" means any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Principal, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Principal chooses to be

accompanied by legal counsel, the Principal shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Principal may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term "termination proceedings" shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board's decision to discharge the Principal. If the Board determines that there are not sufficient grounds to discharge the Principal, all salary withheld during the period of suspension without pay shall be paid to the Principal within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline.

- d. Disability. Should the Principal be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the Principal's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Principal is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- f. Death of the Principal.

17. **MEDICAL EXAMINATION.** The Principal shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

18. **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 fingerprint-based 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 and all other agreements between the Board

and the Principal (including, but not limited to, all other Principal employment contracts) will immediately become null and void.

19. **PROFESSIONAL LIABILITY.** The Board agrees that it shall defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions and legal proceedings brought against the Principal in his individual capacity, or in his official capacity as agent and employee of the School District provided the incident arose while the Principal was acting within the scope of his employment and excluding criminal litigation. Except that, in no case, shall any individual Board members be considered personally liable for indemnifying the Principal against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Principal, to:

Mr. Jeremy Christian

or last address of the Principal contained in official Business Office records of the Board).

21. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will be governed in accordance with the laws of the State of Illinois in every respect.
- b. Paragraph/section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which

will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Principal, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed herefrom, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

Mr. Jeremy Christian

By: _____
President

Principal

Attest: _____

Dated: _____

Secretary

Dated: _____

EXHIBIT A

STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS

Performance Goal #1: Student Behavior

Each school year during the term of this Contract, the Principal shall reduce or make meaningful progress towards reducing student out-of-school suspensions by 10%, as compared to the previous school year.

Performance Goal #2: Student Attendance

Each school year during the term of this Contract, the Principal shall reduce or make meaningful progress towards reducing the number of “chronically truant” students (Note: Per the Illinois State Board of Education (“ISBE”), a student is “chronically truant” if they missed 5% or more of the previous 180 school days without an excuse) by 10%, as compared to the previous school year.

Performance Goal #3: “Freshmen on Track”

Each school year during the term of this Contract, the Principal shall increase or make meaningful progress towards increasing the number of “Freshmen on Track” (Note: The School District defines “Freshmen on Track” or “9th Grade on Track” as the percentage of first-time ninth-grade students who have earned at least five course credits without failing more than 0.5 course credits in core subjects. For the purposes of this metric, core subjects include reading, math, science, and social science.) by 10%, as compared to the previous school year.

Performance Goal #4: “5 Essentials Survey”

For the 2025-2026 school year, the Principal shall achieve or make meaningful progress towards achieving one (1) “Strong” (or better) area on the survey.

For the 2026-2027 school year, the Principal shall achieve or make meaningful progress towards achieving two (2) “Strong” (or better) areas on the survey.

For the 2027-2028 school year, the Principal shall achieve or make meaningful progress towards achieving three (3) “Strong” (or better) areas on the survey.

Performance Goal #5: Student ELA Proficiency

Each school year during the term of this Contract, the Principal shall increase or make meaningful progress towards increasing student English/Language Arts (“ELA”) proficiency (as measured by ISBE) by 10%, as compared to the previous school year.

Performance Goal #6: Student Math Proficiency

Each school year during the term of this Contract, the Principal shall increase or make meaningful progress towards increasing student Mathematics proficiency (as measured by ISBE) by 10%, as compared to the previous school year.

**PRINCIPAL OR ASSISTANT PRINCIPAL
ONE-YEAR EMPLOYMENT CONTRACT
(July 1, 2025 through June 30, 2026)**

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “Proviso Township High School District 209”) and Assistant Principal (Michelle Brumfield). The Board and the Assistant Principal agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Assistant Principal is hereby employed as the Assistant Principal of Proviso West in the School District for the one-year period beginning July 1, 2025, and extending through June 30, 2026.

2. **DUTIES.** The duties and responsibilities of the Assistant Principal shall be those duties prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time, and as are reasonably incidental thereto.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$ 130,000.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall evaluate the Assistant Principal’s performance in writing in accordance with the District’s evaluation plan and 105 ILCS 5/24A-15. Each Assistant Principal’s evaluation shall be conducted by March 1st of the contract year. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **NON-RENEWAL.** If the Board decides it will not renew this contract at the end of its term, written notice of the Board’s decision shall be given to the Assistant Principal by no

later than April 1st of the contract year. The Assistant Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b.

6. **LICENSE**. The Assistant Principal shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Assistant Principal is assigned. The Assistant Principal shall keep the license in effect at all times during the term of this contract.

7. **BENEFITS**. The Assistant Principal shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

8. **OUTSIDE ACTIVITIES**. The Assistant Principal shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

9. **TERMINATION**. This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Assistant Principal gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Assistant Principal, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Assistant Principal chooses to be accompanied by legal counsel, the Assistant Principal shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Assistant Principal may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the

termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Assistant Principal. If the Board determines that there are not sufficient grounds to discharge the Assistant Principal, all salary withheld during the period of suspension without pay shall be paid to the Assistant Principal within fourteen (14) days of the Board’s determination unless an unpaid suspension is issued as an alternative form of discipline.

- d. Disability. Should the Assistant Principal be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the Assistant Principal’s accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Assistant Principal is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- f. Death of the Assistant Principal.

10. **MEDICAL EXAMINATION.** The Assistant Principal shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

11. **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 fingerprint-based 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 and all other agreements between the Board and the Assistant Principal (including, but not limited to, all other Assistant Principal employment contracts) will immediately become null and void.

12. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President: Jenny Barbahen
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Assistant Principal, to:

Assistant Principal: Michelle C. Brumfield

(or last address of the Assistant Principal contained in official Business Office records of the Board).

13. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Assistant Principal, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed herefrom, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
 PROVISO TOWNSHIP HIGH SCHOOL
 DISTRICT 209,
 Cook County, Illinois

Assistant Principal

By: _____
 President: Jenny Barbahen

 Assistant Principal: Michelle C. Brumfield

Attest:

Dated: _____

 Secretary: Ebony "Nikki" Smith

Dated: _____

**PRINCIPAL OR ASSISTANT PRINCIPAL
ONE-YEAR EMPLOYMENT CONTRACT
(July 1, 2025 through June 30, 2026)**

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “Proviso Township High School District 209”) and Assistant Principal Ricardo Garcia. The Board and the Assistant Principal agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Assistant Principal is hereby employed as the Assistant Principal of Proviso East in the School District for the one-year period beginning July 1, 2025, and extending through June 30, 2026.

2. **DUTIES.** The duties and responsibilities of the Assistant Principal shall be those duties prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time, and as are reasonably incidental thereto.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$ 133,309.65.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall evaluate the Assistant Principal’s performance in writing in accordance with the District’s evaluation plan and 105 ILCS 5/24A-15. Each Assistant Principal’s evaluation shall be conducted by March 1st of the contract year. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **NON-RENEWAL.** If the Board decides it will not renew this contract at the end of its term, written notice of the Board’s decision shall be given to the Assistant Principal by no

later than April 1st of the contract year. The Assistant Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b.

6. **LICENSE**. The Assistant Principal shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Assistant Principal is assigned. The Assistant Principal shall keep the license in effect at all times during the term of this contract.

7. **BENEFITS**. The Assistant Principal shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

8. **OUTSIDE ACTIVITIES**. The Assistant Principal shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

9. **TERMINATION**. This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Assistant Principal gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Assistant Principal, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Assistant Principal chooses to be accompanied by legal counsel, the Assistant Principal shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Assistant Principal may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the

termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Assistant Principal. If the Board determines that there are not sufficient grounds to discharge the Assistant Principal, all salary withheld during the period of suspension without pay shall be paid to the Assistant Principal within fourteen (14) days of the Board’s determination unless an unpaid suspension is issued as an alternative form of discipline.

- d. Disability. Should the Assistant Principal be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the Assistant Principal’s accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Assistant Principal is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- f. Death of the Assistant Principal.

10. **MEDICAL EXAMINATION.** The Assistant Principal shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

11. **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 fingerprint-based 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 and all other agreements between the Board and the Assistant Principal (including, but not limited to, all other Assistant Principal employment contracts) will immediately become null and void.

12. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President: Jenny Barbahen
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Assistant Principal, to:

Assistant Principal: Ricardo Garcia



(or last address of the Assistant Principal contained in official Business Office records of the Board).

13. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Assistant Principal, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed herefrom, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
 PROVISO TOWNSHIP HIGH SCHOOL
 DISTRICT 209,
 Cook County, Illinois

Assistant Principal

By: _____
 President: Jenny Barbahen

 Assistant Principal: Ricardo Garcia

Attest:

Dated: _____

 Secretary: Ebony "Nikki" Smith

Dated: _____

**PRINCIPAL OR ASSISTANT PRINCIPAL
ONE-YEAR EMPLOYMENT CONTRACT
(July 1, 2025 through June 30, 2026)**

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “Proviso Township High School District 209”) and Assistant Principal (Jinu K. Joseph). The Board and the Assistant Principal agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Assistant Principal is hereby employed as the Assistant Principal of Proviso West in the School District for the one-year period beginning July 1, 2025, and extending through June 30, 2026.

2. **DUTIES.** The duties and responsibilities of the Assistant Principal shall be those duties prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time, and as are reasonably incidental thereto.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$ 130,000.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall evaluate the Assistant Principal’s performance in writing in accordance with the District’s evaluation plan and 105 ILCS 5/24A-15. Each Assistant Principal’s evaluation shall be conducted by March 1st of the contract year. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **NON-RENEWAL.** If the Board decides it will not renew this contract at the end of its term, written notice of the Board’s decision shall be given to the Assistant Principal by no

later than April 1st of the contract year. The Assistant Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b.

6. **LICENSE**. The Assistant Principal shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Assistant Principal is assigned. The Assistant Principal shall keep the license in effect at all times during the term of this contract.

7. **BENEFITS**. The Assistant Principal shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

8. **OUTSIDE ACTIVITIES**. The Assistant Principal shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

9. **TERMINATION**. This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Assistant Principal gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Assistant Principal, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Assistant Principal chooses to be accompanied by legal counsel, the Assistant Principal shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Assistant Principal may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the

termination proceedings. However, the term "termination proceedings" shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board's decision to discharge the Assistant Principal. If the Board determines that there are not sufficient grounds to discharge the Assistant Principal, all salary withheld during the period of suspension without pay shall be paid to the Assistant Principal within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline.

- d. Disability. Should the Assistant Principal be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the Assistant Principal's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Assistant Principal is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- f. Death of the Assistant Principal.

10. **MEDICAL EXAMINATION.** The Assistant Principal shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

11. **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 fingerprint-based 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 and all other agreements between the Board and the Assistant Principal (including, but not limited to, all other Assistant Principal employment contracts) will immediately become null and void.

12. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President: Jenny Barbahen
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Assistant Principal, to:

Assistant Principal: Jinu K. Joseph



(or last address of the Assistant Principal contained in official Business Office records of the Board).

13. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Assistant Principal, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed herefrom, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
 PROVISO TOWNSHIP HIGH SCHOOL
 DISTRICT 209,
 Cook County, Illinois

Assistant Principal

By: _____
 President: Jenny Barbahen

 Assistant Principal: Jinu K. Joseph

Attest:

Dated: _____

 Secretary: Ebony "Nikki" Smith

Dated: _____

**PRINCIPAL OR ASSISTANT PRINCIPAL
ONE-YEAR EMPLOYMENT CONTRACT
(July 1, 2025 through June 30, 2026)**

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “Proviso Township High School District 209”) and Assistant Principal Kisha M. Lang. The Board and the Assistant Principal agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Assistant Principal is hereby employed as the Assistant Principal of Proviso East in the School District for the one-year period beginning July 1, 2025, and extending through June 30, 2026.

2. **DUTIES.** The duties and responsibilities of the Assistant Principal shall be those duties prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time, and as are reasonably incidental thereto.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$138,695.35.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall evaluate the Assistant Principal’s performance in writing in accordance with the District’s evaluation plan and 105 ILCS 5/24A-15. Each Assistant Principal’s evaluation shall be conducted by March 1st of the contract year. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **NON-RENEWAL.** If the Board decides it will not renew this contract at the end of its term, written notice of the Board’s decision shall be given to the Assistant Principal by no

later than April 1st of the contract year. The Assistant Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b.

6. **LICENSE.** The Assistant Principal shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Assistant Principal is assigned. The Assistant Principal shall keep the license in effect at all times during the term of this contract.

7. **BENEFITS.** The Assistant Principal shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

8. **OUTSIDE ACTIVITIES.** The Assistant Principal shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

9. **TERMINATION.** This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Assistant Principal gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Assistant Principal, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Assistant Principal chooses to be accompanied by legal counsel, the Assistant Principal shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Assistant Principal may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the

termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Assistant Principal. If the Board determines that there are not sufficient grounds to discharge the Assistant Principal, all salary withheld during the period of suspension without pay shall be paid to the Assistant Principal within fourteen (14) days of the Board’s determination unless an unpaid suspension is issued as an alternative form of discipline.

- d. Disability. Should the Assistant Principal be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the Assistant Principal’s accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Assistant Principal is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- f. Death of the Assistant Principal.

10. **MEDICAL EXAMINATION.** The Assistant Principal shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

11. **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 fingerprint-based 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 and all other agreements between the Board and the Assistant Principal (including, but not limited to, all other Assistant Principal employment contracts) will immediately become null and void.

12. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President: Jenny Barbahen
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Assistant Principal, to:

Assistant Principal: Kisha M. Lang



(or last address of the Assistant Principal contained in official Business Office records of the Board).

13. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Assistant Principal, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed herefrom, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
 PROVISO TOWNSHIP HIGH SCHOOL
 DISTRICT 209,
 Cook County, Illinois

Assistant Principal

By: _____
 President: Jenny Barbahen

 Assistant Principal: Kisha M. Lang

Attest:

Dated: _____

 Secretary: Ebony "Nikki" Smith

Dated: _____

**PRINCIPAL OR ASSISTANT PRINCIPAL
ONE-YEAR EMPLOYMENT CONTRACT
(July 1, 2025 through June 30, 2026)**

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “Proviso Township High School District 209”) and Assistant Principal Erin M. Mason. The Board and the Assistant Principal agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Assistant Principal is hereby employed as the Assistant Principal of PMSA in the School District for the one-year period beginning July 1, 2025, and extending through June 30, 2026.

2. **DUTIES.** The duties and responsibilities of the Assistant Principal shall be those duties prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time, and as are reasonably incidental thereto.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$ 130,617.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall evaluate the Assistant Principal’s performance in writing in accordance with the District’s evaluation plan and 105 ILCS 5/24A-15. Each Assistant Principal’s evaluation shall be conducted by March 1st of the contract year. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **NON-RENEWAL.** If the Board decides it will not renew this contract at the end of its term, written notice of the Board’s decision shall be given to the Assistant Principal by no

later than April 1st of the contract year. The Assistant Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b.

6. **LICENSE**. The Assistant Principal shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Assistant Principal is assigned. The Assistant Principal shall keep the license in effect at all times during the term of this contract.

7. **BENEFITS**. The Assistant Principal shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

8. **OUTSIDE ACTIVITIES**. The Assistant Principal shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

9. **TERMINATION**. This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Assistant Principal gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Assistant Principal, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Assistant Principal chooses to be accompanied by legal counsel, the Assistant Principal shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Assistant Principal may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the

termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Assistant Principal. If the Board determines that there are not sufficient grounds to discharge the Assistant Principal, all salary withheld during the period of suspension without pay shall be paid to the Assistant Principal within fourteen (14) days of the Board’s determination unless an unpaid suspension is issued as an alternative form of discipline.

- d. Disability. Should the Assistant Principal be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the Assistant Principal’s accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Assistant Principal is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- f. Death of the Assistant Principal.

10. **MEDICAL EXAMINATION.** The Assistant Principal shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

11. **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 fingerprint-based 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 and all other agreements between the Board and the Assistant Principal (including, but not limited to, all other Assistant Principal employment contracts) will immediately become null and void.

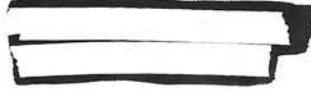
12. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President: Jenny Barbahen
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Assistant Principal, to:

Assistant Principal: Erin M. Mason



(or last address of the Assistant Principal contained in official Business Office records of the Board).

13. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Assistant Principal, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
 PROVISO TOWNSHIP HIGH SCHOOL
 DISTRICT 209,
 Cook County, Illinois

Assistant Principal

By: _____
 President: Jenny Barbahen

 Assistant Principal: Erin M. Mason

Attest:

Dated: _____

 Secretary: Ebony "Nikki" Smith

Dated: _____

**PRINCIPAL OR ASSISTANT PRINCIPAL
ONE-YEAR EMPLOYMENT CONTRACT
(July 1, 2025 through June 30, 2026)**

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “Proviso Township High School District 209”) and Assistant Principal Kim E. McElroy. The Board and the Assistant Principal agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Assistant Principal is hereby employed as the Assistant Principal of PMSA in the School District for the one-year period beginning July 1, 2025, and extending through June 30, 2026.

2. **DUTIES.** The duties and responsibilities of the Assistant Principal shall be those duties prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time, and as are reasonably incidental thereto.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$ 125,538.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall evaluate the Assistant Principal’s performance in writing in accordance with the District’s evaluation plan and 105 ILCS 5/24A-15. Each Assistant Principal’s evaluation shall be conducted by March 1st of the contract year. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **NON-RENEWAL.** If the Board decides it will not renew this contract at the end of its term, written notice of the Board’s decision shall be given to the Assistant Principal by no

later than April 1st of the contract year. The Assistant Principal may be subject to reclassification pursuant to 105 ILCS 5/10-23.8b.

6. **LICENSE**. The Assistant Principal shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Assistant Principal is assigned. The Assistant Principal shall keep the license in effect at all times during the term of this contract.

7. **BENEFITS**. The Assistant Principal shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

8. **OUTSIDE ACTIVITIES**. The Assistant Principal shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

9. **TERMINATION**. This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Assistant Principal gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Assistant Principal which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Assistant Principal, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Assistant Principal chooses to be accompanied by legal counsel, the Assistant Principal shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Assistant Principal may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the

termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Assistant Principal. If the Board determines that there are not sufficient grounds to discharge the Assistant Principal, all salary withheld during the period of suspension without pay shall be paid to the Assistant Principal within fourteen (14) days of the Board’s determination unless an unpaid suspension is issued as an alternative form of discipline.

- d. Disability. Should the Assistant Principal be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 180 calendar days or until the Assistant Principal’s accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Assistant Principal is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- f. Death of the Assistant Principal.

10. **MEDICAL EXAMINATION.** The Assistant Principal shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

11. **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 fingerprint-based 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 and all other agreements between the Board and the Assistant Principal (including, but not limited to, all other Assistant Principal employment contracts) will immediately become null and void.

