



AGENDA

The Special Meeting of the
Board of Education of Township High School District 214
will be held on Wednesday, July 26, 2023
in the Forest View Educational Center
2121 South Goebbert Road
Arlington Heights, IL 60005 at 6:00 PM

1. **Call to Order**

1.1. Roll Call

2. **Pledge of Allegiance**

3. **Closed Session**

3.1. Motion to go into closed session for the purpose of the discussing:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, volunteers or legal counsel for the public body, 5 ILCS 120/2(c)(1)

3.2. Motion to adjourn closed session

4. **Reconvene in open session**

5. **Public Comments**

Members of the public, especially residents of District 214, are welcome to contribute during public comments. To do so, you must sign up before the start of the meeting.

6. **Roll Call Action Items**

6.1. Approval of the Personnel Transaction Report, Administration Positions

- Hersey High School Principal, Heath McFaul
- Hersey High School Division Head for Student Success, Safety and Wellness, Rana Madi

7. **Adjournment**

**Township High School District 214 - Board of Education
Personnel Report
July 26, 2023**

ADMINISTRATORS/SUPERVISORS

Position	Location	Name	Salary	Effective Date
Principal	JHHS	Heath McFaul	\$180,000 pro-rata for days worked	8/7/2023
Division Head - Student Success/Safety/Wellness	JHHS	Rana Madi	\$130,500 pro-rata for days worked	8/1/2023

Resignations	Location	Name	Effective Date
Information Management Supervisor	FVEC	Tracy Harper	8/4/2023

ADMINISTRATOR-TRS MEMBER'S CONTRACT
TRS Member
(August 7, 2023 through June 30, 2024)

THIS AGREEMENT is between the Board of Education (the "Board") of Township High School District Number 214, Cook County, Illinois (the "School District") and **Heath McFaul** (the "Administrator-TRS Member"). The Board and the Administrator 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 Administrator is hereby employed as an Administrator in the School District for the period beginning August 7, 2023, and extending through June 30, 2024.

The Administrator's contract year is July 1 through the immediately following June 30.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT**. This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Administrator each contract year shall be whether the Administrator has accomplished the goals for that contract year and has made adequate progress toward completion of the goals which are to be accomplished in a later contract year, as such goals are set by the Board and the Superintendent in consultation with the Administrator.

By June 30 of each contract year in consultation with the Administrator, the Superintendent will review and revise, where appropriate, the goals to be accomplished during the remaining contract years. Any modified goals shall be incorporated into a document to be entitled "Administrator's Performance Goals," which shall be signed and dated by the Board President and

the Superintendent and become the Administrator's new and/or additional goals for purposes of this contract.

3. **DUTIES.** The duties and responsibilities of the Administrator 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.

4. **SALARY.** The Board, as compensation for the duties set forth in this contract, shall pay the Administrator a base annual salary as follows:

2023-2024 **\$180,000.00* pro-rata for days worked out of 260 days**

5. **TRS CONTRIBUTION.** In addition to the base annual salary provided for in paragraph 4 above, the Board shall pick up and pay, on behalf of the Administrator, the employee retirement contributions to the Illinois Teachers' Retirement System (TRS). Although designated by the Illinois Pension Code as employee contributions, the amounts herein required to be picked up by the Board shall be paid by the Board in lieu of contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on the Administrator's behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Pension Code and TRS rules and regulations.

6. **EVALUATION.** The Superintendent or other Administrator designated by the Superintendent shall evaluate the Administrator's performance in writing in accordance with the District's evaluation program and within the time, if any, required by law applicable to the

Administrator's assignment. Unless otherwise required by law, the results of the evaluation, or the failure to evaluate, will not preclude dismissal or non-renewal under this contract.

7. **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.

8. **OUTSIDE ACTIVITIES**. The Administrator's professional and employment activities shall be confined to the business of the School District or as otherwise approved in advance by the Superintendent.

9. **TERMINATION**

A. Termination for Reason During the Term of the Contract. In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give the Administrator written notice of such intention, together with a statement of the reasons for termination. Discharge shall be for conduct which is prejudicial to the School District, including, but not limited to, the failure to obtain and maintain the requisite State of Illinois license, an evaluation rating of less than proficient, negligence, inefficiency, cruelty, incompetency, insubordination, breach of contract, immorality, material failure to meet the goals of this contract, or other sufficient cause. Within five (5) days after receipt of such notice, the Administrator may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Administrator, the Board may suspend the Administrator with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Administrator's employment.

B. Termination of final year of Contract. If an Administrator receives a final evaluation rating less than the highest rating possible during the term of this contract, but is still evaluated as proficient, this contract will automatically terminate on June 30, 2024. The Board in its sole discretion may determine at a later date if it will offer the Administrator a contract for the 2024-2025 school year.

C. Termination by Agreement. During the term of this contract, the Board and the Administrator may mutually agree, in writing, to terminate this contract.

D. Termination due to Death. Termination of this Agreement shall occur upon the death of the Administrator.

E. Without Reason Termination by the Board. The Board may, at its option, and by a minimum of ninety (90) days' written notice to the Administrator, unilaterally terminate this contract during its term. In the event of such termination, the Board shall pay to the Administrator, as severance pay, all of the aggregate salary provided in Section 4 of this contract that the Administrator would have earned from the actual date of termination to June 30th of the fiscal year in which the Administrator is terminated.

