

**RESOLUTION AUTHORIZING JULY 1, 2016 - JUNE 30, 2021
PERFORMANCE BASED SUPERINTENDENT'S CONTRACT
BETWEEN THE BOARD OF EDUCATION AND DR. BRIAN HARRIS**

BE IT RESOLVED, by the Board of Education of Community Unit School District 220, Lake, Cook, McHenry and Kane Counties, Illinois, as follows:

1. The Board hereby finds and determines that its Superintendent of Schools, Dr. Brian Harris, has met the goals of the current May 30, 2014 – May 29, 2019 Performance Based Superintendent's Contract (the "Current Contract") between Dr. Harris and the Board and that the Board is, therefore, authorized by law to enter into a new multi-year Performance Based Superintendent's Contract with Dr. Harris.

2. The Board hereby approves, and authorizes the President and Secretary to sign, an agreement with Dr. Harris terminating the Current Contract, substantially in the form of the attached Exhibit 1, and establishing a new multi-year Performance Based Superintendent's Contract with Dr. Harris, substantially in the form of the attached Exhibit 2, for the period July 1, 2016 through June 30, 2021.

3. This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 20th day of December, 2016, by a roll call vote, as follows:

YES: Wilcox, Bradford, Ruffolo, Kazmier, Farley,
and Battle.

NO: None.

ABSENT: Geier.



President, Board of Education

ATTEST:


Secretary, Board of Education

EXHIBIT 1

**AGREEMENT TERMINATING MAY 30, 2014 – May 29, 2019
PERFORMANCE BASED SUPERINTENDENT’S CONTRACT**

The Board of Education of Community Unit School District 220, Lake, Cook, McHenry and Kane Counties, Illinois, and Dr. Brian Harris hereby agree to terminate the current May 30, 2014 – May 29, 2019 Performance Based Superintendent’s Contract effective at the close of the day on December 20, 2016, with such contract to be replaced by a new 5-year performance based contract effective July 1, 2016, through June 30, 2021.


This Agreement shall be deemed dated and become effective on the date the last of the parties signs as set forth below.

BOARD OF EDUCATION,
COMMUNITY UNIT SCHOOL
DISTRICT 220, Lake, Cook,
McHenry and Kane Counties, Illinois

SUPERINTENDENT

By: 

President

By: 

Dr. Brian Harris

Attest: 

Secretary

Dated: Dec 20, 2016

Dated: 12/20/16

EXHIBIT 2

PERFORMANCE BASED SUPERINTENDENT'S CONTRACT

Dr. Brian Harris

(July 1, 2016 through June 30, 2021)

PERFORMANCE BASED CONTRACT OF EMPLOYMENT

THIS AGREEMENT is made by and between Dr. Brian Harris (“Superintendent of Schools”) and the Board of Education of Community Unit School District No. 220, Lake, Cook, McHenry and Kane Counties, Illinois (“Board”), pursuant to a resolution approved at the meeting of the Board held on December 20, 2016, in consideration of the mutual covenants and promises contained herein.

This Agreement constitutes a successor administrative performance based employment contract entered into during the term of an existing, predecessor administrative performance based employment contract. In accordance with the provision in 105 ILCS 5/10-23.8 of *The Illinois School Code*, the Superintendent and Board confirm and acknowledge that the Superintendent has met the goals and indicators of student performance and academic achievement, as stated in the original, predecessor contract.

IT IS AGREED:

WITNESSETH:

1. **Employment.** In accordance with Section 10-23.8 of *The Illinois School Code* (105 ILCS 5/10-23.8), the Board does hereby employ Dr. Brian Harris as Superintendent of Schools for Community Unit School District No. 220, to perform such duties as are provided by this Performance-Based Contract and by law for the period of July 1, 2016 through June 30, 2021; and Dr. Brian Harris does hereby accept such employment as Superintendent of Schools. The contract year under this contract is July 1 through the succeeding June 30 of each year.
2. **Duties.** The Superintendent of Schools is and shall be, throughout the life of this Agreement and any extension(s) thereof, the chief executive officer of School District No. 220, in charge of all administrative, educational and financial matters pertaining to

the public schools of School District No. 220 and the operations thereof, and such other functions as are imposed by Board Policy and State law and as may be assigned from time-to-time by the Board. This includes organization of the Central Administration and direction of other personnel, subject to approval by the Board. The Superintendent of Schools shall report as appropriate to the Board regarding his acts and doings. In addition, the Board, individually and collectively, shall promptly refer all criticisms, complaints and suggestions called to its attention to the Superintendent for study and recommendation.