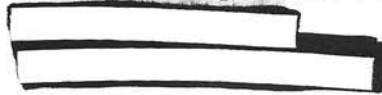
12. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President: Jenny Barbahen
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Assistant Principal, to:

Assistant Principal: Kim E. McElroy



(or last address of the Assistant Principal contained in official Business Office records of the Board).

13. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Assistant Principal, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
 PROVISO TOWNSHIP HIGH SCHOOL
 DISTRICT 209,
 Cook County, Illinois

Assistant Principal

By: _____
 President: Jenny Barbahen

 Assistant Principal: Kim E. McElroy

Attest:

Dated: _____

 Secretary: Ebony "Nikki" Smith

Dated: _____

**ONE-YEAR EMPLOYMENT CONTRACT
(TWELVE-MONTH ADMINISTRATOR)**

July 1, 2025, through June 30, 2026

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Sherrie L. Birts. The Board and Administrator agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of the School Code of Illinois, Administrator is hereby employed and assigned to the position of Dean in the School District for the one-year period beginning July 1, 2025 and extending through June 30, 2026. Nothing herein, however, shall restrict the Board of Education from reassigning Administrator to another position within the School District for which Administrator is qualified and with no reduction in compensation. Administrator’s work year shall consist of 260 work days.

2. **DUTIES.** The duties and responsibilities of the Administrator shall be those duties incidental to the position of Dean and those prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$100,000.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall annually evaluate the Administrator’s performance in writing and in accordance with any applicable District evaluation plan. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

6. **BENEFITS.** The Administrator shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

7. **OUTSIDE ACTIVITIES.** The Administrator shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

8. **TERMINATION.** This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Administrator gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Administrator chooses to be accompanied by legal counsel, the Administrator shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Administrator may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Administrator. If the Board determines that there are not sufficient grounds to discharge the Administrator, all salary withheld

during the period of suspension without pay shall be paid to the Administrator within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline. ~~(06)~~

- d. Disability. Should the Administrator be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 90 calendar days or until the Administrator's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Administrator is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.

9. **MEDICAL EXAMINATION.** The Administrator] shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

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 per 105 ILCS 5/10-21.9 or from employing any individual it deems to be unfit for duty pursuant to an employment history review required by 105 ILCS 5/22-94. If the required fingerprint-based criminal background investigation or employment history review is not completed at the time this Contract is signed, and the subsequent investigation reveals that there has been a prohibited conviction under Section 10-21.9 or unfitness for duty under Section 22-94 of the School Code, this Agreement shall immediately become null and void.

11. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Administrator, to:

Birts, Sherrie L



Last address of the Administrator contained in
official Business Office records of the Board.

12. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Administrator, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt,

subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

ADMINISTRATOR

By: President: Ms. Jenny Barbahen

Sherri L. Birts

Dated: _____

Dated: _____

Attest: Secretary: Ms. Ebony "Nicki" Smith

Dated: _____

**ONE-YEAR EMPLOYMENT CONTRACT
(TWELVE-MONTH ADMINISTRATOR)**

July 1, 2025, through June 30, 2026

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Akiva S. Carson. The Board and Administrator agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of the School Code of Illinois, Administrator is hereby employed and assigned to the position of Dean in the School District for the one-year period beginning July 1, 2025 and extending through June 30, 2026. Nothing herein, however, shall restrict the Board of Education from reassigning Administrator to another position within the School District for which Administrator is qualified and with no reduction in compensation. Administrator’s work year shall consist of 260 work days.

2. **DUTIES.** The duties and responsibilities of the Administrator shall be those duties incidental to the position of Dean and those prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Dean a base annual salary of \$100,00.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall annually evaluate the Administrator’s performance in writing and in accordance with any applicable District evaluation plan. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **LICENSE**. The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

6. **BENEFITS**. The Administrator shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

7. **OUTSIDE ACTIVITIES**. The Administrator shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

8. **TERMINATION**. This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Administrator gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Administrator chooses to be accompanied by legal counsel, the Administrator shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Administrator may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Administrator. If the Board determines that there are not sufficient grounds to discharge the Administrator, all salary withheld

during the period of suspension without pay shall be paid to the Administrator within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline. ~~(b)(1)~~

- d. Disability. Should the Administrator be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 90 calendar days or until the Administrator's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Administrator is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.

9. **MEDICAL EXAMINATION.** The Administrator] shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

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 per 105 ILCS 5/10-21.9 or from employing any individual it deems to be unfit for duty pursuant to an employment history review required by 105 ILCS 5/22-94. If the required fingerprint-based criminal background investigation or employment history review is not completed at the time this Contract is signed, and the subsequent investigation reveals that there has been a prohibited conviction under Section 10-21.9 or unfitness for duty under Section 22-94 of the School Code, this Agreement shall immediately become null and void.

11. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Administrator, to:

Carson, Akiva S

Last address of the Administrator contained in
official Business Office records of the Board.

12. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Administrator, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

ADMINISTRATOR (Dean)

By: President: Ms. Jenny Barbahen

Akiva S. Carson

Dated: _____

Dated: _____

Attest: Secretary: Ms. Ebony "Nicki" Smith

Dated: _____

**ONE-YEAR EMPLOYMENT CONTRACT
(TWELVE-MONTH ADMINISTRATOR)**

July 1, 2025, through June 30, 2026

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and John D. Johnson. The Board and Administrator agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of the School Code of Illinois, Administrator is hereby employed and assigned to the position of Dean in the School District for the one-year period beginning July 1, 2025 and extending through June 30, 2026. Nothing herein, however, shall restrict the Board of Education from reassigning Administrator to another position within the School District for which Administrator is qualified and with no reduction in compensation. Administrator’s work year shall consist of 260 work days.

2. **DUTIES.** The duties and responsibilities of the Administrator shall be those duties incidental to the position of Dean and those prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$102,900.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall annually evaluate the Administrator’s performance in writing and in accordance with any applicable District evaluation plan. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

6. **BENEFITS.** The Administrator shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

7. **OUTSIDE ACTIVITIES.** The Administrator shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

8. **TERMINATION.** This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Administrator gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Administrator chooses to be accompanied by legal counsel, the Administrator shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Administrator may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Administrator. If the Board determines that there are not sufficient grounds to discharge the Administrator, all salary withheld

during the period of suspension without pay shall be paid to the Administrator within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline. ~~001~~

- d. Disability. Should the Administrator be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 90 calendar days or until the Administrator's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Administrator is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.

9. **MEDICAL EXAMINATION.** The Administrator] shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

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 per 105 ILCS 5/10-21.9 or from employing any individual it deems to be unfit for duty pursuant to an employment history review required by 105 ILCS 5/22-94. If the required fingerprint-based criminal background investigation or employment history review is not completed at the time this Contract is signed, and the subsequent investigation reveals that there has been a prohibited conviction under Section 10-21.9 or unfitness for duty under Section 22-94 of the School Code, this Agreement shall immediately become null and void.

11. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Administrator, to:

Johnson, John D



Last address of the Administrator contained in official Business Office records of the Board.

12. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Administrator, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt,

subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

ADMINISTRATOR

By: President: Ms. Jenny Barbahen

John D. Johnson

Dated: _____

Dated: _____

Attest: Secretary: Ms. Ebony "Nicki" Smith

Dated: _____

**ONE-YEAR EMPLOYMENT CONTRACT
(TWELVE-MONTH ADMINISTRATOR)**

July 1, 2025, through June 30, 2026

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Angela M. Martin. The Board and Administrator agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of the School Code of Illinois, Administrator is hereby employed and assigned to the position of Dean in the School District for the one-year period beginning July 1, 2025 and extending through June 30, 2026. Nothing herein, however, shall restrict the Board of Education from reassigning Administrator to another position within the School District for which Administrator is qualified and with no reduction in compensation. Administrator’s work year shall consist of 260 work days.

2. **DUTIES.** The duties and responsibilities of the Administrator shall be those duties incidental to the position of Dean and those prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$85,000.00

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall annually evaluate the Administrator’s performance in writing and in accordance with any applicable District evaluation plan. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

6. **BENEFITS.** The Administrator shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

7. **OUTSIDE ACTIVITIES.** The Administrator shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

8. **TERMINATION.** This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Administrator gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Administrator chooses to be accompanied by legal counsel, the Administrator shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Administrator may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Administrator. If the Board determines that there are not sufficient grounds to discharge the Administrator, all salary withheld

during the period of suspension without pay shall be paid to the Administrator within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline. ~~(06)~~

- d. Disability. Should the Administrator be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 90 calendar days or until the Administrator's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Administrator is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.

9. **MEDICAL EXAMINATION.** The Administrator] shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

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 per 105 ILCS 5/10-21.9 or from employing any individual it deems to be unfit for duty pursuant to an employment history review required by 105 ILCS 5/22-94. If the required fingerprint-based criminal background investigation or employment history review is not completed at the time this Contract is signed, and the subsequent investigation reveals that there has been a prohibited conviction under Section 10-21.9 or unfitness for duty under Section 22-94 of the School Code, this Agreement shall immediately become null and void.

11. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Administrator, to:

Martin, Angela M



Last address of the Administrator contained in
official Business Office records of the Board.

12. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Administrator, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

ADMINISTRATOR

By: President: Ms. Jenny Barbahen

Angela M. Martin

Dated: _____

Dated: _____

Attest: Secretary: Ms. Ebony "Nicki" Smith

Dated: _____

**ONE-YEAR EMPLOYMENT CONTRACT
(TWELVE-MONTH ADMINISTRATOR)**

July 1, 2025, through June 30, 2026

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Teresa Milsap. The Board and Administrator agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of the School Code of Illinois, Administrator is hereby employed and assigned to the position of Dean in the School District for the one-year period beginning July 1, 2025 and extending through June 30, 2026. Nothing herein, however, shall restrict the Board of Education from reassigning Administrator to another position within the School District for which Administrator is qualified and with no reduction in compensation. Administrator’s work year shall consist of 260 work days.

2. **DUTIES.** The duties and responsibilities of the Administrator shall be those duties incidental to the position of Dean and those prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$100,000.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall annually evaluate the Administrator’s performance in writing and in accordance with any applicable District evaluation plan. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **LICENSE**. The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

6. **BENEFITS**. The Administrator shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

7. **OUTSIDE ACTIVITIES**. The Administrator shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

8. **TERMINATION**. This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Administrator gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Administrator chooses to be accompanied by legal counsel, the Administrator shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Administrator may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Administrator. If the Board determines that there are not sufficient grounds to discharge the Administrator, all salary withheld

during the period of suspension without pay shall be paid to the Administrator within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline. (b)(7)

- d. Disability. Should the Administrator be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 90 calendar days or until the Administrator's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Administrator is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.

9. **MEDICAL EXAMINATION.** The Administrator] shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

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 per 105 ILCS 5/10-21.9 or from employing any individual it deems to be unfit for duty pursuant to an employment history review required by 105 ILCS 5/22-94. If the required fingerprint-based criminal background investigation or employment history review is not completed at the time this Contract is signed, and the subsequent investigation reveals that there has been a prohibited conviction under Section 10-21.9 or unfitness for duty under Section 22-94 of the School Code, this Agreement shall immediately become null and void.

11. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Administrator, to:

Milsap, Teresa

Last address of the Administrator contained in
official Business Office records of the Board.

12. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Administrator, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt,

subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

ADMINISTRATOR

By: President: Ms. Jenny Barbahen

Teresa Milsap

Dated: _____

Dated: _____

Attest: Secretary: Ms. Ebony "Nicki" Smith

Dated: _____

**ONE-YEAR EMPLOYMENT CONTRACT
(TWELVE-MONTH ADMINISTRATOR)**

July 1, 2025, through June 30, 2026

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Andre Moffett. The Board and Administrator agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of the School Code of Illinois, Administrator is hereby employed and assigned to the position of Dean in the School District for the one-year period beginning July 1, 2025 and extending through June 30, 2026. Nothing herein, however, shall restrict the Board of Education from reassigning Administrator to another position within the School District for which Administrator is qualified and with no reduction in compensation. Administrator’s work year shall consist of 260 work days.

2. **DUTIES.** The duties and responsibilities of the Administrator shall be those duties incidental to the position of Dean and those prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$93,000.00.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall annually evaluate the Administrator’s performance in writing and in accordance with any applicable District evaluation plan. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

6. **BENEFITS.** The Administrator shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

7. **OUTSIDE ACTIVITIES.** The Administrator shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

8. **TERMINATION.** This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Administrator gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Administrator chooses to be accompanied by legal counsel, the Administrator shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Administrator may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Administrator. If the Board determines that there are not sufficient grounds to discharge the Administrator, all salary withheld

during the period of suspension without pay shall be paid to the Administrator within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline. ~~(b)~~

- d. Disability. Should the Administrator be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 90 calendar days or until the Administrator's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Administrator is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.

9. **MEDICAL EXAMINATION.** The Administrator] shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.


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 per 105 ILCS 5/10-21.9 or from employing any individual it deems to be unfit for duty pursuant to an employment history review required by 105 ILCS 5/22-94. If the required fingerprint-based criminal background investigation or employment history review is not completed at the time this Contract is signed, and the subsequent investigation reveals that there has been a prohibited conviction under Section 10-21.9 or unfitness for duty under Section 22-94 of the School Code, this Agreement shall immediately become null and void.

11. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Administrator, to:

Moffett, Andre


Last address of the Administrator contained in
official Business Office records of the Board.

12. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Administrator, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt,

subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

ADMINISTRATOR

By: President: Ms. Jenny Barbahen

Andre Moffet

Dated: _____

Dated: _____

Attest: Secretary: Ms. Ebony "Nicki" Smith

Dated: _____

**ONE-YEAR EMPLOYMENT CONTRACT
(TWELVE-MONTH ADMINISTRATOR)**

July 1, 2025, through June 30, 2026

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Peter Zak. The Board and Administrator agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of the School Code of Illinois, Administrator is hereby employed and assigned to the position of Dean in the School District for the one-year period beginning July 1, 2025 and extending through June 30, 2026. Nothing herein, however, shall restrict the Board of Education from reassigning Administrator to another position within the School District for which Administrator is qualified and with no reduction in compensation. Administrator’s work year shall consist of 260 work days.

2. **DUTIES.** The duties and responsibilities of the Administrator shall be those duties incidental to the position of Dean and those prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Principal/Assistant Principal a base annual salary of \$95,697.00

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall annually evaluate the Administrator’s performance in writing and in accordance with any applicable District evaluation plan. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

6. **BENEFITS.** The Administrator shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

7. **OUTSIDE ACTIVITIES.** The Administrator shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

8. **TERMINATION.** This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation, provided the Administrator gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. “For cause” means any conduct, act, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Administrator chooses to be accompanied by legal counsel, the Administrator shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Administrator may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term “termination proceedings” shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board’s decision to discharge the Administrator. If the Board determines that there are not sufficient grounds to discharge the Administrator, all salary withheld

during the period of suspension without pay shall be paid to the Administrator within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline. ~~(OR)~~

- d. Disability. Should the Administrator be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 90 calendar days or until the Administrator's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Administrator is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.

9. **MEDICAL EXAMINATION.** The Administrator] shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

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 per 105 ILCS 5/10-21.9 or from employing any individual it deems to be unfit for duty pursuant to an employment history review required by 105 ILCS 5/22-94. If the required fingerprint-based criminal background investigation or employment history review is not completed at the time this Contract is signed, and the subsequent investigation reveals that there has been a prohibited conviction under Section 10-21.9 or unfitness for duty under Section 22-94 of the School Code, this Agreement shall immediately become null and void.

11. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Administrator, to:

Zak, Peter



Last address of the Administrator contained in
official Business Office records of the Board.

12. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Administrator, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

ADMINISTRATOR

By: President: Ms. Jenny Barbahen

Peter Zak

Dated: _____

Dated: _____

Attest: Secretary: Ms. Ebony "Nicki" Smith

Dated: _____

**ONE-YEAR EMPLOYMENT CONTRACT
(TWELVE-MONTH ADMINISTRATOR)**

July 1, 2025, through June 30, 2026

THIS CONTRACT is between the Board of Education (the “Board”) of Proviso Township High School District 209, Cook County, Illinois (the “School District”) and Alexander J. Brandon. The Board and Administrator agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of the School Code of Illinois, Administrator is hereby employed and assigned to the position of Director of Athletics and Activities at Proviso East in the School District for the one-year period beginning July 1, 2025 and extending through June 30, 2026. Nothing herein, however, shall restrict the Board of Education from reassigning Administrator to another position within the School District for which Administrator is qualified and with no reduction in compensation. An administrator’s work year shall consist of 260 workdays.

2. **DUTIES.** The duties and responsibilities of the Administrator shall be those duties incidental to the position of Director of Athletics and Activities and those prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board and the Superintendent, all as may be amended or modified from time to time.

3. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Director of Athletics and Activities a base annual salary of \$148,669.92.

4. **EVALUATION.** The Superintendent or other administrator designated by the Superintendent shall annually evaluate the Administrator’s performance in writing and in accordance with any applicable District evaluation plan. The results of the evaluation will not preclude dismissal or non-renewal under the contract.

5. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

6. **BENEFITS.** The Administrator shall be provided such additional fringe benefits as are set forth in the “Board of Education Benefit Program for District Administrators”, which is subject to modification from time to time in the Board’s discretion.

7. **TEACHERS’ RETIREMENT SYSTEM CONTRIBUTION.** In addition to the annual salary paid to the Director of Athletics and Activities by the Board as expressed in Paragraph 6, the Board shall pick up and pay on the Director of Athletics and Activities’ behalf, his entire required member contribution to the Illinois Teachers’ Retirement System (“TRS”) pursuant to the Illinois Pension Code.

It is the intention of the parties to qualify all such payments picked up and paid by the Board on the Director of Athletics and Activities’ behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The Director of Athletics and Activities shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The Director of Athletics and Activities’ does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the Board to TRS. These contributions are made as a condition of the Director of Athletics and Activities’ employment for his future service, knowledge and experience.

However, if legislation is enacted that limits the Board’s ability to perform its obligations under this Paragraph 5 and prohibits or reduces the Director of Athletics and Activities’ ability to have his entire required TRS member contribution picked up and paid by the Board, then the Board

shall pay to the Director of Athletics and Activities this difference as salary but only up to the cost that the Board would have incurred without such legislation. The Board's action to implement under this paragraph shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract.

8. **TEACHERS' HEALTH INSURANCE SECURITY FUND CONTRIBUTION.** The Board shall pay on behalf of the Director of Athletics and Activities his required contribution to the Teachers' Health Insurance Security ("THIS") fund. The Board shall remit this contribution to TRS as the fund's collection agent. Payments made by the Board to TRS under this Paragraph 6 shall not be reportable to TRS as creditable earnings and shall be excluded from the Director of Athletics and Activities' taxable income.