F. Without Cause Termination by the Administrator. In the event the Administrator resigns or otherwise voluntarily terminates employment without the consent of the Board prior to the expiration of this contract, the Administrator may be required to pay the Board, at the Board's discretion, as liquidated damages, the aggregate cost to the Board of the search to obtain the Administrator's successor and any interim replacement in an amount not to exceed TWENTY THOUSAND AND NO/100 (\$20,000) DOLLARS. Payment of such damages by the Administrator under this provision shall be the Board's exclusive remedy for any claims of breach

of this contract arising out of the Administrator's resignation or voluntary termination of employment.

10. **REASSIGNMENT.** The Board reserves the right to reassign an Administrator for performance, budget-related reasons, or as the result of a restructuring plan. The reassignment may or may not be within the Administrative group. If the reassignment is outside of the Administrative group, this contract shall be voided and the employee will become a member of the employee group of the new position.

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. **BENEFITS.** The Administrator shall be provided such additional benefits as are set forth in the Board's benefit program for Administrators, which document is entitled "Administrative and Supervisory Compensation and Benefit Program" subject to modification from time to time at the Board's discretion. The Board's action to modify 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. Additionally, the benefits provided for in this contract for Administrators which reference the benefits for Administrators may be modified from time to time in the Board's discretion on the same basis as modified for such Administrators.

13. **BACKGROUND INVESTIGATION.** This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Administrator's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the

Board may, in its sole discretion, terminate this contract on ten (10) days' written notice to the Administrator. The background investigation may be repeated from time to time upon notice from the Board to the Administrator.

14. **TENURE**. By accepting the terms of this contract, the Administrator waives all rights granted him or her under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time. Upon acceptance of this contract, the Administrator shall not lose any previously acquired tenure credit with the School District.

15. **NOTICE**. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

If to the Board:
President, Board of Education
Township High School District Number 214
2121 S. Goebbert Rd.
Arlington Heights, IL 60005-4205

With a copy to:
Superintendent
Township High School District Number 214
2121 S. Goebbert Rd.
Arlington Heights, IL 60005-4205

If to the Administrator:
Heath McFaul

Township High School District Number 214
2121 S. Goebbert Rd.
Arlington Heights, IL 60005-4205

With a copy to the last known home address in the Administrator's personnel file.

16. **MISCELLANEOUS.**

A. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

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

C. This contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

D. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

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

F. This contract is subject to state and federal laws and regulations and the rules and regulations of the Board, all as may be amended from time to time.

G. This contract may be amended by mutual consent of the parties with all remaining portions of the contract continuing in effect. No amendment of this contract shall be valid or binding on the parties unless it is in writing and signed by the Board and the Administrator. The Board reserves

the right to amend the Administrator's goals or increase from time to time the salary and other benefits payable hereunder, based upon performance evaluations, without entering into a new contract or extending the term of this contract. Any change to the Administrator's goals or adjustment in salary or benefits shall be in writing and made part of this contract.

BOARD OF EDUCATION OF
TOWNSHIP HIGH SCHOOL
DISTRICT NO. 214,
Cook County, Illinois

ADMINISTRATOR

By: _____
President


Principal

Dated: 07/24/23

Exhibit 1

Township High School District 214 Goals

- 1. As measured by the Board-approved College/Career Readiness Indicators, the District will increase student success annually or will exceed a threshold established by the Board after two years of data are collected and analyzed.**

College Ready Indicators

Students are College Ready if they meet either the academic indicators OR standardized testing benchmarks listed below.

Academic Indicators

GPA 2.8 out of 4.0 and one or more of the following benchmarks:

- Advanced Placement Exam (3+)**
 - Advanced Placement Course (A, B or C)**
 - Dual Credit College English and/or math (A, B or C)**
 - College Developmental/Remedial English and/or Math (A, B or C)**
 - Algebra II (A, B or C)**
 - International Baccalaureate Exam (4+)**
-

Standardized Testing Benchmarks (minimum score)

- SAT Exam: Math (530) | Reading and Writing (480)**
 - ACT Exam: (18) | Reading (22) | Science (23) | Math (22)**
 - College Readiness Placement Assessment (determined by post-secondary institution)**
-

Additional Factors that Contribute to College Success

Earning As, Bs, Cs; FAFSA completion; Enrollment in career pathway course sequence; College Academic Advising; Participation in College Bound Bridge Programs; Senior year math class; Completion of a math class after Algebra II.

Career Ready Indicators

Students are Career Ready if they have identified a career interest and meet two of the

behavioral and experiential benchmarks listed below. In addition, students entering the military upon graduation must meet the passing scores on the Armed Services Vocational Aptitude Battery (ASVAB) for each branch of the military.

Career Cluster Identified and two or more of the following benchmarks:

- **90% Attendance**
- **25 hours of Community Service**
- **Workplace Learning Experience**
- **Industry Credential**
- **Dual Credit Career Pathway Course**
- **Two or more organized Co-Curricular Activities**

2. As measured by the growth from PSAT to SAT, the percent of students meeting or exceeding national growth norms from PSAT to SAT will increase annually or will exceed a threshold established by the Board after two years of data are collected and analyzed.*

*** For the transitional years as the new SAT suite of assessments are being completely implemented, the District will use national norm data for comparison purposes.**

3. Administrators serving in the role of Principal will meet monthly during the school year with members of the Superintendent's Leadership Team to share best practices across buildings, to coordinate with fellow leaders in the implementation of district-wide initiatives, and to support innovation aimed at increasing teacher effectiveness and student success as defined by the District Instructional Goals.