3. Performance Goals and Indicators. The goals of this performance-based contract are set forth in the attached Exhibit A (the "Goals"). Accomplishment of the Goals, as may be modified from time to time, will enhance student performance and achieve academic improvement. As part of the Board's annual evaluation of the Superintendent, the Board shall review the Goals and the Superintendent's progress toward meeting the Goals. Also as part of the annual evaluation, in consultation with the Superintendent, the Board shall make such modifications to the Goals as are appropriate to facilitate improvement of student performance and enhancement of student achievement. The modified Goals, if any, shall be incorporated into the Superintendent's annual evaluation document. The modification of performance goals shall be in implementation of this provision of this contract and shall not constitute or require an amendment to this contract.
4. Evaluation. Annually, on or before June 1 of each contract year, the Board shall review with the Superintendent the Superintendent's progress toward meeting established Goals and assess the working relationships among the Superintendent, the Board, the faculty, the staff, and the community; provided, however, in the last year of this contract, the

review shall take place on or before January 31. The Board's obligations under this paragraph are contingent on the Superintendent providing notice of such obligations by April 1 of each contract year, except that in the last contract year notice shall be given by November 1.

5. Salary.

As compensation for the duties set forth in this contract, the Superintendent shall be paid an annual base salary of Two Hundred Seventy Thousand Five Hundred Fifty Dollars (\$270,550.00) for the 2016-2017 contract year. For each subsequent contract year, the Superintendent's annual base salary shall increase by two percent (2%) over the preceding contract year's annual base salary.

The Superintendent of Schools hereby agrees to devote full-time, skill, labor and attention to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Superintendent of Schools for this District as set forth in this Agreement. The annual base salary shall be paid in equal installments in accordance with the policy of the Board governing payment of compensation to other certificated staff members of the professional staff and be subject to withholding as required by law or authorized by the Superintendent of Schools. The Board reserves the right to increase from time to time the salary and other benefits payable hereunder, based upon performance evaluation, without entering into a new contract or amending or extending the terms of this contract. The Board's action to increase or otherwise change the Superintendent's salary 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' Retirement System. In addition to the annual base salary above and non-elective annuity provided for in paragraph 7 below, the Board shall "pick up and pay" on the Superintendent's behalf, the Superintendent's entire "member contribution" and the "health insurance contribution" to the Illinois Teachers' Retirement System (the "TRS"), applicable to such sums as well as the other contributions and benefits identified herein.

It is the intention of the parties to qualify all such payments picked up and paid by the Board on the Superintendent's behalf as employer payment pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The 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.

7. Deferred Annuity. The Superintendent may elect that a portion of his compensation be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the Internal Revenue Code of 1986, as amended and/or a deferred compensation plan pursuant to Section 457. It is understood and agreed that the cost of the purchase of said elective annuity shall be deducted from the Superintendent's annual compensation and shall not require an expenditure of funds by the Board above the amount paid to the Superintendent in the form of salary, except as may be later amended by the Board through the establishment of a non-contributory plan of deferred compensation, or as may be agreed upon by the Board and Superintendent in lieu of an increase in compensation.

For the 2017-2018 contract year, and each contract year thereafter, the Board shall make a non-elective employer contribution to the Board's 403(b) annuity plan for the benefit of the Superintendent in an amount sufficient to increase the Superintendent's total TRS creditable earnings by 5.5% over the prior contract year's total TRS creditable

earnings. The total amount of the Superintendent's TRS creditable earnings for the 2016-2017 contract year consists of the Superintendent's annual base salary and the TRS pick-up provided for in paragraph 6 above, which sum shall be used as the base amount for purposes of this paragraph. Additionally, the increase in the Superintendent's annual base salary provided for in paragraph 5 above, and any increase in TRS contributions provided for in paragraph 6 above, shall be included in calculating the 5.5% increase under this paragraph.