However, if legislation is enacted that limits the Board's ability to perform its obligations under this Paragraph 6 and prohibits or reduces the Director of Athletics and Activities' ability to have his entire required THIS fund contribution picked up and paid by the Board, then the Board shall pay to the Director of Athletics and Activities this difference as salary but only up to the cost that the Board would have incurred without such legislation. The Board's action to implement under this paragraph shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract.

9. **OUTSIDE ACTIVITIES.** The Administrator shall confine professional and employment activities to the business of the School District, except as otherwise approved in advance by the Superintendent.

10. **TERMINATION.** This Contract may be terminated for any of the following reasons, which may be considered separately and distinctly to provide sufficient grounds for the termination of this Contract:

- a. Mutual agreement of the parties.
- b. Resignation provided the Administrator gives the Board at least sixty (60) days written notice of the proposed resignation.
- c. Discharge for cause. "For cause" means any conduct, act, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the Administrator chooses to be accompanied by legal counsel, the Administrator shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The Administrator may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term "termination proceedings" shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board's decision to discharge the Administrator. If the Board determines that there are not sufficient grounds to discharge the Administrator, all salary withheld during the period of suspension without pay shall be paid to the Administrator within fourteen (14) days of the Board's determination unless an unpaid suspension is issued as an alternative form of discipline. ~~OBJ~~

- d. Disability. Should the Administrator be unable to perform the duties and obligations of this Contract with or without reasonable accommodations, by reason of illness, accident, or other causes, and such disability exists for a period of more than 90 calendar days or until the Administrator's accumulated sick, personal and vacation leave is exhausted, whichever is later, the Board, at its option, may terminate this Contract, whereupon the respective rights, duties, and obligations of the parties will thereby terminate. Prior to termination for disability, the Administrator is entitled to a hearing before the Board in closed executive session.
- e. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.

11. **MEDICAL EXAMINATION**. The Administrator shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

12. **BACKGROUND INVESTIGATION.** The Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit certain criminal offenses per 105 ILCS 5/10-21.9 or from employing any individual it deems to be unfit for duty pursuant to an employment history review required by 105 ILCS 5/22-94. If the required fingerprint-based criminal background investigation or employment history review is not completed at the time this Contract is signed, and the subsequent investigation reveals that there has been a prohibited conviction under Section 10-21.9 or unfitness for duty under Section 22-94 of the School Code, this Agreement shall immediately become null and void.

13. **NOTICE.** Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Proviso Township High School District 209
8601 W. Roosevelt Road
Forest Park, IL 60130

If to the Administrator, to:

Alexander J. Brandon

The last address of the Administrator is contained in the official Business Office records of the Board.

14. **MISCELLANEOUS.**

- a. This Contract has been executed in Illinois and will 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 is any conflict between such headings or numbers and the text of this Contract, the text will control.
- c. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will 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 contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- e. This Contract will be binding upon and inure to the benefit of the Administrator, their successors, assigns, heirs, executors, and personal representatives, and will 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. No subsequent alteration, amendment, change, or addition to this Contract, will 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, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the School Code of Illinois 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 will be deemed removed here from, and the remainder of this Contract will 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 below date.

BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL
DISTRICT 209,
Cook County, Illinois

ADMINISTRATOR

By: President: Ms. Jenny Barbahen

Alexander J. Brandon

Dated: _____

Dated: _____

Attest: Secretary: Ms. Ebony "Nicki" Smith

Dated: _____

**BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209
COOK COUNTY, ILLINOIS**

**DEPUTY SUPERINTENDENT
EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made this 21st day of July, 2025 between the Board of Education of Proviso Township High School District 209, Cook County, Illinois (“Board”) and Elizabeth Alvarez (“Deputy Superintendent of Operations”).

WHEREAS, the Board and the Deputy Superintendent of Operations desire to enter into a mutually binding and mutually beneficial agreement by which Dr. Alvarez shall serve and act as the Deputy Superintendent for Proviso Township High School District 209 pursuant to the terms, conditions and mutual considerations identified below; and

WHEREAS, the terms of this Employment Agreement were approved in open session of the August 26, 2025 meeting of the Board of Education and it is maintained in the personnel file of the Deputy Superintendent of Operations in the form of this Agreement; and

NOW, THEREFORE, in consideration of the covenants set forth in this Agreement, the sufficiency of which are acknowledged by the parties hereto, the Board of Education and Deputy Superintendent agree as follows:

1. EMPLOYMENT. Pursuant to this Agreement, the Board of Education hereby employs Dr. Alvarez from the period of July 1, 2025, through June 30, 2027, as an administrator of the School District. The Contract Year shall be defined as July 1 to June 30.

2. DUTIES.

a. The duties and responsibilities of Dr. Alvarez while employed as the Deputy Superintendent of Operations shall be those incidental to the office of the Deputy Superintendent of Operations as set forth in the job description created by the Board of Education as amended from time to time, those obligations imposed by federal or State law upon the position, those duties and obligations imposed by Board Policy, and such other professional duties customarily performed by a Deputy Superintendent or as from time to time may be assigned to Dr. Alvarez by the Board of Education or Superintendent. It is understood and agreed that the Board of Education retains the right to, without cause or a hearing, unilaterally transfer the Deputy Superintendent to any other position within the District for which the Deputy Superintendent is qualified, provided the term, salary and fringe benefits as set forth in this Agreement are not diminished.

b. The Deputy Superintendent shall devote such time, attention and energy to the business of the School District and as is necessary in order to perform faithfully the duties set forth herein. The Deputy Superintendent may serve as a consultant to other districts or educational agencies, lecture, engage in writing activities, speaking engagements, and/or engage in other activities, provided such outside work and/or activities are of a short-term duration and approved in writing by the Superintendent in advance. Any work performed for individuals and/or entities outside of the School District by the Deputy Superintendent must not interfere with the performance of her Deputy Superintendent duties, as required under this Agreement. If such outside work is deemed to interfere with the performance of her Deputy Superintendent duties under this Agreement, the

Superintendent shall notify the Deputy Superintendent that the outside work must be terminated immediately, and the Deputy Superintendent shall comply with this directive.

c. Deputy Superintendent understands and agrees that as an employee of the Board of Education the Deputy Superintendent is expected to act at all times: (1) in a manner of high integrity, (2) within the bounds of the law and board policy, (3) in a manner that does not endanger the safety of the students, faculty, or other administrators of the District/Board of Education; and (4) in a manner which does not bring the School District into disrepute.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS.** The Superintendent, in consultation with the Deputy Superintendent, shall develop the Deputy Superintendent's goals for the term of this Contract. These goals shall be linked to student performance and academic improvement, and attached hereto and made part hereof as Exhibit A.

4. **COMPENSATION.** During the 2025-2026 Contract Year, Dr. Alvarez shall receive an annual salary of \$190,000 prorated by dividing the number of scheduled workdays between July 1, 2025, and June 30, 2026, by 260. For the 2026-2027 Contract Year, based upon 260 workdays, Dr. Alvarez shall receive a percentage increase over the \$190,000 annual salary amount equal to the increase in the Consumer Price Index for All Urban Consumers ("CPI-U"), as reported by the U.S. Bureau of Labor Statistics in December 2025.

In exchange for the salary and the other benefits set forth herein, Dr. Alvarez hereby agrees to devote such time, skill, labor and attention to her employment, during

the term of this Agreement (except as otherwise provided in this Agreement), as is necessary in order to perform faithfully the duties set forth herein.

The Board of Education shall also pick up and pay on the Deputy Superintendent's behalf, the Deputy Superintendent's entire retirement contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code* up to a limit of nine percent (9%).

It is the intention of the parties to qualify all payments picked up and paid by the Board of Education on the Deputy Superintendent's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Deputy Superintendent shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the TRS. The Deputy Superintendent does not have the option of choosing to receive the contributed amounts directly as cash or a deferred election right as opposed to having those contributions paid by the Board of Education directly to the TRS and has no ability to opt out of this pick-up option. These contributions are made as a condition of Deputy Superintendent's employment and for the Deputy Superintendent's future service, knowledge and experience.

In addition, from the salary amounts set forth above, the Deputy Superintendent may elect to reduce and contribute additional amounts from her salary to a tax-sheltered annuity pursuant to Section 403(b) of the Code. It is understood and agreed that the cost of any 403(b) contributions which are from a salary withholding agreement shall be deducted from the Deputy Superintendent's salary and shall not require an expenditure

of funds by the Board of Education above the compensation paid to the Deputy Superintendent in the form of salary.

The salary payments described above shall be paid in equal installments in accordance with the policy and/or practice of the Board of Education governing payment of salary to other certificated/licensed members of the professional staff, less such amounts as provided for in this Agreement and other amounts as may be required by law to be deducted.

5. EVALUATION. The Board of Education and Deputy Superintendent agree that by March 1st of each Contract Year there may be an evaluation conducted of her performance under this Agreement. The evaluation shall be based on the Deputy Superintendent's working relationships with the Board of Education, Superintendent, colleagues, and community and other criteria typically utilized to evaluate the performance of administrative personnel in the School District. The performance of the Deputy Superintendent shall be appraised by the Superintendent and a written evaluation of that performance should be given to the Deputy Superintendent. Failure of the Superintendent to evaluate the Deputy Superintendent as set forth in this Section shall not be construed as a breach of this Agreement and shall not serve to extend this Agreement in any fashion whatsoever.

6. CERTIFICATE/LICENSE. During the term of this Agreement, the Deputy Superintendent shall furnish to and maintain for the Board of Education a valid and appropriate license and/or endorsement to act as a Deputy Superintendent in accordance with the laws of the State of Illinois and as directed by the Board of Education. She shall also maintain all credentials necessary to evaluate teachers and principals as required by

law and provide written verification of each such credential within 60 days of her start date.

The parties expressly acknowledge and agree that this Agreement is contingent upon the Deputy Superintendent maintaining the foregoing endorsements, credentials and/or licenses as specified in this Section and the Deputy Superintendent's failure to maintain these certifications renders this Agreement void.

7. TERMINATION OF AGREEMENT. This Agreement may be terminated for any of the following reasons which may be considered separately and distinctly to provide sufficient grounds for the termination of this Agreement:

- A. Mutual agreement of the parties.
- B. Resignation provided the Deputy Superintendent gives the Board at least sixty (60) days written notice of the proposed resignation.
- C. Discharge for cause. "For cause" means any conduct, act, or failure to act by the Deputy Superintendent which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Deputy Superintendent, who shall be entitled to notice and a hearing before the Board of Education for it to determine whether such cause exists. If the Deputy Superintendent chooses to be accompanied by legal counsel, the Deputy Superintendent shall bear any costs therein involved. The Board of Education hearing shall be conducted in closed session.

The Deputy Superintendent may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term "termination proceedings" shall only include the period of time up to and including the hearing before the Board of Education and does not include the period of time subsequent to the Board of Education's decision to discharge the Deputy Superintendent. If the Board of Education determines that there are not sufficient grounds to discharge the Deputy Superintendent, all salary withheld during the period of suspension without pay shall be paid to the Deputy Superintendent within fourteen (14) days of the Board of Education's determination unless an unpaid suspension is issued as an alternative form of discipline.

- D. Disability which is established through either a written statement from a licensed physician setting forth that the Deputy Superintendent has a disability which precludes him from performing the material functions of the position with or without accommodation for a period of time of three (3) months or more in excess of her accumulated sick and vacation leave time. This determination will not be made until a meeting has been held between the Deputy Superintendent and the Board of Education to discuss alternative accommodations which may permit the Deputy Superintendent to perform the material functions of the position. It is understood and agreed upon by the parties, however, that the regular on-site attendance of the Deputy Superintendent on the grounds of the School District and at School District or Board of Education related functions, including meetings of the Board of Education, is a material function of the position.
- E. Failure to comply with the terms and conditions of this Agreement after notification and a reasonable opportunity to correct, where appropriate.
- F. Failure to obtain or maintain the certifications as set forth in Section 5 of this Agreement.
- G. Death of the Deputy Superintendent.

8. **VACATION**. For the duration of this Agreement, the Deputy Superintendent shall receive twenty (20) workdays of vacation during each Contract Year, exclusive of weekends and Board of Education-approved holidays for twelve-month employees. Other spring, summer and winter non-student attendance periods shall constitute workdays unless specifically scheduled and credited toward the vacation allotment listed above. Any unused vacation days shall not accumulate or rollover to the following school year. The scheduling of more than five (5) consecutive vacation days shall be by agreement between the Superintendent and the Deputy Superintendent. If vacation days remain accrued at the conclusion of the Deputy Superintendent's employment by the Board of Education, these days shall be paid in conformity with Illinois law based upon a per diem (1/260) rate of pay.

9. **SICK LEAVE.** During the Contract Year, the Deputy Superintendent shall be entitled to twenty (20) days of sick leave that may accumulate without limitation. In addition, during each Contract Year, the Deputy Superintendent shall be entitled to three (3) days of personal leave. Unused personal leave is available for sick leave and shall be converted to sick leave upon the conclusion of the school year. Accrued sick and/or personal leave days shall not be eligible for reimbursement under any circumstances.

10. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE.** The Board of Education shall provide and pay the entire premiums for hospitalization, major medical and dental insurance for the Deputy Superintendent, her spouse and the dependent members (as defined by the contract of insurance then in effect) of the Deputy Superintendent's immediate family. The benefits of such coverage shall be in accordance with the highest-level insurance coverage option offered to members of the Proviso Teachers Union Local 571. If this provision of insurance could result in the Board of Education being obligated to pay a penalty, excise tax or other fee due to changes and/or interpretations of the *Internal Revenue Code* or other laws affecting the provision of insurance benefits, or rules and regulations thereunder, the Board of Education may convert such insurance benefit to another form of compensation or benefit to the extent necessary to avoid the imposition of such penalty, excise tax or fee. The Board of Education's action to revise a benefit under this Section shall be in implementation of this provision of this Agreement and shall not constitute or require an amendment to this Agreement.

11. **TERM LIFE INSURANCE.** For the duration of this Agreement, the Board of Education shall provide and pay the premiums for a term life insurance policy for the Deputy Superintendent during the term of this Agreement in the amount of \$100,000.

The Board of Education shall assign the ownership of the term life insurance policy to a person or trust designated by the Deputy Superintendent, and upon expiration or termination of this Agreement shall allow the owner to continue the life insurance at the owner's own expense, provided the assignment is permitted by the insurance carrier. It is understood and agreed that the Deputy Superintendent is not entitled to obtain the cash equivalent of this policy in lieu of receiving the policy.

12. TRANSPORTATION EXPENSE. The Deputy Superintendent shall be required, as a condition of employment, to use his personal automobile to visit the sites of schools, attend Board of Education and community functions, and to attend conferences, meetings and workshops. For the duration of this Agreement, the Deputy Superintendent shall be entitled to reimbursement for any necessary automobile travel. Automobile travel expenses shall be determined at the Internal Revenue Service mileage rate. The Deputy Superintendent shall submit appropriate substantiation of all expenses incurred in all business travel for which reimbursement is sought and in conformity with Board of Education Policy.

13. BACKGROUND INVESTIGATION. The Board of Education is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit certain criminal offenses. If the required fingerprint-based criminal background investigation is not completed at the time this Agreement is signed, and the subsequent investigation report reveals that there has been a prohibited conviction, this Agreement and all other agreements between the Board of Education and the Deputy Superintendent shall immediately become null and void.

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

If to the BOARD, to: BOARD OF EDUCATION
8601 Roosevelt Rd.
Forest Park, IL 60130

If to the ADMINISTRATOR
to: Deputy Superintendent: Elizabeth Alvarez

(at the last address of the Deputy Superintendent contained in official records of the Board of Education)

15. PROFESSIONAL LIABILITY. The Board of Education agrees that it shall defend, hold harmless, and indemnify the Deputy Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Deputy Superintendent in his individual capacity, or in his official capacity as agent and employee of the Board of Education provided the incident arose while the Deputy Superintendent was acting within the scope of his employment and excluding criminal litigation. Except that, in no case shall any individual Board of Education member be considered personally liable for indemnifying the Deputy Superintendent against such demands, claims, suits, actions and legal proceedings.

16. MISCELLANEOUS

- A. This Agreement has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect. The parties agree that any dispute arising under this Agreement shall be brought in the Circuit Court of Cook County, Illinois or the United States District Court for the Northern District of Illinois regardless of the residences of any parties at the time of any dispute arising based upon the employment relationship expressed herein.

- 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 text of this Agreement, the text shall control.
- C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written. It is understood and agreed that all compensation, benefits and leaves of absence available to the Deputy Superintendent are set forth herein and that the Deputy Superintendent is not entitled to any leaves, benefits or compensation otherwise provided to teaching personnel. It is further agreed that the Deputy Superintendent is not relying upon any oral or written representations not specifically incorporated into this Agreement in order to execute the same.
- E. This Agreement shall be binding upon and inure to the benefit of the Deputy Superintendent, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon, and inure to the benefit of the Board of Education, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel. The Board of Education has relied upon the advice and representation of counsel selected by it respecting the legal liabilities of the parties, if any. If the Deputy Superintendent decides to act without the advice of counsel or against the advice of his counsel, his conduct was voluntary and without threat or coercion.
- G. Except as may otherwise be provided, no subsequent alteration, change, or addition to this Agreement shall be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The Board of Education 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 herefrom, and the remainder of this Agreement shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the Board of Education, by its President and Secretary on the 12th of August 2025, and have attached it to the closed session minutes of the Board of Education on that date.

By: Board President

DEPUTY SUPERINTENDENT

President: Jenny Barbehen

Dr. Elizabeth Alvarez

BOARD OF EDUCATION
OF PROVISO TOWNSHIP HIGH SCHOOLS DISTRICT 209

ATTEST: _____
Secretary, Board of Education: Ebony "Nikki" Smith

EXHIBIT A

STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS

Performance Goal #1: School Culture for Learning (5Essentials)

Improve the extent to which each school is organized for improvement in accordance with the 5Essentials framework.

Deliverable: Improved culture for learning in each school as defined and measured by the 5Essentials survey.

Metric: For each school, increase at least two Essentials by one performance category (e.g., “Weak” to “Neutral” or “Neutral” to “Strong”) as measured by the 2026-2027 school year 5Essentials survey and compared to the 2024-2025 survey.

Performance Goal 2: Strategic Infrastructure & Safety Planning

Lay the groundwork for long-term facility, safety, and technology improvements that align with district priorities and support student learning.

Deliverables:

- Facilities Assessment – Complete data collection and condition review for all school buildings; provide a preliminary summary report highlighting immediate needs and draft priority areas to begin for a 3-year plan (full plan due June 2027).
- Safety Audit Report – Conduct safety audit for at least 50% of district buildings (priority sites first); present interim safety report with prioritized recommendations, timelines, and cost estimates for the top three improvements.
- Technology Plan – Develop an approved three-year technology refresh plan and provide evidence of Phase 1 launch.