If the Superintendent should terminate his employment with the Board prior to June 30, 2021 for reasons other than a mutually agreed to termination by the parties, or a life-altering health issue for the Superintendent or his spouse or children, the Superintendent agrees that an amount equal to the annual non-elective employer contribution annuity payment(s) he shall have received each contract year shall be repaid by the Superintendent to the Board. The Superintendent and the Board acknowledge and agree that the repayment of these sums shall be reported to TRS with the expectation that the Superintendent's TRS creditable earnings for the applicable contract year(s) shall be reduced accordingly and that the Board shall be reimbursed by TRS for any applicable contributions paid in relation to these sums.

8. Tax Implications. Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each party will be responsible for any misapplication and/or miscalculations for which it is legally responsible without indemnification or any other recourse from the other party. That is, if it is subsequently determined that the Superintendent of Schools should have paid taxes on any portion of the contribution limit

for which he did not pay taxes, the interest and penalties are the Superintendent's responsibility alone. If the Board is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution limit, those penalties are the Board's responsibility alone. Both the Board and the Superintendent expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the Superintendent owes more taxes, he shall have *no* right to seek additional sums from the Board.

9. Outside Activities. The Superintendent of Schools shall devote his full-time, attention and energies to the business of School District No. 220. However, with prior Board approval, the Superintendent of Schools may undertake limited speaking or writing engagements, lecturing or other professional activities and may retain any compensation or honoraria derived from such work provided that these activities are conducted predominately on vacation, holidays or other non-working time and do not interfere with the effective performance of his duties as the Superintendent of Schools.
10. Certificate/License. During the life of this Agreement, the Superintendent of Schools shall maintain a valid and appropriate certificate/license to act as Superintendent of Schools in accordance with the laws of the State of Illinois and as directed by the Board and shall keep such certificate/license in full force and effect during the life of this Agreement.
11. Sick Leave. The Superintendent of Schools shall be entitled to same number of sick leave days with full pay annually as provided to certified staff with the same number of years of service with the District per the Contract between C.U.S.D 220 and the

Barrington Education Association. Said complement of sick leave shall be credited to the Superintendent of Schools on the first day of each contract year. Unused sick leave shall accumulate without limit up to 340 days.

12. Personal Days. The Superintendent of Schools shall be entitled to three (3) personal days with pay annually. Said complement of personal days shall be credited to the Superintendent of Schools on the first day of each contract year. Unused personal days shall not accumulate from year to year.
13. Vacation. Full and regular service shall be rendered by the Superintendent of Schools for twelve (12) months in each school fiscal year during the life of this Agreement; provided that each contract year the Superintendent of Schools shall be entitled to twenty-five (25) business days' vacation with full pay not to interfere with the orderly function of the School District, exclusive of and in addition to all legal holidays. Whenever the Superintendent of Schools intends to schedule more than five (5) consecutive days of vacation, he shall notify the Board President at least two (2) weeks before the date such vacation is scheduled to commence, unless in case of emergency, which the Superintendent shall notify as practically as possible. Unused vacation days shall not accumulate from year-to-year. If this Agreement is terminated for any reason, the Superintendent of Schools shall be paid for all earned, but unused, vacation days at the rate of his salary in effect at the time of the Agreement's termination divided by 260. Such payment for earned, unused vacation days shall be paid to the Superintendent after the Superintendent's final work day and receipt of his final paycheck for regular earnings or at such later date as necessary to avoid the payment by the Board of any penalties to TRS.

14. Insurance Coverage. The Board shall furnish the Superintendent of Schools with single and family major medical and hospitalization insurance and dental insurance, and disability insurance in accordance with the insurance coverage extended to other members of the District's administrative staff. During the term of this Agreement, the Board shall also provide the Superintendent of Schools with term life insurance in an amount equal to Six Hundred Thousand Dollars (\$600,000). If the provision of health insurance contemplated by this contract provision 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, or their related rules and regulations, affecting the provision of insurance benefits, the Board may revise its contribution toward such insurance benefit to another form of compensation or combination of compensation and insurance to the extent necessary to avoid the imposition of such penalty, excise tax, or fee. In the event the Board makes such a determination, the Board shall collaborate with TRS so as to avoid the loss of creditable earnings to the extent permitted by law and to the extent a penalty to the Board does not result. 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.
15. Other Benefits. The Superintendent of Schools shall have the option of availing himself of the other fringe benefits afforded to other members of the District's administrative staff, which benefits are not otherwise specifically enumerated in this Agreement. The fringe benefits afforded the other members of the District's administrative staff during the 2016-2017 contract year are set forth in attached Exhibit B. The attached Certified Administrative Fringe Benefits are subject to modifications from time to time in the

Board's discretion. Any modifications to the same shall not be deemed an amendment to this contract. By identifying selectively certain fringe benefits in this Agreement, the parties acknowledge and agree that the benefits described herein shall take precedence over and be substituted for the general fringe benefit package afforded other members of the District's administrative staff and are not intended to supplement such general fringe benefit package.