Metrics:

- Completion of building condition data collection by target date.
- Delivery of preliminary facilities summary report by target date.
- Safety audits completed for at least 50% of buildings.

- The interim safety report presented with top three prioritized improvements identified.
- Board approval of three-year technology plan and documented launch of Phase 1.

Performance Goal 3: Staffing Quality & Compliance

Ensure all operational hires meet district standards by consistently following established hiring procedures—reference checks, background checks, resume and certification review, rigorous interviews—before Board approval, thereby reducing post-hire issues and turnover.

Deliverables:

- Written hiring process checklist signed and dated for each candidate file.
- Quarterly compliance report summarizing audit findings and corrective actions (if needed).
- Updated hiring SOP (Standard Operating Procedure) to reflect the process and accountability measures

Metrics:

- Improved compliance rate with the documented hiring process for all operational hires.
- Decreased instances of post-hire background check failures.
- Quarterly audit showing adherence to all required steps in the process.

**BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209
COOK COUNTY, ILLINOIS**

**DEPUTY SUPERINTENDENT
EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made this 1st day of July, 2025 between the Board of Education of Proviso Township High School District 209, Cook County, Illinois (“Board”) and Alexander Aschoff (“Deputy Superintendent of Academics”).

WHEREAS, the Board and the Deputy Superintendent of Academics desire to enter into a mutually binding and mutually beneficial agreement by which Alexander Aschoff shall serve and act as the Deputy Superintendent for Proviso Township High School District 209 pursuant to the terms, conditions and mutual considerations identified below; and

WHEREAS, the terms of this Employment Agreement were approved in open session of the August 26, 2025 meeting of the Board of Education and it is maintained in the personnel file of the Deputy Superintendent of Academics in the form of this Agreement; and

NOW, THEREFORE, in consideration of the covenants set forth in this Agreement, the sufficiency of which are acknowledged by the parties hereto, the Board of Education and Deputy Superintendent agree as follows:

1. EMPLOYMENT. Pursuant to this Agreement, the Board of Education hereby employs Alexander Aschoff from the period of July 1, 2025, through June 30, 2027, as an administrator of the School District. The Contract Year shall be defined as July 1 to June 30.

2. DUTIES.

a. The duties and responsibilities of Alexander Aschoff while employed as the Deputy Superintendent of Academics shall be those incidental to the office of the Deputy Superintendent of Academics as set forth in the job description created by the Board of Education as amended from time to time, those obligations imposed by federal or State law upon the position, those duties and obligations imposed by Board Policy, and such other professional duties customarily performed by a Deputy Superintendent or as from time to time may be assigned to Mr. Aschoff by the Board of Education or Superintendent. It is understood and agreed that the Board of Education retains the right to, without cause or a hearing, unilaterally transfer the Deputy Superintendent to any other position within the District for which the Deputy Superintendent is qualified, provided the term, salary and fringe benefits as set forth in this Agreement are not diminished.

b. The Deputy Superintendent shall devote such time, attention and energy to the business of the School District and as is necessary in order to perform faithfully the duties set forth herein. The Deputy Superintendent may serve as a consultant to other districts or educational agencies, lecture, engage in writing activities, speaking engagements, and/or engage in other activities, provided such outside work and/or activities are of a short-term duration and approved in writing by the Superintendent in advance. Any work performed for individuals and/or entities outside of the School District by the Deputy Superintendent must not interfere with the performance of his Deputy Superintendent duties, as required under this Agreement. If such outside work is deemed to interfere with the performance of his Deputy Superintendent duties under this Agreement, the

Superintendent shall notify the Deputy Superintendent that the outside work must be terminated immediately, and the Deputy Superintendent shall comply with this directive.

c. Deputy Superintendent understands and agrees that as an employee of the Board of Education the Deputy Superintendent is expected to act at all times: (1) in a manner of high integrity, (2) within the bounds of the law and board policy, (3) in a manner that does not endanger the safety of the students, faculty, or other administrators of the District/Board of Education; and (4) in a manner which does not bring the School District into disrepute.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS.** The Superintendent, in consultation with the Deputy Superintendent, shall develop the Deputy Superintendent's goals for the term of this Contract. These goals shall be linked to student performance and academic improvement, and attached hereto and made part hereof as Exhibit A.

4. **COMPENSATION.** During the 2025-2026 Contract Year, Alexander Aschoff shall receive an annual salary of \$190,000 prorated by dividing the number of scheduled workdays between July 1, 2025 and June 30, 2026 by 260. For the 2026-2027 Contract Year, based upon 260 workdays, Mr. Aschoff shall receive a percentage increase over the \$190,000 annual salary amount equal to the increase in the Consumer Price Index for All Urban Consumers ("CPI-U"), as reported by the U.S. Bureau of Labor Statistics in December 2025.

In exchange for the salary and the other benefits set forth herein, Alexander Aschoff hereby agrees to devote such time, skill, labor and attention to his employment,

during the term of this Agreement (except as otherwise provided in this Agreement), as is necessary in order to perform faithfully the duties set forth herein.

The Board of Education shall also pick up and pay on the Deputy Superintendent's behalf, the Deputy Superintendent's entire retirement contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code* up to a limit of nine percent (9%).

It is the intention of the parties to qualify all payments picked up and paid by the Board of Education on the Deputy Superintendent's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Deputy Superintendent shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the TRS. The Deputy Superintendent does not have the option of choosing to receive the contributed amounts directly as cash or a deferred election right as opposed to having those contributions paid by the Board of Education directly to the TRS and has no ability to opt out of this pick-up option. These contributions are made as a condition of Deputy Superintendent's employment and for the Deputy Superintendent's future service, knowledge and experience.

In addition, from the salary amounts set forth above, the Deputy Superintendent may elect to reduce and contribute additional amounts from his salary to a tax-sheltered annuity pursuant to Section 403(b) of the Code. It is understood and agreed that the cost of any 403(b) contributions which are from a salary withholding agreement shall be deducted from the Deputy Superintendent's salary and shall not require an expenditure

of funds by the Board of Education above the compensation paid to the Deputy Superintendent in the form of salary.

The salary payments described above shall be paid in equal installments in accordance with the policy and/or practice of the Board of Education governing payment of salary to other certificated/licensed members of the professional staff, less such amounts as provided for in this Agreement and other amounts as may be required by law to be deducted.

5. EVALUATION. The Board of Education and Deputy Superintendent agree that by March 1st of each Contract Year there may be an evaluation conducted of his performance under this Agreement. The evaluation shall be based on the Deputy Superintendent's working relationships with the Board of Education, Superintendent, colleagues, and community and other criteria typically utilized to evaluate the performance of administrative personnel in the School District. The performance of the Deputy Superintendent shall be appraised by the Superintendent and a written evaluation of that performance should be given to the Deputy Superintendent. Failure of the Superintendent to evaluate the Deputy Superintendent as set forth in this Section shall not be construed as a breach of this Agreement and shall not serve to extend this Agreement in any fashion whatsoever.

6. CERTIFICATE/LICENSE. During the term of this Agreement, the Deputy Superintendent shall furnish to and maintain for the Board of Education a valid and appropriate license and/or endorsement to act as a Deputy Superintendent in accordance with the laws of the State of Illinois and as directed by the Board of Education. She shall also maintain all credentials necessary to evaluate teachers and principals as required by

law and provide written verification of each such credential within 60 days of his start date.

The parties expressly acknowledge and agree that this Agreement is contingent upon the Deputy Superintendent maintaining the foregoing endorsements, credentials and/or licenses as specified in this Section and the Deputy Superintendent's failure to maintain these certifications renders this Agreement void.

7. TERMINATION OF AGREEMENT. This Agreement may be terminated for any of the following reasons which may be considered separately and distinctly to provide sufficient grounds for the termination of this Agreement:

- A. Mutual agreement of the parties.
- B. Resignation provided the Deputy Superintendent gives the Board at least sixty (60) days written notice of the proposed resignation.
- C. Discharge for cause. "For cause" means any conduct, act, or failure to act by the Deputy Superintendent which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Deputy Superintendent, who shall be entitled to notice and a hearing before the Board of Education for it to determine whether such cause exists. If the Deputy Superintendent chooses to be accompanied by legal counsel, the Deputy Superintendent shall bear any costs therein involved. The Board of Education hearing shall be conducted in closed session.

The Deputy Superintendent may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term "termination proceedings" shall only include the period of time up to and including the hearing before the Board of Education and does not include the period of time subsequent to the Board of Education's decision to discharge the Deputy Superintendent. If the Board of Education determines that there are not sufficient grounds to discharge the Deputy Superintendent, all salary withheld during the period of suspension without pay shall be paid to the Deputy Superintendent within fourteen (14) days of the Board of Education's determination unless an unpaid suspension is issued as an alternative form of discipline.

- D. Disability which is established through either a written statement from a licensed physician setting forth that the Deputy Superintendent has a disability which precludes him from performing the material functions of the position with or without accommodation for a period of time of three (3) months or more in excess of his accumulated sick and vacation leave time. This determination will not be made until a meeting has been held between the Deputy Superintendent and the Board of Education to discuss alternative accommodations which may permit the Deputy Superintendent to perform the material functions of the position. It is understood and agreed upon by the parties, however, that the regular on-site attendance of the Deputy Superintendent on the grounds of the School District and at School District or Board of Education related functions, including meetings of the Board of Education, is a material function of the position.
- E. Failure to comply with the terms and conditions of this Agreement after notification and a reasonable opportunity to correct, where appropriate.
- F. Failure to obtain or maintain the certifications as set forth in Section 5 of this Agreement.
- G. Death of the Deputy Superintendent.

8. **VACATION**. For the duration of this Agreement, the Deputy Superintendent shall receive twenty (20) workdays of vacation during each Contract Year, exclusive of weekends and Board of Education-approved holidays for twelve-month employees. Other spring, summer and winter non-student attendance periods shall constitute workdays unless specifically scheduled and credited toward the vacation allotment listed above. Any unused vacation days shall not accumulate or rollover to the following school year. The scheduling of more than five (5) consecutive vacation days shall be by agreement between the Superintendent and the Deputy Superintendent. If vacation days remain accrued at the conclusion of the Deputy Superintendent's employment by the Board of Education, these days shall be paid in conformity with Illinois law based upon a per diem (1/260) rate of pay.

9. **SICK LEAVE.** During the Contract Year, the Deputy Superintendent shall be entitled to twenty (20) days of sick leave that may accumulate without limitation. In addition, during each Contract Year, the Deputy Superintendent shall be entitled to three (3) days of personal leave. Unused personal leave is available for sick leave and shall be converted to sick leave upon the conclusion of the school year. Accrued sick and/or personal leave days shall not be eligible for reimbursement under any circumstances.

10. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE.** The Board of Education shall provide and pay the entire premiums for hospitalization, major medical and dental insurance for the Deputy Superintendent, his spouse and the dependent members (as defined by the contract of insurance then in effect) of the Deputy Superintendent's immediate family. The benefits of such coverage shall be in accordance with the highest-level insurance coverage option offered to members of the Proviso Teachers Union Local 571. If this provision of insurance could result in the Board of Education being obligated to pay a penalty, excise tax or other fee due to changes and/or interpretations of the *Internal Revenue Code* or other laws affecting the provision of insurance benefits, or rules and regulations thereunder, the Board of Education may convert such insurance benefit to another form of compensation or benefit to the extent necessary to avoid the imposition of such penalty, excise tax or fee. The Board of Education's action to revise a benefit under this Section shall be in implementation of this provision of this Agreement and shall not constitute or require an amendment to this Agreement.

11. **TERM LIFE INSURANCE.** For the duration of this Agreement, the Board of Education shall provide and pay the premiums for a term life insurance policy for the Deputy Superintendent during the term of this Agreement in the amount of \$100,000.

The Board of Education shall assign the ownership of the term life insurance policy to a person or trust designated by the Deputy Superintendent, and upon expiration or termination of this Agreement shall allow the owner to continue the life insurance at the owner's own expense, provided the assignment is permitted by the insurance carrier. It is understood and agreed that the Deputy Superintendent is not entitled to obtain the cash equivalent of this policy in lieu of receiving the policy.

12. TRANSPORTATION EXPENSE. The Deputy Superintendent shall be required, as a condition of employment, to use his personal automobile to visit the sites of schools, attend Board of Education and community functions, and to attend conferences, meetings and workshops. For the duration of this Agreement, the Deputy Superintendent shall be entitled to reimbursement for any necessary automobile travel. Automobile travel expenses shall be determined at the Internal Revenue Service mileage rate. The Deputy Superintendent shall submit appropriate substantiation of all expenses incurred in all business travel for which reimbursement is sought and in conformity with Board of Education Policy.

13. BACKGROUND INVESTIGATION. The Board of Education is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit certain criminal offenses. If the required fingerprint-based criminal background investigation is not completed at the time this Agreement is signed, and the subsequent investigation report reveals that there has been a prohibited conviction, this Agreement and all other agreements between the Board of Education and the Deputy Superintendent shall immediately become null and void.

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

If to the BOARD, to: BOARD OF EDUCATION
8601 Roosevelt Rd.
Forest Park, IL 60130

If to the ADMINISTRATOR
to: Deputy Superintendent: Alexander Aschoff

(at the last address of the Deputy
Superintendent contained in official records
of the Board of Education)

15. PROFESSIONAL LIABILITY. The Board of Education agrees that it shall defend, hold harmless, and indemnify the Deputy Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Deputy Superintendent in his individual capacity, or in his official capacity as agent and employee of the Board of Education provided the incident arose while the Deputy Superintendent was acting within the scope of his employment and excluding criminal litigation. Except that, in no case, shall any individual Board of Education members be considered personally liable for indemnifying the Deputy Superintendent against such demands, claims, suits, actions and legal proceedings.

16. MISCELLANEOUS

- A. This Agreement has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect. The parties agree that any dispute arising under this Agreement shall be brought in the Circuit Court of Cook County, Illinois or the United States District Court for the Northern District of Illinois regardless of the residences of any parties at the time of any dispute arising based upon the employment relationship expressed herein.

- 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 text of this Agreement, the text shall control.
- C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written. It is understood and agreed that all compensation, benefits and leaves of absence available to the Deputy Superintendent are set forth herein and that the Deputy Superintendent is not entitled to any leaves, benefits or compensation otherwise provided to teaching personnel. It is further agreed that the Deputy Superintendent is not relying upon any oral or written representations not specifically incorporated into this Agreement in order to execute the same.
- E. This Agreement shall be binding upon and inure to the benefit of the Deputy Superintendent, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon, and inure to the benefit of the Board of Education, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel. The Board of Education has relied upon the advice and representation of counsel selected by it respecting the legal liabilities of the parties, if any. If the Deputy Superintendent decides to act without the advice of counsel or against the advice of his counsel, his conduct was voluntary and without threat or coercion.
- G. Except as may otherwise be provided, no subsequent alteration, change, or addition to this Agreement shall be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The Board of Education 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 herefrom, and the remainder of this Agreement shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the Board of Education, by its President and Secretary on the 12th of August 2025, and have attached it to the closed session minutes of the Board of Education on that date.

By: Board President

DEPUTY SUPERINTENDENT

President: Jenny Barbehen

Mr. Alexander Aschoff

BOARD OF EDUCATION
OF PROVISO TOWNSHIP HIGH SCHOOLS DISTRICT 209

ATTEST: _____
Secretary, Board of Education: Ebony "Nikki" Smith

EXHIBIT A

STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS

Performance Goal #1: School Culture for Learning (5Essentials)

Improve the extent to which each school is organized for improvement in accordance with the 5Essentials framework.

Deliverable: Improved culture for learning in each school as defined and measured by the 5Essentials survey.

Metric: For each school, increase at least two Essentials by one performance category (e.g., “Weak” to “Neutral” or “Neutral” to “Strong”) as measured by the 2026-2027 school year 5Essentials survey and compared to the 2024-2025 survey.

Performance Goal #2: Instructional Quality and Student Growth (STAR)

Increase student academic growth by improving instruction across the district through implementation of an evidence-based districtwide instructional framework, resulting in student growth increases.

Deliverable: Evidence of department teams meeting weekly for collaborative professional learning focused on districtwide instructional framework (gradual release of responsibility) and use of district approved curriculum. Evidence of instructional framework and curricula implementation through learning tour data.

Metric: Each high school maintains or exceeds a median student growth percentile of 60 or higher for STAR Reading and Math by June 2027, with no school showing a decline of more than 3 points in any school year.

Performance Goal #3: Progress to Graduation (9th Grade On-Track)

Increase the districtwide 9th Grade On-Track rate through effective and consistent implementation of a districtwide utilization of a comprehensive data dashboard.

Deliverable: Student Success Teams meeting weekly to review student-level on-track data, behavior, and attendance data. Evidence of implementation and progress monitoring of intervention plans through MTSS dashboard.

Metric: Increase district 9th Grade On-Track rate at least 20% over two years as calculated by the Illinois State Board of Education and published on the Illinois School Report Card.

**BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209
COOK COUNTY, ILLINOIS**

**DEPUTY SUPERINTENDENT
EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made this 1st day of July, 2025 between the Board of Education of Proviso Township High School District 209, Cook County, Illinois (“Board”) and Jennifer L. Kirmes (“Deputy Superintendent of School Improvement”).

WHEREAS, the Board and the Deputy Superintendent of School Improvement desire to enter into a mutually binding and mutually beneficial agreement by which Dr. Kirmes shall serve and act as the Deputy Superintendent for Proviso Township High School District 209 pursuant to the terms, conditions and mutual considerations identified below; and

WHEREAS, the terms of this Employment Agreement were approved in open session of the August 26, 2025 meeting of the Board of Education and it is maintained in the personnel file of the Deputy Superintendent of School Improvement in the form of this Agreement; and

NOW, THEREFORE, in consideration of the covenants set forth in this Agreement, the sufficiency of which are acknowledged by the parties hereto, the Board of Education and Deputy Superintendent agree as follows:

1. EMPLOYMENT. Pursuant to this Agreement, the Board of Education hereby employs Dr. Kirmes from the period of July 1, 2025, through June 30, 2027, as an administrator of the School District. The Contract Year shall be defined as July 1 to June 30.

2. DUTIES.

a. The duties and responsibilities of Dr. Kirmes while employed as the Deputy Superintendent of School Improvement shall be those incidental to the office of the Deputy Superintendent of School Improvement as set forth in the job description created by the Board of Education as amended from time to time, those obligations imposed by federal or State law upon the position, those duties and obligations imposed by Board Policy, and such other professional duties customarily performed by a Deputy Superintendent or as from time to time may be assigned to Dr. Kirmes by the Board of Education or Superintendent. It is understood and agreed that the Board of Education retains the right to, without cause or a hearing, unilaterally transfer the Deputy Superintendent to any other position within the District for which the Deputy Superintendent is qualified, provided the term, salary and fringe benefits as set forth in this Agreement are not diminished.

b. The Deputy Superintendent shall devote such time, attention and energy to the business of the School District and as is necessary in order to perform faithfully the duties set forth herein. The Deputy Superintendent may serve as a consultant to other districts or educational agencies, lecture, engage in writing activities, speaking engagements, and/or engage in other activities, provided such outside work and/or activities are of a short-term duration and approved in writing by the Superintendent in advance. Any work performed for individuals and/or entities outside of the School District by the Deputy Superintendent must not interfere with the performance of her Deputy Superintendent duties, as required under this Agreement. If such outside work is deemed to interfere with the performance of her Deputy Superintendent duties under this Agreement, the

Superintendent shall notify the Deputy Superintendent that the outside work must be terminated immediately and the Deputy Superintendent shall comply with this directive.

c. Deputy Superintendent understands and agrees that as an employee of the Board of Education the Deputy Superintendent is expected to act at all times: (1) in a manner of high integrity, (2) within the bounds of the law and board policy, (3) in a manner that does not endanger the safety of the students, faculty, or other administrators of the District/Board of Education; and (4) in a manner which does not bring the School District into disrepute.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS.** The Superintendent, in consultation with the Deputy Superintendent, shall develop the Deputy Superintendent's goals for the term of this Contract. These goals shall be linked to student performance and academic improvement, and attached hereto and made part hereof as Exhibit A.

4. **COMPENSATION.** During the 2025-2026 Contract Year, Dr. Kirmes shall receive an annual salary of \$190,000 prorated by dividing the number of scheduled workdays between July 1, 2025 and June 30, 2026 by 260. For the 2026-2027 Contract Year, based upon 260 workdays, Dr. Kirmes shall receive a percentage increase over the \$190,000 annual salary amount equal to the increase in the Consumer Price Index for All Urban Consumers ("CPI-U"), as reported by the U.S. Bureau of Labor Statistics in December 2025.

In exchange for the salary and the other benefits set forth herein, Dr. Kirmes hereby agrees to devote such time, skill, labor and attention to her employment, during

the term of this Agreement (except as otherwise provided in this Agreement), as is necessary in order to perform faithfully the duties set forth herein.

The Board of Education shall also pick up and pay on the Deputy Superintendent's behalf, the Deputy Superintendent's entire retirement contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code* up to a limit of nine percent (9%).

It is the intention of the parties to qualify all payments picked up and paid by the Board of Education on the Deputy Superintendent's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Deputy Superintendent shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the TRS. The Deputy Superintendent does not have the option of choosing to receive the contributed amounts directly as cash or a deferred election right as opposed to having those contributions paid by the Board of Education directly to the TRS and has no ability to opt out of this pick-up option. These contributions are made as a condition of Deputy Superintendent's employment and for the Deputy Superintendent's future service, knowledge and experience.

In addition, from the salary amounts set forth above, the Deputy Superintendent may elect to reduce and contribute additional amounts from her salary to a tax-sheltered annuity pursuant to Section 403(b) of the Code. It is understood and agreed that the cost of any 403(b) contributions which are from a salary withholding agreement shall be deducted from the Deputy Superintendent's salary and shall not require an expenditure

of funds by the Board of Education above the compensation paid to the Deputy Superintendent in the form of salary.

The salary payments described above shall be paid in equal installments in accordance with the policy and/or practice of the Board of Education governing payment of salary to other certificated/licensed members of the professional staff, less such amounts as provided for in this Agreement and other amounts as may be required by law to be deducted.

5. EVALUATION. The Board of Education and Deputy Superintendent agree that by March 1st of each Contract Year there may be an evaluation conducted of her performance under this Agreement. The evaluation shall be based on the Deputy Superintendent's working relationships with the Board of Education, Superintendent, colleagues, and community and other criteria typically utilized to evaluate the performance of administrative personnel in the School District. The performance of the Deputy Superintendent shall be appraised by the Superintendent and a written evaluation of that performance should be given to the Deputy Superintendent. Failure of the Superintendent to evaluate the Deputy Superintendent as set forth in this Section shall not be construed as a breach of this Agreement and shall not serve to extend this Agreement in any fashion whatsoever.

6. CERTIFICATE/LICENSE. During the term of this Agreement, the Deputy Superintendent shall furnish to and maintain for the Board of Education a valid and appropriate license and/or endorsement to act as a Deputy Superintendent in accordance with the laws of the State of Illinois and as directed by the Board of Education. She shall also maintain all credentials necessary to evaluate teachers and principals as required by

law and provide written verification of each such credential within 60 days of her start date.

The parties expressly acknowledge and agree that this Agreement is contingent upon the Deputy Superintendent maintaining the foregoing endorsements, credentials and/or licenses as specified in this Section and the Deputy Superintendent's failure to maintain these certifications renders this Agreement void.

7. TERMINATION OF AGREEMENT. This Agreement may be terminated for any of the following reasons which may be considered separately and distinctly to provide sufficient grounds for the termination of this Agreement:

- A. Mutual agreement of the parties.
- B. Resignation provided the Deputy Superintendent gives the Board at least sixty (60) days written notice of the proposed resignation.
- C. Discharge for cause. "For cause" means any conduct, act, or failure to act by the Deputy Superintendent which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Deputy Superintendent, who shall be entitled to notice and a hearing before the Board of Education for it to determine whether such cause exists. If the Deputy Superintendent chooses to be accompanied by legal counsel, the Deputy Superintendent shall bear any costs therein involved. The Board of Education hearing shall be conducted in closed session.

The Deputy Superintendent may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term "termination proceedings" shall only include the period of time up to and including the hearing before the Board of Education and does not include the period of time subsequent to the Board of Education's decision to discharge the Deputy Superintendent. If the Board of Education determines that there are not sufficient grounds to discharge the Deputy Superintendent, all salary withheld during the period of suspension without pay shall be paid to the Deputy Superintendent within fourteen (14) days of the Board of Education's determination unless an unpaid suspension is issued as an alternative form of discipline.

- D. Disability which is established through either a written statement from a licensed physician setting forth that the Deputy Superintendent has a disability which precludes him from performing the material functions of the position with or without accommodation for a period of time of three (3) months or more in excess of her accumulated sick and vacation leave time. This determination will not be made until a meeting has been held between the Deputy Superintendent and the Board of Education to discuss alternative accommodations which may permit the Deputy Superintendent to perform the material functions of the position. It is understood and agreed upon by the parties, however, that the regular on-site attendance of the Deputy Superintendent on the grounds of the School District and at School District or Board of Education related functions, including meetings of the Board of Education, is a material function of the position.
- E. Failure to comply with the terms and conditions of this Agreement after notification and a reasonable opportunity to correct, where appropriate.
- F. Failure to obtain or maintain the certifications as set forth in Section 5 of this Agreement.
- G. Death of the Deputy Superintendent.

8. **VACATION**. For the duration of this Agreement, the Deputy Superintendent shall receive twenty (20) workdays of vacation during each Contract Year, exclusive of weekends and Board of Education-approved holidays for twelve-month employees. Other spring, summer and winter non-student attendance periods shall constitute workdays unless specifically scheduled and credited toward the vacation allotment listed above. Any unused vacation days shall not accumulate or rollover to the following school year. The scheduling of more than five (5) consecutive vacation days shall be by agreement between the Superintendent and the Deputy Superintendent. If vacation days remain accrued at the conclusion of the Deputy Superintendent's employment by the Board of Education, these days shall be paid in conformity with Illinois law based upon a per diem (1/260) rate of pay.

9. **SICK LEAVE.** During the Contract Year, the Deputy Superintendent shall be entitled to twenty (20) days of sick leave that may accumulate without limitation. In addition, during each Contract Year, the Deputy Superintendent shall be entitled to three (3) days of personal leave. Unused personal leave is available for sick leave and shall be converted to sick leave upon the conclusion of the school year. Accrued sick and/or personal leave days shall not be eligible for reimbursement under any circumstances.

10. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE.** The Board of Education shall provide and pay the entire premiums for hospitalization, major medical and dental insurance for the Deputy Superintendent, her spouse and the dependent members (as defined by the contract of insurance then in effect) of the Deputy Superintendent's immediate family. The benefits of such coverage shall be in accordance with the highest-level insurance coverage option offered to members of the Proviso Teachers Union Local 571. If this provision of insurance could result in the Board of Education being obligated to pay a penalty, excise tax or other fee due to changes and/or interpretations of the *Internal Revenue Code* or other laws affecting the provision of insurance benefits, or rules and regulations thereunder, the Board of Education may convert such insurance benefit to another form of compensation or benefit to the extent necessary to avoid the imposition of such penalty, excise tax or fee. The Board of Education's action to revise a benefit under this Section shall be in implementation of this provision of this Agreement and shall not constitute or require an amendment to this Agreement.

11. **TERM LIFE INSURANCE.** For the duration of this Agreement, the Board of Education shall provide and pay the premiums for a term life insurance policy for the Deputy Superintendent during the term of this Agreement in the amount of \$100,000.

The Board of Education shall assign the ownership of the term life insurance policy to a person or trust designated by the Deputy Superintendent, and upon expiration or termination of this Agreement shall allow the owner to continue the life insurance at the owner's own expense, provided the assignment is permitted by the insurance carrier. It is understood and agreed that the Deputy Superintendent is not entitled to obtain the cash equivalent of this policy in lieu of receiving the policy.

12. TRANSPORTATION EXPENSE. The Deputy Superintendent shall be required, as a condition of employment, to use his personal automobile to visit the sites of schools, attend Board of Education and community functions, and to attend conferences, meetings and workshops. For the duration of this Agreement, the Deputy Superintendent shall be entitled to reimbursement for any necessary automobile travel. Automobile travel expenses shall be determined at the Internal Revenue Service mileage rate. The Deputy Superintendent shall submit appropriate substantiation of all expenses incurred in all business travel for which reimbursement is sought and in conformity with Board of Education Policy.

13. BACKGROUND INVESTIGATION. The Board of Education is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit certain criminal offenses. If the required fingerprint-based criminal background investigation is not completed at the time this Agreement is signed, and the subsequent investigation report reveals that there has been a prohibited conviction, this Agreement and all other agreements between the Board of Education and the Deputy Superintendent shall immediately become null and void.

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

If to the BOARD, to: BOARD OF EDUCATION
8601 Roosevelt Rd.
Forest Park, IL 60130

If to the ADMINISTRATOR
to: Deputy Superintendent: Jennifer L. Kirmes

(at the last address of the Deputy Superintendent contained in official records of the Board of Education)

15. **PROFESSIONAL LIABILITY.** The Board of Education agrees that it shall defend, hold harmless, and indemnify the Deputy Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Deputy Superintendent in his individual capacity, or in his official capacity as agent and employee of the Board of Education provided the incident arose while the Deputy Superintendent was acting within the scope of his employment and excluding criminal litigation. Except that, in no case shall any individual Board of Education member be considered personally liable for indemnifying the Deputy Superintendent against such demands, claims, suits, actions and legal proceedings.

16. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect. The parties agree that any dispute arising under this Agreement shall be brought in the Circuit Court of Cook County, Illinois or the United States District Court for the Northern District of Illinois regardless of the residences of any parties at the time of any dispute arising based upon the employment relationship expressed herein.

- 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 text of this Agreement, the text shall control.
- C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- D. This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written. It is understood and agreed that all compensation, benefits and leaves of absence available to the Deputy Superintendent are set forth herein and that the Deputy Superintendent is not entitled to any leaves, benefits or compensation otherwise provided to teaching personnel. It is further agreed that the Deputy Superintendent is not relying upon any oral or written representations not specifically incorporated into this Agreement in order to execute the same.
- E. This Agreement shall be binding upon and inure to the benefit of the Deputy Superintendent, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon, and inure to the benefit of the Board of Education, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel. The Board of Education has relied upon the advice and representation of counsel selected by it respecting the legal liabilities of the parties, if any. If the Deputy Superintendent decides to act without the advice of counsel or against the advice of his counsel, his conduct was voluntary and without threat or coercion.
- G. Except as may otherwise be provided, no subsequent alteration, change, or addition to this Agreement shall be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The Board of Education 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 herefrom, and the remainder of this Agreement shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the Board of Education, by its President and Secretary on the 12th of August 2025, and have attached it to the closed session minutes of the Board of Education on that date.

By: Board President

DEPUTY SUPERINTENDENT

President: Jenny Barbehen

Dr. Jennifer L. Kirmes

BOARD OF EDUCATION
OF PROVISO TOWNSHIP HIGH SCHOOLS DISTRICT 209

ATTEST: _____
Secretary, Board of Education: Ebony "Nikki" Smith

EXHIBIT A

STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS

Performance Goal #1: School Culture for Learning (5Essentials)

Improve the extent to which each school is organized for improvement in accordance with the 5Essentials framework.

Deliverable: Improved culture for learning in each school as defined and measured by the 5Essentials survey.

Metric: For each school, increase at least two Essentials by one performance category (e.g., “Weak” to “Neutral” or “Neutral” to “Strong”) as measured by the 2026-2027 school year 5Essentials survey and compared to the 2024-2025 survey.

Performance Goal #2: Instructional Quality and Student Growth (STAR)

Increase student academic growth by improving instruction across the district through implementation of an evidence-based districtwide instructional framework, resulting in student growth increases.

Deliverable: Evidence of department teams meeting weekly for collaborative professional learning focused on districtwide instructional framework (gradual release of responsibility). Evidence of instructional framework implementation through learning tour data.

Metric: Each high school maintains or exceeds a median student growth percentile of 60 or higher for STAR Reading and Math by June 2027, with no school showing a decline of more than 3 points in any school year.

Performance Goal #3: Progress to Graduation (9th Grade On-Track)

Increase the districtwide 9th Grade On-Track rate through effective and consistent implementation of a districtwide MTSS framework.

Deliverable: Student Success Teams meeting weekly to review student-level on-track data, behavior, and attendance data. Evidence of implementation and progress monitoring of intervention plans through MTSS dashboard.

Metric: Increase district 9th Grade On-Track rate at least 20% over two years as calculated by the Illinois State Board of Education and published on the Illinois School Report Card.

**BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209
COOK COUNTY, ILLINOIS**

**DEPUTY SUPERINTENDENT
EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made this 1st day of July, 2025 between the Board of Education of Proviso Township High School District 209, Cook County, Illinois (“Board”) and Deborah Watson-Hill (“Deputy Superintendent of Finance”).

WHEREAS, the Board and the Deputy Superintendent of Finance desire to enter into a mutually binding and mutually beneficial agreement by which Dr. Hill shall serve and act as the Deputy Superintendent for Proviso Township High School District 209 pursuant to the terms, conditions and mutual considerations identified below; and

WHEREAS, the terms of this Employment Agreement were approved in open session of the August 26, 2025 meeting of the Board of Education and it is maintained in the personnel file of the Deputy Superintendent of Finance in the form of this Agreement; and

NOW, THEREFORE, in consideration of the covenants set forth in this Agreement, the sufficiency of which are acknowledged by the parties hereto, the Board of Education and Deputy Superintendent agree as follows:

1. EMPLOYMENT. Pursuant to this Agreement, the Board of Education hereby employs Dr. Hill from the period of July 1, 2025, through June 30, 2027, as an administrator of the School District. The Contract Year shall be defined as July 1 to June 30.

2. DUTIES.

a. The duties and responsibilities of Dr. Hill while employed as the Deputy Superintendent of Finance shall be those incidental to the office of the Deputy Superintendent of Finance as set forth in the job description created by the Board of Education as amended from time to time, those obligations imposed by federal or State law upon the position, those duties and obligations imposed by Board Policy, and such other professional duties customarily performed by a Deputy Superintendent or as from time to time may be assigned to Dr. Hill by the Board of Education or Superintendent. It is understood and agreed that the Board of Education retains the right to, without cause or a hearing, unilaterally transfer the Deputy Superintendent to any other position within the District for which the Deputy Superintendent is qualified, provided the term, salary and fringe benefits as set forth in this Agreement are not diminished.

b. The Deputy Superintendent shall devote such time, attention and energy to the business of the School District and as is necessary in order to perform faithfully the duties set forth herein. The Deputy Superintendent may serve as a consultant to other districts or educational agencies, lecture, engage in writing activities, speaking engagements, and/or engage in other activities, provided such outside work and/or activities are of a short-term duration and approved in writing by the Superintendent in advance. Any work performed for individuals and/or entities outside of the School District by the Deputy Superintendent must not interfere with the performance of her Deputy Superintendent duties, as required under this Agreement. If such outside work is deemed to interfere with the performance of her Deputy Superintendent duties under this Agreement, the Superintendent shall notify the Deputy Superintendent that the outside work must be terminated immediately, and the Deputy Superintendent shall comply with this directive.

c. Deputy Superintendent understands and agrees that as an employee of the Board of Education the Deputy Superintendent is expected to act at all times: (1) in a manner of high integrity, (2) within the bounds of the law and board policy, (3) in a manner that does not endanger the safety of the students, faculty, or other administrators of the District/Board of Education; and (4) in a manner which does not bring the the School District into disrepute.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS.** The Superintendent, in consultation with the Deputy Superintendent, shall develop the Deputy Superintendent's goals for the term of this Contract. These goals shall be linked to student performance and academic improvement, and attached hereto and made part hereof as Exhibit A.

4. **COMPENSATION.** During the 2025-2026 Contract Year, Dr. Hill shall receive an annual salary of \$190,000.00 prorated by dividing the number of scheduled workdays between July 1, 2025, and June 30, 2026, by 260. For the 2026-2027 Contract Year, based upon 260 workdays, Dr. Hill shall receive a percentage increase over the \$190,000.00 annual salary amount equal to the increase in the Consumer Price Index for All Urban Consumers ("CPI-U"), as reported by the U.S. Bureau of Labor Statistics in December 2025.

In exchange for the salary and the other benefits set forth herein, Dr. Hill hereby agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement (except as otherwise provided in this Agreement), as is necessary in order to perform faithfully the duties set forth herein.

The Board of Education shall also pick up and pay on the Deputy Superintendent's behalf, the Deputy Superintendent's entire retirement contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the *Illinois Pension Code* up to a limit of nine percent (9%).

It is the intention of the parties to qualify all payments picked up and paid by the Board of Education on the Deputy Superintendent's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Deputy Superintendent shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the TRS. The Deputy Superintendent does not have the option of choosing to receive the contributed amounts directly as cash or a deferred election right as opposed to having those contributions paid by the Board of Education directly to the TRS and has no ability to opt out of this pick-up option. These contributions are made as a condition of Deputy Superintendent's employment and for the Deputy Superintendent's future service, knowledge and experience.