As an additional benefit, the Board shall pay all required employee Medicare tax contributions on behalf of the Superintendent.

If the Superintendent of Schools retires from the District at the conclusion of the 2020-2021 contract year, the Board shall provide major medical and hospitalization insurance and dental insurance based on the District health insurance programs offered at the time for the Superintendent and his spouse with no required contribution for premiums from the Superintendent until the Superintendent reaches age 62. The Board's annual contribution of such insurance shall not exceed eight percent (8%) over the prior year's premium contribution. From the ages of 62 to 65 and with no premium contribution from the Superintendent, the Board shall pay T.R.I.P. single health insurance for the Superintendent, as well as his spouse's single T.R.I.P. insurance. If the cost of insurance premium or of T.R.I.P. exceeds eight percent (8%) in any given plan year, the excess cost shall be billed to and paid by the Superintendent. If at any time, the Superintendent's marital status changes, his spouse will not receive the health insurance benefit. If the Superintendent shall be eligible to receive major medical and hospitalization insurance and/or dental insurance for himself or his spouse from a

subsequent employer of Superintendent, the above referenced coverages shall cease and not be reinstated.

16. Automobile Allowance and Other Expenses. The Board shall provide the Superintendent of Schools with a monthly automobile allowance of Six Hundred Dollars (\$600) to cover his costs in maintaining, insuring and paying the expenses of operation of his personal automobile (fuel, oil, etc.) for use in the performance of his official duties within the District or within a 40 mile radius of the Barrington, Illinois School District administration center as Superintendent of Schools during his employment under this Agreement. For all travel outside the District or 40 mile radius described above, the Board shall reimburse the Superintendent for mileage at the allowed Internal Revenue Service rate. The Board shall also reimburse the Superintendent of Schools for other reasonable and actual expenses incurred in carrying out his responsibilities as Superintendent of Schools. The Superintendent of Schools shall file an itemized expense statement with the Secretary of the Board to be forwarded to the Board President.
17. Professional Activities, Memberships and Expenses. The Board encourages continuing professional growth of the Superintendent of Schools through membership in and participation in service clubs (Rotary, Lions, etc.) and in professional organizations (AASA, IASA, AEFA, ASCD and others as appropriate) and through attendance at appropriate professional meetings and conferences at the local, state and national levels. With the consent of the Board President, the Superintendent of Schools may attend such professional meetings and the Board shall reimburse the Superintendent of Schools for actual and necessary expenses incurred by him in attending such meetings and conferences.

18. Residence. The Board has communicated to the Superintendent of Schools its desire that he relocate his personal residence within the territorial boundaries of School District No. 220. If the Superintendent does not reside within School District 220, the Superintendent shall reside in sufficient proximity to the School District to permit the Superintendent to satisfy the Board's expectation of the Superintendent's active participation in the affairs of the schools and the school community. The Superintendent's current residence in St. Charles, IL is in sufficient proximity.
19. Termination of Agreement. This Agreement may be terminated by:
- A. Mutual agreement of the parties.
 - B. Retirement of the Superintendent of Schools.
 - C. Disability of the Superintendent of Schools Should the Superintendent of Schools be unable to perform the duties and obligations of this Agreement, by reason of illness, accident or other cause beyond the Superintendent's control and such disability exists for a period of more than sixty (60) days after the exhaustion of accumulated sick leave days and vacation days during any school year, or if such disability is permanent, irreparable, or of such nature as to make the performance of Superintendent's duties impossible, the Board, at its option, may terminate this Agreement, whereupon the respective duties, rights and obligations of the parties shall terminate. Prior to termination for disability, the Superintendent may request a hearing before the Board.

If a question exists concerning the capacity of the Superintendent of Schools to return to his duties, the Board may require the Superintendent of Schools to submit to a medical examination, to be performed by a physician

licensed to practice medicine in Illinois. The Board and the Superintendent of Schools shall attempt to mutually agree upon the physician who shall conduct the examination. If the parties cannot so agree, the School District's insurance carrier shall select the examining physician. The examination shall be done at the expense of the School District. The physician shall limit his report to the issues of whether the Superintendent of Schools has a continuing disability which prohibits him from performing his duties.