In addition, from the salary amounts set forth above, the Deputy Superintendent may elect to reduce and contribute additional amounts from her salary to a tax-sheltered annuity pursuant to Section 403(b) of the Code. It is understood and agreed that the cost of any 403(b) contributions which are from a salary withholding agreement shall be deducted from the Deputy Superintendent's salary and shall not require an expenditure of funds by the Board of Education above the compensation paid to the Deputy Superintendent in the form of salary.

The salary payments described above shall be paid in equal installments in accordance with the policy and/or practice of the Board of Education governing payment of salary to other certificated/licensed members of the professional staff, less such amounts as provided for in this Agreement and other amounts as may be required by law to be deducted.

5. EVALUATION. The Board of Education and Deputy Superintendent agree that by March 1st of each Contract Year there may be an evaluation conducted of her performance under this Agreement. The evaluation shall be based on the Deputy Superintendent's working relationships with the Board of Education, Superintendent, colleagues, and community and other criteria typically utilized to evaluate the performance of administrative personnel in the School District. The performance of the Deputy Superintendent shall be appraised by the Superintendent and a written evaluation of that performance should be given to the Deputy Superintendent. Failure of the Superintendent to evaluate the Deputy Superintendent as set forth in this Section shall not be construed as a breach of this Agreement and shall not serve to extend this Agreement in any fashion whatsoever.

6. CERTIFICATE/LICENSE. During the term of this Agreement, the Deputy Superintendent shall furnish to and maintain for the Board of Education a valid and appropriate license and/or endorsement to act as a Deputy Superintendent in accordance with the laws of the State of Illinois and as directed by the Board of Education. She shall also maintain all credentials necessary to evaluate teachers and principals as required by law and provide written verification of each such credential within 60 days of her start date.

The parties expressly acknowledge and agree that this Agreement is contingent upon the Deputy Superintendent maintaining the foregoing endorsements, credentials and/or licenses as specified in this Section and the Deputy Superintendent's failure to maintain these certifications renders this Agreement void.

7. TERMINATION OF AGREEMENT. This Agreement may be terminated for any of the following reasons which may be considered separately and distinctly to provide sufficient grounds for the termination of this Agreement:

- A. Mutual agreement of the parties.
- B. Resignation provided the Deputy Superintendent gives the Board at least sixty (60) days written notice of the proposed resignation.
- C. Discharge for cause. "For cause" means any conduct, act, or failure to act by the Deputy Superintendent which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Deputy Superintendent, who shall be entitled to notice and a hearing before the Board of Education for it to determine whether such cause exists. If the Deputy Superintendent chooses to be accompanied by legal counsel, the Deputy Superintendent shall bear any costs therein involved. The Board of Education hearing shall be conducted in closed session.

The Deputy Superintendent may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term "termination proceedings" shall only include the period of time up to and including the hearing before the Board of Education and does not include the period of time subsequent to the Board of Education's decision to discharge the Deputy Superintendent. If the Board of Education determines that there are not sufficient grounds to discharge the Deputy Superintendent, all salary withheld during the period of suspension without pay shall be paid to the Deputy Superintendent within fourteen (14) days of the Board of Education's determination unless an unpaid suspension is issued as an alternative form of discipline.

- D. Disability which is established through either a written statement from a licensed physician setting forth that the Deputy Superintendent has a disability which precludes him from performing the material functions of the position with or without accommodation for a period of time of three (3) months or more in excess of her accumulated sick and vacation leave

time. This determination will not be made until a meeting has been held between the Deputy Superintendent and the Board of Education to discuss alternative accommodations which may permit the Deputy Superintendent to perform the material functions of the position. It is understood and agreed upon by the parties, however, that the regular on-site attendance of the Deputy Superintendent on the grounds of the School District and at School District or Board of Education related functions, including meetings of the Board of Education, is a material function of the position.

- E. Failure to comply with the terms and conditions of this Agreement after notification and a reasonable opportunity to correct, where appropriate.
- F. Failure to obtain or maintain the certifications as set forth in Section 5 of this Agreement.
- G. Death of the Deputy Superintendent.

8. VACATION. For the duration of this Agreement, the Deputy Superintendent shall receive twenty (20) workdays of vacation during each Contract Year, exclusive of weekends and Board of Education-approved holidays for twelve-month employees. Other spring, summer and winter non-student attendance periods shall constitute workdays unless specifically scheduled and credited toward the vacation allotment listed above. Any unused vacation days shall not accumulate or rollover to the following school year. The scheduling of more than five (5) consecutive vacation days shall be by agreement between the Superintendent and the Deputy Superintendent. If vacation days remain accrued at the conclusion of the Deputy Superintendent's employment by the Board of Education, these days shall be paid in conformity with Illinois law based upon a per diem (1/260) rate of pay.

9. SICK LEAVE. During the Contract Year, the Deputy Superintendent shall be entitled to twenty (20) days of sick leave that may accumulate without limitation. In addition, during each Contract Year, the Deputy Superintendent shall be entitled to three

(3) days of personal leave. Unused personal leave is available for sick leave and shall be converted to sick leave upon the conclusion of the school year. Accrued sick and/or personal leave days shall not be eligible for reimbursement under any circumstances.

10. HOSPITALIZATION/MAJOR MEDICAL INSURANCE. The Board of Education shall provide and pay the entire premiums for hospitalization, major medical and dental insurance for the Deputy Superintendent, her spouse and the dependent members (as defined by the contract of insurance then in effect) of the Deputy Superintendent's immediate family. The benefits of such coverage shall be in accordance with the highest-level insurance coverage option offered to members of the Proviso Teachers Union Local 571. If this provision of insurance could result in the Board of Education being obligated to pay a penalty, excise tax or other fee due to changes and/or interpretations of the *Internal Revenue Code* or other laws affecting the provision of insurance benefits, or rules and regulations thereunder, the Board of Education may convert such insurance benefit to another form of compensation or benefit to the extent necessary to avoid the imposition of such penalty, excise tax or fee. The Board of Education's action to revise a benefit under this Section shall be in implementation of this provision of this Agreement and shall not constitute or require an amendment to this Agreement.

11. TERM LIFE INSURANCE. For the duration of this Agreement, the Board of Education shall provide and pay the premiums for a term life insurance policy for the Deputy Superintendent during the term of this Agreement in the amount of \$100,000. The Board of Education shall assign the ownership of the term life insurance policy to a person or trust designated by the Deputy Superintendent, and upon expiration or termination of this Agreement shall allow the owner to continue the life insurance at the

owner's own expense, provided the assignment is permitted by the insurance carrier. It is understood and agreed that the Deputy Superintendent is not entitled to obtain the cash equivalent of this policy in lieu of receiving the policy.

12. TRANSPORTATION EXPENSE. The Deputy Superintendent shall be required, as a condition of employment, to use his personal automobile to visit the sites of schools, attend Board of Education and community functions, and to attend conferences, meetings and workshops. For the duration of this Agreement, the Deputy Superintendent shall be entitled to reimbursement for any necessary automobile travel. Automobile travel expenses shall be determined at the Internal Revenue Service mileage rate. The Deputy Superintendent shall submit appropriate substantiation of all expenses incurred in all business travel for which reimbursement is sought and in conformity with Board of Education Policy.

13. BACKGROUND INVESTIGATION. The Board of Education is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit certain criminal offenses. If the required fingerprint-based criminal background investigation is not completed at the time this Agreement is signed, and the subsequent investigation report reveals that there has been a prohibited conviction, this Agreement and all other agreements between the Board of Education and the Deputy Superintendent shall immediately become null and void.

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

If to the BOARD, to:

BOARD OF EDUCATION
8601 Roosevelt Rd.

If to the ADMINISTRATOR

to:

Deputy Superintendent: Deborah Watson-Hill

(at the last address of the Deputy Superintendent contained in official records of the Board of Education)

15. PROFESSIONAL LIABILITY. The Board of Education agrees that it shall defend, hold harmless, and indemnify the Deputy Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Deputy Superintendent in his individual capacity, or in his official capacity as agent and employee of the Board of Education provided the incident arose while the Deputy Superintendent was acting within the scope of his employment and excluding criminal litigation. Except that, in no case shall any individual Board of Education member be considered personally liable for indemnifying the Deputy Superintendent against such demands, claims, suits, actions and legal proceedings.

16. MISCELLANEOUS

- A. This Agreement has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect. The parties agree that any dispute arising under this Agreement shall be brought in the Circuit Court of Cook County, Illinois or the United States District Court for the Northern District of Illinois regardless of the residences of any parties at the time of any dispute arising based upon the employment relationship expressed herein.
- 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 text of this Agreement, the text shall control.
- C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

- D. This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written. It is understood and agreed that all compensation, benefits and leaves of absence available to the Deputy Superintendent are set forth herein and that the Deputy Superintendent is not entitled to any leaves, benefits or compensation otherwise provided to teaching personnel. It is further agreed that the Deputy Superintendent is not relying upon any oral or written representations not specifically incorporated into this Agreement in order to execute the same.
- E. This Agreement shall be binding upon and inure to the benefit of the Deputy Superintendent, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon, and inure to the benefit of the Board of Education, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel. The Board of Education has relied upon the advice and representation of counsel selected by it respecting the legal liabilities of the parties, if any. If the Deputy Superintendent decides to act without the advice of counsel or against the advice of his counsel, his conduct was voluntary and without threat or coercion.
- G. Except as may otherwise be provided, no subsequent alteration, change, or addition to this Agreement shall be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The Board of Education 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 herefrom, and the remainder of this Agreement shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the Board of Education, by its President and Secretary on the 12th of August 2025, and have attached it to the closed session minutes of the Board of Education on that date.

By: Board President

DEPUTY SUPERINTENDENT

President: Jenny Barbehen

Dr. Deborah Watson-Hill

BOARD OF EDUCATION
OF PROVISO TOWNSHIP HIGH SCHOOLS DISTRICT 209

ATTEST: _____
Secretary, Board of Education: Ebony "Nikki" Smith

EXHIBIT A

STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS

Performance Goal 1: Strategic Financial Management
Prepare, present, and maintain a balanced annual budget that aligns with district priorities and ensures equitable allocation of resources to meet the needs of all students and schools.

Deliverables:

- Approved annual budget aligned with district priorities and equity goals.
- Quarterly budget monitoring reports with variance explanations and corrective actions.
- Documentation showing resource allocation by school/program.

Metrics:

- Balanced budget approved by the Board before the start of the fiscal year.
- No more than 2% variance between budgeted and actual expenditures at year-end (excluding approved amendments).
- Evidence of equitable resource distribution across schools and programs.

Performance Goal 2: Financial Compliance, Accountability & Team Capacity
Ensure all financial operations comply with applicable laws, regulations, and board policies, while maintaining accurate records for a clean annual audit and building the capacity of finance department staff.

Deliverables:

- Monthly financial statements and cash flow reports submitted to the Board on schedule.
- Completed annual audit with no material findings.
- Updated written procedures for payroll, purchasing, and accounts payable.
- Annual training plan and completed training sessions for finance department staff.

Metrics:

- 100% of monthly reports submitted to the Board by established deadlines.
- Unmodified (“clean”) audit opinion received.
- 100% of core financial processes documented in updated SOPs.
- All finance staff complete required training as per the annual plan.

Performance Goal #3: School Culture for Learning (5Essentials)

Improve the extent to which each school is organized for improvement in accordance with the 5Essentials framework.

Deliverable: Improved culture for learning in each school as defined and measured by the 5Essentials survey.

Metric: For each school, increase at least two Essentials by one performance category (e.g., “Weak” to “Neutral” or “Neutral” to “Strong”) as measured by the 2026-2027 school year 5Essentials survey and compared to the 2024-2025 survey.

20. Upcoming Items to be Approved at the September 09, 2025 Meeting of the Board of Education

- c. PAEC Budget
- d. Spanish Math Textbook
- e. Remediation Environmental Work

21. Approval of Personnel Report

159

A. Approval of Hiring of Administrative, Licensed and Non-Certified Staff, Approval of Transfers of Employees, Approval of Resignation and/or Terminations of Employees, Approval of Stipend and/or Extra-Duty Employment and Approval of Employee Leaves

ACTION ITEM – PERSONNEL REPORT

Updated 8.26.2025

Below you will find a list of recommended candidates that must be approved by the BOE before a contract or official agreement is legally binding. Pursuant to 105 ILCS 5/24-14, the Board reserves the right to rescind acceptance of certified staffs' mid-year resignation, in the event the certified employee accepts a position at a K-12 school during SY 24.

August 26, 2025 - Personnel Report

I. Proviso Teacher Union

A. Rescission of Earlier Retirement Approval - Proviso Teacher Union

- | | | |
|-----|---------------------------|-----------------------------------|
| 1.) | Grady, Charlotte | School Social Worker, West |
| | BOE Date of Approval | May 14, 2024 |
| | Original Retirement Date: | June 30, 2028 |
| 2.) | Shiple, Sean L | Art Teacher, West |
| | BOE Date of Approval | February 14, 2023 |
| | Original Retirement Date: | June 1, 2027 |

B. Retirement - Proviso Teacher Union

- | | | |
|-----|---------------------------|-----------------------------------|
| 1.) | Grady, Charlotte | School Social Worker, West |
| | Adjusted Retirement Date: | June 30, 2026 |
| 2.) | Shiple, Sean L | Art Teacher, West |
| | Adjusted Retirement Date: | June 30, 2026 |

C. Retroactive Compensation - Proviso Teacher Union

- | | | |
|-----|----------------------------|--|
| 1.) | Pak, Faith Y | English Teacher, East |
| | | <i>2023-2024 Salary Schedule - Placement Correction</i> |
| | | <i>Step 2, BA (\$54,533) to Step 2, BA+15 (\$56,511)</i> |
| | 2023-2024 Retroactive Pay: | \$1,978.00 |
| 2.) | Pak, Faith Y | English Teacher, East |
| | | <i>2024-2025 Salary Schedule - Placement Correction</i> |
| | | <i>Step 3, BA (\$61,033) to Step 3, BA+15 (\$63,011)</i> |
| | 2024-2025 Retroactive Pay: | \$1,978.00 |

II. Support Staff Union

A. Employment - Support Staff Union

- | | |
|-------------------------------|-----------------------------------|
| 1.) Jacoby, James | Grade Level V: Nurse, East |
| Effective Date: | September 1, 2025 |
| Compensation: | \$63,135.00 |
| Replacing: | VACANCY (<i>K Northern</i>) |
| 2.) Saldivar, Ambrocio | Security (Full-Time), West |
| Effective Date: | September 1, 2025 |
| Compensation: | \$21.75 / hour |
| Replacing: | VACANCY (<i>A Johnson</i>) |

B. Resignation - Support Staff Union

- | | |
|----------------------------|--|
| 1.) Evelt Santos | Food Service Worker (8 hours), PMSA |
| Resignation Date: | August 13, 2025 |
| 2.) Moore, Robert L | Security (Part-Time), West |
| Resignation Date: | August 22, 2025 |

III. Custodial and Maintenance Union

A. Reversal of Approval - Custodial and Maintenance Union

- | | |
|----------------------------|---|
| 1.) Dodson Jr, Eric | Tier II - Custodian (Night), East |
| Board Approval Date: | July 8, 2025 |
| Reversal Effective Date: | July 8, 2025 |
| Reason: | <i>Did not compete onboarding - No show</i> |

IV. Special Payroll

A. Employment - Administration

- | | |
|----------------------------|--|
| 1.) Bahena, Olimpia | Director of Instructional Framework and Support, District |
| Effective Date: | September 1, 2025 |
| Compensation: | \$155,000.00 |
| Replacing: | VACANCY (<i>FY26 Budgeted</i>) |

B. Cost-of-Living Adjustment (*COLA - Addendum to 08/12/2025 Action Item #19*)

- | | |
|--|--|
| <p>1.) Hernandez, Claudia M
 FY 25 Hourly Rate:
 FY 26 Hourly Rate:</p> | <p>Bus Driver - Full Time, District
 \$25.80 / Hour
 \$26.55 / Hour
 <i>(retroactive to July 1, 2025)</i></p> |
| <p>2.) Walker, Jeffery
 FY 25 Hourly Rate:
 FY 26 Hourly Rate:</p> | <p>Bus Driver - Part Time, District
 \$25.00 / Hour
 \$25.73 / Hour
 <i>(retroactive to July 1, 2025)</i></p> |

V. Stipend

A. Proviso East Stipend

- | | |
|--|--|
| <p>1.) Radecki, Joseph C
 Compensation:</p> | <p>Boys Soccer - Assistant Coach (Freshman A), East
 \$5,885.25</p> |
| <p>2.) Romo, Rodolfo
 Compensation:</p> | <p>Boys Soccer - Assistant Coach (Junior Varsity), East
 \$5,885.25</p> |
| <p>3.) Gunn, Dwight
 Compensation:</p> | <p>Girls Flag Football - Assistant Coach (Junior Varsity), East
 \$4,370.29</p> |
| <p>4.) Anderson, Ciara
 Compensation:</p> | <p>Girls Flag Football - Varsity Head Coach, East
 \$5,136.02</p> |
| <p>5.) Gonzalez, Patricia E
 Compensation:</p> | <p>Educator Mentor, East
 \$2,581.25</p> |
| <p>6.) Brecheisen, Lauren E
 Compensation:</p> | <p>Educator Mentor, East
 \$2,581.25</p> |
| <p>7.) Bridges, Tonya
 Compensation:</p> | <p>Educator Mentor, East
 \$2,581.25</p> |
| <p>8.) Johnson, Hannah M
 Compensation:</p> | <p>Educator Mentor, East
 \$2,581.25</p> |
| <p>9.) Castellanos-Guevara, Isabel C
 Compensation:</p> | <p>Educator Mentor, East
 \$2,581.25</p> |
| <p>10.) Appelman, David T</p> | <p>Educator Mentor (Two mentees), East</p> |

Compensation: \$5,162.50

B. Proviso West Stipend

- | | |
|--|---|
| 1.) Lambert, Diann G
Compensation: | African American Club, West
\$4,146.20 |
| 2.) Butler, Danele Lee
Compensation: | Anime Club, West
\$2,581.25 |
| 3.) Doyle, Daniel P
Compensation: | Art Club, West
\$2,581.25 |
| 4.) Lane, James W
Compensation: | Astronomy, West
\$2,581.25 |
| 5.) Fedele Jr, Carl S
Compensation: | Automotive, West
\$2,711.86 |
| 6.) Laudo, Bria
Compensation: | Cheerleaders, West
\$6,285.81 |
| 7.) Shelby, Julius J
Compensation: | Chess Team, West
\$2,581.25 |
| 8.) Natschke, Adenike O
Compensation: | Class Sponsor - Freshmen, West
\$2,581.25 |
| 9.) Barajas, Amanda M
Compensation: | Class Sponsor - Juniors, West
\$4,306.50 |
| 10.) Sloma, Morgan
Compensation: | Class Sponsor - Seniors, West
\$5,140.97 |
| 11.) Hooper, De Cora Nichole
Compensation: | Class Sponsor - Sophomores, West
\$3,660.76 |
| 12.) Sloma, Morgan
Compensation: | Craft Club Sponsor (Split Stipend), West
\$1,329.34 |
| 13.) Hensel, Michaela R
Compensation: | Craft Club Sponsor (Split Stipend), West
\$1,329.34 |
| 14.) Bradford, Melanie | Dance Assistant (Cheerleading), West |

Compensation:	\$3,017.27
15.) Denton-Holmes, Kristina	Dance, West
Compensation:	\$4,211.29
16.) Rushing, Felinquist R	Drill Team, West
Compensation:	\$4,711.23
17.) Blood, David	Eco Club Seed (Split Stipend), West
Compensation:	\$0.00 (Included in Early Retirement salary)
18.) Lucas, Michelle E	Eco Club Seed (Split Stipend), West
Compensation:	\$1,290.63
19.) Wortel, Robert J	Event Tech Director, West
Compensation:	\$2,581.25
20.) Wortel, Robert J	Fall Play - Tech Director, West
Compensation:	\$3,818.78
21.) Gillespie, Carissa M	Fall Play – Director, West
Compensation:	\$4,232.61
22.) Koziara, Thomas	Finance Club, West
Compensation:	\$2,658.69
23.) Dorleans, Jocelyn	French Club, West
Compensation:	\$2,581.25
24.) Montoto Vega, Elsa J	Girls League, West
Compensation:	\$4,101.86
25.) Watson, Salina E	Gospel Choir, West
Compensation:	\$0.00 (Included in Early Retirement salary)
26.) Daniel, David M	IHSA Scholastic Bowl, West
Compensation:	\$2,581.25
27.) Natschke, Adenike O	K - Pop Club, West
Compensation:	\$2,581.25
28.) Scott, Shannon M	Key Interact Club, West
Compensation:	\$4,326.97

29.) Scott, Shannon M Compensation:	Library Club Sponsor, West \$2,658.69
30.) English, Danielle Delisa Compensation:	Medical, West \$2,581.25
31.) Dorleans, Jocelyn Compensation:	Multicultural Club, West \$2,581.25
32.) Scott, Shannon M Compensation:	National Honor Society, West \$2,581.25
33.) Senase, April M Compensation:	Panther Manufacturing, West \$2,658.69
34.) Jones, Latanya Compensation:	Pantherettes, West \$4,711.23
35.) Gordon, Jennifer Compensation:	Peer Mediation/Peace Team, West \$2,581.25
36.) Goel, Angda Compensation:	Poetry Club, West \$2,581.25
37.) Medina-Olague, Diana M Compensation:	Raza Unidos, West \$4,146.20
38.) Senase, April M Compensation:	Robotics Club, West \$2,581.25
39.) Fedele Jr, Carl S Compensation:	Robotics Club, West \$2,581.25
40.) Walter, Herman Compensation:	Robotics Club, West \$2,581.25
41.) Gordon, Jennifer Compensation:	SASS/Club Mix, West \$2,581.25
42.) Gray-Jones, Hillary V Compensation:	School Newspaper, West \$5,292.17
43.) Grady, Charlotte Compensation:	Snowball, West \$0.00 (Included in Early Retirement salary)

44.) Wortel, Robert J Compensation:	Spring Play - Tech Director, West \$3,818.78
45.) Gillespie, Carissa M Compensation:	Spring Play – Director, West \$4,232.61
46.) Ross, Timothy Compensation:	Stage Band Director, West \$3,414.63
47.) Lucas, Michelle E Compensation:	Student Council, West \$4,824.92
48.) Gillespie, Carissa M Compensation:	Talent Show, West \$2,581.25
49.) Burton, Treavon T Compensation:	Torch Club, West \$2,581.25
50.) Burton, Treavon T Compensation:	Video Gamers (Split Stipend), West \$1,290.63
51.) Dolezal, Luke A Compensation:	Video Gamers (Split Stipend), West \$1,290.63
52.) Mcmanmon, Zoe C Compensation:	World Language National Honor Society, West \$2,658.69
53.) Biniewicz, Daniel Michael Compensation:	Educator Mentor, West \$2,581.25
54.) Lane, James W Compensation:	Educator Mentor, West \$2,581.25
55.) Weldon, Caryn Joan Compensation:	Educator Mentor, West \$2,581.25
56.) Wesolowski, Beata A Compensation:	Educator Mentor, West \$2,581.25
57.) Cruz, Wanda R Compensation:	Educator Mentor, West \$2,581.25
58.) Klonowski, Joanne V	Educator Mentor, West

Compensation:	\$2,581.25
59.) Contractor, Satyam R	Educator Mentor, West
Compensation:	\$2,581.25
60.) Wortel, Robert J	Educator Mentor, West
Compensation:	\$2,581.25
61.) Kissel, Christopher S	Educator Mentor, West
Compensation:	\$2,581.25

C. PMSA Stipend

1.) Cornelius, Jeannine Gerise	Teacher Leader for Fine Arts, PMSA
Compensation:	\$2,581.25
2.) Schaub, Jessica L	Teacher Leader for Physical Education, PMSA
Compensation:	\$2,581.25
3.) Mejstrik, Nicole L	Teacher Leader for School Counselors, PMSA
Compensation:	\$2,581.25
4.) Garcia, Pablo	Teacher Leader for World Language, PMSA
Compensation:	\$2,581.25
5.) Stompor, Jennifer J	Activities Facilitator, PMSA
Compensation:	\$6,195.00
6.) Watt, Tianna M	African American Club, PMSA
Compensation:	\$4,146.20
7.) Paulus, Amy E	AP Facilitator, PMSA
Compensation:	\$2,581.25
8.) Schmidt, Grace E	Art Club, PMSA
Compensation:	\$2,581.25
9.) Caldwell, Daniel S	Astronomy, PMSA
Compensation:	\$2,581.25
10.) Bokar, Michael J	Chess Team, PMSA
Compensation:	\$2,581.25
11.) Stompor, Jennifer J	Class Sponsor - Juniors, PMSA

Compensation:	\$4,306.50
12.) Martinez, Alexandra	Class Sponsor - Seniors, PMSA
Compensation:	\$5,140.97
13.) Helpley, Brooke A	Class Sponsor - Sophomores, PMSA
Compensation:	\$3,660.76
14.) Wardisiani, John C	Commencement Director, PMSA
Compensation:	\$2,849.02
15.) Gonzalez, Roberto R	Culinary, PMSA
Compensation:	\$2,581.25
16.) Parker, Gina L	Drivers Education Facilitator, PMSA
Compensation:	One period release
17.) La Porte, Marcia	Fall Play - Tech Director, PMSA
Compensation:	\$0.00 (Included in Early Retirement salary)
18.) Beresheim, Courtney Ann	Fall Play – Director, PMSA
Compensation:	\$4,232.61
19.) Watt, Tianna M	Girls League, PMSA
Compensation:	\$4,101.86
20.) Brooks-Lawrence, Tiffany	Gospel Choir, PMSA
Compensation:	\$4,146.20
21.) Olivares, Ruben D	Intramurals Coordinator, PMSA
Compensation:	\$7,498.86
22.) Duran, Cassidy M	K - Pop Club, PMSA
Compensation:	\$2,581.25
23.) Wardisiani, John C	Key Interact Club, PMSA
Compensation:	\$4,326.97
24.) Fiala, Shoshana E	Library Club Sponsor, PMSA
Compensation:	\$2,658.69
25.) Beidas, Mahera Z	Medical, PMSA
Compensation:	\$0.00 (Included in Early Retirement salary)

26.) Helpley, Brooke A Compensation:	National Honor Society, PMSA \$2,581.25
27.) Gart, Audra D Compensation:	Peer Mediation/Peace Team, PMSA \$0.00 (Included in Early Retirement salary)
28.) Beresheim, Courtney Ann Compensation:	Poetry Club, PMSA \$2,581.25
29.) Garcia, Pablo Compensation:	Raza Unidos (Split Stipend), PMSA \$2,073.10
30.) Zenteno, Alejandro V Compensation:	Raza Unidos (Split Stipend), PMSA \$2,073.10
31.) Foti, Silvia V Compensation:	School Newspaper, PMSA \$0.00 (Included in Early Retirement salary)
32.) Wardisiani, John C Compensation:	Self Defense Club, PMSA \$2,658.69
33.) Beresheim, Courtney Ann Compensation:	Speech - Head Coach, PMSA \$4,373.59
34.) Duran, Cassidy M Compensation:	Spring Play - Tech Director, PMSA \$3,818.78
35.) Burkovskiy, Felicia F Compensation:	Spring Play – Director, PMSA \$4,232.61
36.) Stompor, Jennifer J Compensation:	Student Council, PMSA \$4,824.92
37.) Stompor, Jennifer J Compensation:	Talent Show, PMSA \$2,581.25
38.) Ferraro, Jessica L Compensation:	Video Gamers, PMSA \$2,581.25
39.) Martinez, Alexandra Compensation:	World Language National Honor Society (Split Stipend), PMSA \$1,329.35

40.) Duvall, Amanda Kate	World Language National Honor Society (Split Stipend), PMSA
Compensation:	\$1,329.35
41.) Helpley, Brooke A	Yearbook, PMSA
Compensation:	\$5,292.17
42.) Huezo, Gloria T	Robotics Club, PMSA
Compensation:	\$2,581.25
43.) Birch, Nicholas P	Robotics Club, PMSA
Compensation:	\$2,581.25
44.) Ovalle, Kathryn	Educator Mentor (Two mentees), PMSA
Compensation:	\$5,162.50

D. Stipend - Resignation

1.) Natschke, Adenike O	Activities Facilitator, West
Resignation Date	August 21, 2025

FY25 Employee Count Report - August 26, 2025





PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209





Office of Human Resources

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval				
	Head Count					Allocations					Vacancies					East	West	PMSA	District





Special Payroll

Office of the Superintendent																			
Superintendent of Schools				1	1					1					0				Mohip, Krish
Deputy Superintendent of School Improvement				1	1					1					0				Kirmes, Jennifer L
Deputy Superintendent of Operations				1	1					1					0				Alvarez, Elizabeth
Deputy Superintendent for Educational Services				1	1					1					0				Aschoff, Alexander S
Executive Assistant - Superintendent's Office and Board of Education				1	1					1					0				Enriquez, Janessa
School Improvement																			
Director of Multi-Tiered System of Supports, Counseling and Social Work				1	1					1					0				Mcintosh, Latoya A
Director of Instructional Framework and Support					1					1				1	1				VACANCY (FY26 Budgeted), pending Bahena, Olimpia
Coordinator I - Performance Management and Professional Development				1	1					1					0				Albans, Athanasia
Coordinator II - Multi-Tiered Systems of Support				1	1					1					0				Thomas, Debra D
Coordinator II - Parental Engagement	1	1			2	1	1								0	Hobbs, Cori	Hibbler, Gail		
Administrative Assistant - Deputy Superintendent of School Improvement				1	1					1					0				Hernandez, Jacqueline
Finance																			170
Chief Financial Officer				1	1					1					0				Watson-Hill, Deborah
Coordinator I - Accounting and Finance				1	1					1					0				Turner, Cassandra
Coordinator I - State and Federal Programs				1	1					1					0				Walker, Shaylon M
Coordinator II - Payroll				1	1					1					0				Geans, Jeanetta
Administrative Assistant - Office of Finance				1	1					1					0				Johnson, Carla D
Coordinator II - Financial Generalist				2	2					2					0				Horton, Brenda Watson, Marcia S
Human Resources																			
Director - Human Resources					1					1				1	1				VACANCY (S Hadala)
Coordinator I - Human Resources				1	1					1					0				Breisch Jr, William C
Coordinator I - Benefits Specialist					1					1				1	1				VACANCY (FY26 Budgeted)
Coordinator II - Human Resources Generalist				1	1					1					0				Edwards, Michelle L
Administrative Assistant - Human Resources				1	1					1					0				Reyes, Lizett
Specialist - Benefits					1					1				1	1				VACANCY (A Sabado)
Technology																			
Director - Technology				1	1					1					0				Swanson, Michael Scott
Coordinator I - Computer Solutions				1	1					1					0				Uddin, Faraz M
Coordinator I - Network Systems				1	1					1					0				Delgadillo, Diego
Coordinator II - Student Information System				1	1					1					0				Moon, Dejuan A
Coordinator II - Information Systems				3	3					3					0				Bennett, David L Bennett, Lamont D Chielo, Victor A
IT Intern				1	1					1					0				Huerta, David
Operations																			
Director for Operations				1	1					1					0				Taylor, Lt Jr

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 West	 PMSA	 District	
	Head Count					Allocations				Vacancies										
	1	1	1	1		3	1	1	1	1										
Custodial and Maintenance Building Lead					1									0		Mcdonald, Alfred Jr	Perales, Jose L	House, Leon		
Manager - Transportation				1	1				1					0						DeLeon Jr, Jose A
Bus Driver - Full Time				1	1				1					0						Hernandez, Claudia M
Bus Driver - Part Time				1	1				1					0						Walker, Jeffery
Manager - District Safety and Security				1	1				1					0						Peppers, Aaron
Administrative Assistant to Director of Operations				1	1				1					0						Chambers, Marchanne
Public and Community Officer				1	1				1					0						Vandenbroek, Kristine A
Digital Specialist for Public and Community Relations				1	1				1					0						Lackland, Nia
Academics & Student Services																				
Director of CTE, Early College, Licensing, and Dual Enrollment/Dual Credit/Dual Degrees				1	1				1					0						Brandon, Alexander J
Director of Research, Assessment, and Data				1	1				1					0						Butler, Aaron
Research and Data Associate				1	1				1				1	1						VACANCY (FY26 Budgeted)
Coordinator of Dual Credit, Dual Degree, and Advanced Placement				1	1				1				1	1						VACANCY (FY26 Budgeted)
Coordinator I - Data and Assessment				1	1				1					0						Faulk, Chase
Coordinator I - Data and Enrollment				1	1				1				1	1						VACANCY (D Svelhys)
Coordinator I - ELA and Fine Arts				1	1				1					0						Marino, Angela K
Coordinator I - English Learners, Bilingual Education and World Languages				1	1				1					0						Kallieris, Dimitrios J
Coordinator I - Special Education				1	1				1					0						Schmitt, Vanessa C
Coordinator II - Technology Integration				1	1				1					0						Lee, Felicia
Coordinator II - Special Education Programming	1	1			2	1	1							0		Zjalic-Maksimov, Vera	Harris-Hughes, Beverly E			171
Coordinator II - Special Education Compliance	1	1			2	1	1							0		Barone, Meghan Leigh	Rowlen, Kelley M			
Coordinator I - CTE				1	1				1					0						Ortiz, Rubi Y
Coordinator II - English Language Learners				2	2				2					0						Burton, Leonor Lopez, Miguel Uribe
Administrative Assistant - Deputy Superintendent for Educational Services				1	1				1					0						Greenhow, Jonette M
Administrative Assistant - Coordinators of Educational Services				6	6				6					0						Barron, Sara Brooks-Lawrence, Tiffany Daniel, Roberto Lucas, Johnnie R Molina, Melanie Stackhouse, Valencia
School Administration																				
Principal	1	1	1		3	1	1	1						0		Hull, Rodney	Christian, Jeremy E	Sanchez, Jorge J		
Assistant Principal	2	2	2		6	2	2	2						0		Garcia, Ricardo Lang, Kisha M	Brumfield, Michelle C Joseph, Jinu K	Mason, Erin M McEroy, Kim E		
Director of Athletics and Activities					2	1	1			1	1			2		VACANCY (C Davis)	VACANCY (C McGinnis)			
Dean	4	3	1		9	4	4	1			1			1		Birts, Sherrie L Lawrence, Daniel Martin, Angela M Moffett, Andre	Johnson, John D Milsap, Teresa Zak, Peter VACANCY (M Mangum)	Carson, Akiva S		
Administrative Assistant - Office of the Principal	1		1		3	1	1	1			1			1		Green, Karmen	VACANCY (J Hernandez)	Ramirez, Rosa I		
School Student Resources and Services																				
School Psychologist		2			3	1	2			1				1		VACANCY (G Washington)	Burton, Treavon T Ziyad-Nau, Taliah B			
Permanent Building Substitute Teacher	2	4	2		10	4	4	2		2				2		Spears, Aaron D Upchurch, Derrick J VACANCY (M Pasquier) VACANCY (E Stith)	Diaz, Aldo George, Regina N Naylor, Harriet Young, John	Fletcher, Leroy H Zenteno, Alejandro V		





	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA PMSA	 District District
	Head Count					Allocations				Vacancies									
NJROTC	3	2			5	3	2							0		Person, Darryl N Toombs, Mckinley Albert Velez, Alejandro	Hawley, Regina M Rushing, Felinquist R		
<i>Special Payroll Count</i>	17	18	8	52	109	21	21	8	59	4	3	0	7	14	1				

CONTINUED ON THE NEXT PAGE...

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA PROVISO MIDDLESEX COUNTY PROVISO SOUTH ACADEMY	 District
	Head Count					Allocations				Vacancies									





Proviso Teachers WSTU, Local 571 AFT AFL-CIO

General Education																				
Art Teacher	6	4	3		13	6	4	3							0		Hill, Daphne A Kim, Marilyn Risch, Carinne Rose, Meghan E Sandoval, Ismael A Tomita Martin, Johannah C	Dolezal, Luke A Doyle, Daniel P Rozell, Alison D Shipley, Sean L	Cornelius, Jeannine Gerise La Porte, Marcia Schmidt, Grace E	
English Teacher	12	12	9		32	11	12	9							0		Blagojev, Kristina Clay, Courtney Blair Clayton-Taylor, Jordan Fischer, Brian J Glass, Donica L Gottlieb, Anne Harris, Lynn K Josephs, Catherine Muhammad, Nadia T Olson, Cole L Pak, Faith Y Wordlaw-Franklin, Tabitha L	Bates, Sherry D Daniel, David M Gillespie, Carissa M Goel, Angda Hensel, Michaela R Roberts, Sierra L Ruggiero, Allison Marie Saulsberry, Amanda J Sears, Robin R Sigman, Jennifer L Sloma, Morgan Wesolowski, Beata A	Beresheim, Courtney Ann Duran, Cassidy M Foti, Silvia V Helpley, Brooke A Markus, Robert A Ovalle, Kathryn Phifer, Robyn Grace Rutstein, Neal David Taylor, Shantel N	
Mathematics Teacher	10	11	9		30	10	11	9							0		Appelman, David T Domanski, Michelle Eng, Savannah M Hay, Michael T Kram, Daniel James Souza, Henry M Iv Thomas, Debra Ann Tran, Carisa C Walker, Ryan A Zabrodsky, Andre M	Aulakh, Parampreet Kaur Blood, David Brown, Keith A Collains, Clezeal Peoples, Christopher D Rosko, Jozsef Rupar, Jason S Saltzman, Jay A Sauter, Kristina Spires, Larry Douglas Targos, Melanie N	Birch, Nicholas P Bokar, Michael J Ferraro, Jessica L Huezo, Gloria T Nowak, Bradley J Resnick, Rebecca A Stompur, Jennifer J Walker, Kennedy Wolff-Klammer, Kurt	173
Music Teacher	2	2	1		5	2	2	1							0		Seals Jr, Cletis Darrell Severini, Marco R	Atcher, Samuel Watson, Salina E	Burkovskiy, Felicia F	
Physical Education Teacher	9	11	5		25	9	11	5							0		Analtis, Alexander C Donnelly, Melissa A Goslowski, Bennie J Lishka, Blake A Pennington, Robert J Romo, Rodolfo Rosado, Mayra Talley, Angela R Zuazo, Jose Angel	Barajas, Amanda M Bryant, Lamont Cox, Travis Mercedes Green, Michael J Ramirez Lona, Allan G Shriber, Emily A Skorupa, John F Spaulding, Randall J Struwing, Paula Williams, Brian A Zubeck, Joseph A	Mccormick, Tracy L Olivares, Ruben D Parker, Gina L Reich, Robert J Schaub, Jessica L	
Science Teacher	9	11	8		28	9	11	8							0		Choi, Thomas Crawford, Marianne Duffey, Siobhan Fisher, Brian P McAllister, Crystal L Mcelhatton, Ann E Moore, Justin W Richards, Linea Solano, Anthony C	English, Danielle Delisa Gucciardo, Anjanette M Hendrickson, Jessica A Humphreys, Jeremy A Kjeldsen, Zachary A Laiq, Subuhe Lane, James W Lucas, Michelle E McCall, Daniel R Pilcher, Chad D Williams, Colin R	Beidas, Mahera Z Caldwell, Daniel S Demirlika, Eva Huels, Sarah Elizabeth Krejci, Christie Popadowski, Stacey Porter, Ethan A Wardisiani, John C	

KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 West	 PMSA	 District
	Head Count					Allocations				Vacancies									
Social Studies Teacher	12	11	8		31	12	11	8						0		Brouwer, Faith E Corso, Christine E Gibfried, Jonathan J Martin, Ryan Douglas McCellistrim, Martina McCulloch, Tyler O Mullen, Joshua Joseph Perry, Ralph B Piemonte, Jessica M Salazar, Omar F Sunner, Christopher S	Brakie, James E Butler, Danele Lee Emmanuel, Ashok V Gordon, Jennifer Hendrickson, Scott L Koziara, Thomas Levasseur, Margarita Anna Loulouis, Ekaterini Spiering, Victoria A Thomas, Rachel R Villanueva, Carlos L	Colwell, Steven J Ireland, Savannah C Kozma, Michael J Momney, Alexandra J Nyquist, Rex D O'Connell, Kelly M Petruzzi-Asselborn, Sarah C Schlessler, Rachael	
World Languages Teacher	7	5	5		17	7	5	5						0		Augustin, Shery N Collins, Vanessa M Dominguez, Claudia Gonzalez, Hector J Greab, Anamaria Quito, Mercy L Spain, Sydney E	Cruz, Wanda R Dorleans, Jocelyn Farreras Canario, Josefa Mcmanmon, Zoe C Otero, Bryan	Duvall, Amanda Kate Garcia, Pablo Gart, Audra D Hahn, Cory A Martinez, Alexandra	
English Learners (EL)																			
Bilingual Education English Teacher	3	4			7	3	4							0		Hayslett, Karen Jo Rodriguez, Jovana J Serrano, Melissa	Canton Herrero, Andrea Natschke, Adenike O Navarro Ruiz, Leydis Saldana Vasquez, Katherine		
ESL Education English Teacher	3	3	1		7	3	3	1						0		Bojalad-Baginski, Catherine M Gonzalez, Patricia E Rasul, Noreen	Costello, Michael S Serritella, Victoria Lynn Carey, Michael C	Mendelsohn, Mark	
Bilingual Education Mathematics Teacher	2	1			4	2	2				1			1		Ariton, Sorin Soca Matos, Dayelis	Perez, Damian VACANCY (M Uribe-Lopez)		
ESL Education Mathematics Teacher	1				2	1	1				1			1		Pijut, Dale A	VACANCY (FY26 Budgeted)		174
Bilingual Education Science Teacher	2	1			4	2	2				1			1		Arias, Maria C Castellanos-Guevara, Isabel C	Galvan, Jorge C VACANCY (FY26 Budgeted)		
ESL Education Science Teacher	3	1			4	3	1							0		Hillegonds, Cathy Dorothea Raceala, Veronica Marinela Razeq, Chadia Z	Klonowski, Joanne V		
Bilingual Education Social Studies Teacher	2	2			5	2	3				1			1		Oquendo Jr, Lucio Soto, Micaela	Calvanese, Antonio Medina-Olague, Diana M VACANCY (FY26 Budgeted)		
ESL Education Social Studies Teacher	1	2			3	1	2									Spencer, Zacharia M	Hammoud, Karen B Wortel, Robert J		
Special Education																			
Special Education Teacher	16	20	1		41	19	21	1		3	1			4		Bishop, Danielle A Brecheisen, Lauren E Brockett, Neal R Buffa, Beth Chikko, Dylan G Deady, Lauren E Hackett, Patrick J Josefek, Rebecca S Katz, Susan S Konstant, Janet Ann La Bash, Jennifer J Lodovico, Dean M Mayhan, Ann Moss, David J Radecki, Joseph C Sirota, Michelle E VACANCY (M Atcher) VACANCY (FY26 Budgeted) VACANCY (M Barone)	Biniewicz, Daniel Michael Contractor, Satyam R Doyle, Colin T Ford, Steven R Gadua, Melissa B Green, Phyllis M Jackson, Alyssa L Kissel, Christopher S LeGrand, Lance Lira, Tina C Morrow, Kevin T Owolabi, Babatunde Powers, Emily E Renaud, Daniel J Shelby, Julius J Smith, Suzan A Valente, Tony Vassallo, David N Weldon, Caryn Joan Williams, Martha D VACANCY (L Oconnell)	Harney-Forde, Kathryn M	
Career Technical Education																			

	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 East	 West	 PMSA	 District
	Head Count					Allocations				Vacancies									
Business Education Teacher	3	4			7	3	4							0		Earl, Keisha A Pasquier, Monette Richards, Lamario A	Bivens, Natalia Mitchell Casto, Trinity D Walter, Herman Winfield, Shaurae		
Family and Consumer Sciences Teacher	4	3			7	4	3							0		Green, Patricia E Ibiloye, Maya I Morrow, Jasmine Thomas, Ryan C	Carter, Latonia Hampton, Glenida Riley, Margaret M		
Applied Technology Teacher	2	3	1		6	2	3	1						0		Jaimes, Robert Thomas, Timothy A	Fedele Jr, Carl S Ferguson, Mark Senase, April M	Syed, Abdur-Rehman	
Student Resources and Services																			
School Counselor	7	8	4		20	8	8	4		1				1		Bridges, Tonya Caballero, Jocelyn Gomez, Lauren A Kopf, Julie C Pappas, George A Martinez, Melissa N Mercado, Nia VACANCY (D Lawrence)	Soria-Alvarez, Linda Cuci, Cassandra Hooper, De Cora Nichole Oconnor, Nicole G Gonzalez, Antonio Gray-Jones, Hillary V Greenhow, Antony D Robertson, Lauren N	Jarmoc, Ninorta D Lugo, Melissa Maria Mejstrik, Nicole L Paprocki, Constance E	
College and Career Counselor	1	1	1		3	1	1	1						0		Korntheuer, John D	Spiridis-Skoupas, Anastasia	Paulus, Amy E	
School Social Worker	5	5	2		12	5	5	2						0		Johnson, Hannah M Liboy, Glenda Ross, Amanda Santino, Amy M Williams, Amanda C	Doran, Joseph S Franklin, Tramaine R Grady, Charlotte Hogan-Matthews, Jeri B Montoto Vega, Elsa J	Godinez, Ruben Watt, Tianna M	
Librarian	1	1	1		3	1	1	1						0		Adjetey, Patricia	Scott, Shannon M	Fiala, Shoshana E	
Reset Room Certified Teacher					0									0					
PTU Count	123	126	59	0	316	126	131	59	0	4	5	0	0	9					

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KEY: Names in red = VACANCY Names in green = VACANCY filled pending BOE Approval	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 PROVISO WEST West	 PMSA PMSA	 District District
	Head Count					Allocations				Vacancies									

Proviso Support Staff Council of the WSTU, LOCAL 571 AFT

Ten (10) Month Support Staff																							
Grade Level I: Job Coach				1	1				1											Walker, Montese			
Grade Level I: Administrative Assistant I	1	4			5	1	4									0				Garcia, Maria P	Hrobowski, Kya K Lambert, Diann G Lindsey, Kim Leanna Rodriguez, Estephania		
Grade Level II: Technical Support Aide					0											0							
Cafeteria Monitor	4	3	1		9	4	4	1			1					1				Cooper, Millison Griffin, Alfred L Jr Moore, Barbara Thomas, Betty J	Bailey, Laura H Neal, Valeria Nevins, Delania Y VACANCY (J Rodriguez)	Thomas, Beatrice	
Security (Full-Time)	20	24	8		55	21	25	9		1	1	1				3				Barker-McCottrell, Peaches C Bradford III, Richard L Burns, Daryl A Carroll, Destiny Diaz, Sofia Dodson Sr, Eric Donaldson, Cleophus Douglass, Mary L Ford, Willard S Green, Liza R Harris, Lance Manzo, Elizabeth D Mayfield, Ronald Moore, Dionta Pieranunzi, Frank J Polk, Justyn V Powell, Sharell L Robinson, Brian Jephunneh Simon, Serena Tate, Derrinesha Walker, Titiana VACANCY (S Webb)	Akui, Jahwan El-Haj Gillespie, Robert L Greenhow, Devaughn J Haggans, Kyla D Harris, Anthony N Hill, Leticia A Howard, Christina C Howard, Qunnetti Johnson, Ashley R Johnson, Darien D Mackey, Lionel Metzger, Siatta Miller Sr, Renard Mitchell, Darryl Murphy, Ernest L Owens, Matthew Rodgers, Richard Singletery, Catrina G Smith, Adam M Stepter, Lavar J Swoope, Alexander F Thompson, D'Kartes Herron Washington, Khari Wilson, Racquel M Young, Keeshawn M VACANCY (A Johnson), pending Saldivar, Ambrocio	Farries, Brody E Grant, Bobby D Johnson, Darius Powell, Patricia A Smith Banner, Tami D Simpson-Stigger, Shellsallan White, Anthony D Womack, Johnnie Jr VACANCY (O Ratliff)	176
Security (Part-Time)	3	3	1		7	3	3	1								0				Horn, De Andre Loury, Chere Thomas, Tamica L	Moore, Robert L Pruitt, Darryl Williams, William C	Russell, Billy	
Paraprofessional (Full-time)	6	6			15	7	8			1	2					3				Higgins, Angela S Johnson, Diana K Mcafee, Candice R Smith, Lincoln R Swinnie, Javon A Yates, Carla VACANCY (K Brown)	Gomez, Kimberly Mazzulla, Ana K Norwood, Fatima L Parrott, Marco C Tyler, Tiffany E Wilson, Keyuna P VACANCY (FY26 Budgeted) VACANCY (J Thomas)		
Paraprofessional (Full-time) - Bilingual Spanish		1			10	5	5			5	4					9				VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted)	Mazon, Carolina A VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted)		
Paraprofessional (Part-time)	2	1			6	3	3			1	2					3				Harris, Treyton M Westbrook, Richard Tyrone VACANCY (G Hampton)	Glass, Mia J VACANCY (FY26 Budgeted) VACANCY (C Washington)		
Twelve (12) Month Support Staff																							

	East	West	PMSA	District	BOE Allocation	East	West	PMSA	District	East	West	PMSA	District	Total Vacancies	Pending Approval	 PROVISO EAST East	 West	 PMSA	 District
	Head Count					Allocations				Vacancies									
Grade Level II: Administrative Assistant II	12	12		1	29	13	13	2	1	1	1	2		4		Boyce, Donald Brown, Keva Ann Coleman, Victoria Galarza Jr, Alvaro Jeffers, Othys Mancilla, Jessica Mendoza, Gabriela Mata, Laura A Miller, Ashley M Naylor, Harriet Negrete Luevano, Dolores Smith, Tatanisha V VACANCY (A Talley)	Adams, Deanna M Faleti, Pearl Garcia, Lynette Horton, Tara N Jackson, Barbara J Jacobo, Lorena Jenkins, Johnny N Johnson, Ashley Jones, Latanya Rodriguez, Angelica Satterfield, Angela C Braxton, Summer M VACANCY (A Ayala)	Correa, Alexandra V Garzon, Melanie A VACANCY (FY26 Budgeted) VACANCY (FY26 Budgeted)	Jones, Marc
Grade Level II: Assistant to the Band Director	1	1			2	1	1							0		Johnson, Joseph	Ross, Timothy		
Grade Level II: Translator/Office Assistant		1			1		1							0			Batts De Diaz, Triniece F		
Grade Level III: Administrative Assistant III	1	1			2	1	1							0		Washington, Joann	Walker, Daphene		
Grade Level IV: Accounts Payable and Receivable Agent				1	1				1					0					Mobley, Launa P
Grade Level IV: Business Office Liaison			2		2			2						0					Benion, Devaughn P Zollicoffer, Shardae
Grade Level IV: Procurement Agent				1	1				1					0					Courts, Diamond A
Grade Level IV: Registrar	1	1	1		3	1	1	1						0		White, Marion D	Magee, Shirley	Teruel, Wanda V	
Grade Level V: Nurse			1		3	1	1	1		1	1			2	1	VACANCY (K Northern), pending Jacoby, James	VACANCY (L Rice)	Delgado, Maria Margarita	
Grade Level V: Assistant to the Director/Accounting and Payroll					1				1				1	1					VACANCY (FY26 Budgeted)
Grade Level V: Head Bookkeeping/Chief Cashier				1	1				1					0					Chester, Ida L
Grade Level V: Assistant to the Director of IT				1	1				1					0					Emory, Mariah
Support Staff Union Count	51	58	14	6	155	61	70	17	7	10	12	3	1	26	1				177




CONTINUED ON THE NEXT PAGE...

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	Head Count					Allocations				Vacancies									

Proviso Custodial And Maintenance Union SEIU Local 73, CTW



Tier I Custodial And Maintenance																			
Lead Fireman	1	1	1		3	1	1	1								Gluecklich, Steven E	Noyola, Sergio X	Johnson, Corey J	
Fireman	1	1			2	1	1									Edmond, Terry			
Maintenance I	6	4	2		12	6	4	2								Brown, Claude E Cozzi, Joseph E Donatille, Anthony John Pirozzoli, Vito Anthony Shelton, Woodrow A Sloan, Thomas	Echevarria, Martin R Good, Ronald A Ruiz, Roy Welch, Billy W	Taylor, Calvin K Zambole, Nicholas C	
Maintenance II	2	2	1		5	2	2	1								Murray, Danielle Lavon Straughter, Darrell R	Graham, Michael M Hughes, Leroy I	Madlock, Jeffrey	
Custodian (Day)	1	1	1		3	1	1	1								Craig, Terrase	Daniels Owens, Denise L	Mccarroll Wynn, Rayda L	
Custodian (Night)	1		1		2	1		1								Angelino, Elicelda		Velazquez, Ambrosio	
Tier II Custodial And Maintenance																			
Custodian (Day)	2	2	1		5	2	2	1								Alcarcel, Luis F Johnson, Reginald	Plomero, Javier Sotelo, Ofelia	Garcia, Ana Rosa	
Custodian (Night)	8	10	3		26	9	13	4		1	3	1		5		Davis, Lamar F Hayes, Jesse Johnson, Charlotte Joiner, Bryce M Mahmoud, Ahmad Ross, Nijel Q Velazquez, Juan C Washington, Shaquiel S VACANCY (E Dodson Jr)	Aguilera, Luis F Cano-Cantu, Alfredo J Hrobowski, Marcus Lopez De Gallegos, Yessica A Macias, Wenceslada Norwood, Shaundell J Plomero, Aricia Plomero, Javier Smith, Michael R Stafford, Larry L Jr VACANCY (R Jay) VACANCY (F Aguilera Aguilar) VACANCY (C Ross)	Enciso, Salvador Galvan, Jose L Robbins, Winston B VACANCY (J Madlock)	178
Maintenance	2	3			9	3	5	1		1	2	1		4		Love, Demetre K Sr Taylor, William C VACANCY (E Watt)	Aguilera Aguilar, Fermin E Guerrero, Ernesto Tellez, Sergio VACANCY (J Perales OM) VACANCY (D Knapp)	VACANCY (K Williams)	
Fireman		1			3	1	2			1	1			2		VACANCY (T Garner)	Rodas-Beltran, Dario Xavier Villalva, Luis A VACANCY (D Duncan)		
Custodial & Maintenance Union Count	24	25	10	0	70	27	31	12	0	3	6	2	0	11					

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	Head Count					Allocations				Vacancies									

Nutritional Services (Special Payroll)																			
Food Services																			
Manager - Student Nutrition				1	1				1										Garza, Stephanie A
Assistant Manager of Food Services				1	1				1										Gonzalez, Roberto R
Kitchen Supervisor	1	1	1		3	1	1	1								Dixon, Letitia	Wachowski, Jennifer	Ratley, Joseph B Jr	
Kitchen Lead	1	1	1		3	1	1	1								Draper, Infinite	Griffin, Deaja	Sanderson, Larhonda	
Food Service Worker (8 hours)	2	2	1		6	2	2	2				1		1		Jones-Graham, Annette Watson, James E	Watts, Kunta K Young, Twanna	Miller, CD VACANCY (E Santos)	
Food Service Worker (6.5 hours)	2	2	1		5	2	2	1								Gillings, Jeanette O Miller, Charles W	Harris, Bertha A Hart, Carolyn D	Chavez, Emilia	
Food Service Worker (6 hours)	1	1	1		3	1	1	1								Lewis, Sandra	Adams, Brenda L	Hicks, Patricia	
Food Service Worker (4 hours)	3	2			6	3	3				1			1		Jefferson, Tanya Tankson, David R Williams, Cynthia	Perkins, Jackson III White, Stephanie M VACANCY (B Harris)		
Nutritional Services Count	10	9	5	2	28	10	10	6	2	0	1	1	0	2	1				

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	Head Count					Allocations				Vacancies									
Employee Count Totals	225	236	96	60	678	245	263	102	68	21	27	6	8	62	2				

22. Old Business
23. New Business
24. Adjourn