- D. **Discharge for Cause** The Board may discharge the Superintendent of Schools for just cause, which shall include but not be limited to failure to obtain or maintain the State of Illinois Certificate/License referred to above, neglect of duty, or breach of contract. Notice of discharge for just cause shall be given in writing and the Superintendent of Schools shall be entitled to appear before the Board to discuss such causes. If the Superintendent of Schools chooses to be accompanied by legal counsel at such meeting, he shall bear any costs therein involved. Such meeting shall be conducted in closed session. The Superintendent of Schools shall be provided a written decision stating the results of the meeting.
- E. **Unilateral Termination by the Board** – In each contract year, the Board may at its option, and by a minimum of ninety (90) days' notice to the Superintendent of Schools, and without the requirement for a meeting otherwise provided in Section 18D above, unilaterally terminate this Agreement. In the event of such termination the District shall pay to the Superintendent of Schools, as severance pay, 100% of the base salary as set forth herein he would have earned under this Agreement from the actual date of termination to twelve months thereafter.

- F. Notwithstanding any other provision of this Agreement to the contrary, the Board reserves the right to non-renew this Agreement effective June 30, 2021 by delivering to the Superintendent of Schools on or before December 31, 2020 notice of such non-renewal. Said notice shall be in writing and state the specific reason for non-renewal. Failure to provide timely notice of non-renewal shall extend the Contract for one (1) additional year. Within ten (10) days after receipt of a notice of intent not to renew this contract, the Superintendent may request a closed session hearing on the non-renewal. In the event the Board delivers timely notice of non-renewal to the Superintendent of Schools, this Agreement shall terminate effective June 30, 2021 and the Board shall not be obligated to pay the Superintendent of Schools any additional monies or severance pay. Prior to action for non-renewal, the Board shall provide the Superintendent with the option to resign.
 - G. Death of the Superintendent of Schools.
 - H. Expiration of the Term of the Contract in accordance with Paragraph 18, Section F above.
20. Background Investigation. This contract is contingent on completion from time to time, as designated by the Board with reasonable cause, of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and other applicable laws, such as for DCFS, or equivalent, pending investigations or indicated findings. If the investigation discloses information which would prohibit employment or call into question the Superintendent'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 10 days' written notice to the Superintendent.

21. Unilateral Termination By The Superintendent. The Superintendent may, at the Superintendent's option, unilaterally terminate this contract during its term under the conditions set forth below. In the event of unilateral termination with at least one-hundred-twenty (120) days' notice to the Board and an effective date at the end of the school year, the Superintendent shall pay to the Board Twenty Thousand and No/100 (\$20,000) Dollars, which relates to some of the aggregate costs to the Board of the search to obtain the Superintendent's successor and any interim replacement. In the event of unilateral termination with less than one-hundred-twenty (120) days' notice, or with an effective date other than at the end of the school year, the Superintendent shall pay to the Board, as liquidated damages, Forty Thousand and No/100 (\$40,000.00) Dollars which relates to much of the aggregate costs to the Board of the search to obtain the Superintendent's successor and any interim replacement. The payment of liquidated damages by the Superintendent under this paragraph shall be the Board's exclusive remedy for any claims of breach of this contract due to the Superintendent's unilateral termination, except as otherwise provided for in paragraph 7 above. This paragraph does not apply in the event that the parties mutually agree to end this contract or if the Superintendent terminates this contract due to life-altering health issues for the Superintendent or his spouse or children.
22. Medical Examination. The Superintendent of Schools shall submit to a comprehensive executive medical examination before October 1 of each contract year. The medical examination shall include tests deemed necessary by the physician or required by the

Board. The cost of the medical examination shall be borne by the Board provided such cost is reasonable or is otherwise approved by the Board or results from tests required by the Board. A report as to the Superintendent of Schools' health, in a form satisfactory to the Board, shall be presented to the Board and placed in the Superintendent of Schools' personnel file or other confidential file as required by law. The Superintendent of Schools shall further submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

23. Indemnification. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent of Schools from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity as agent and employee of the Board, provided the incident giving rise to said demand, claim, suit, action or legal proceeding arose while the Superintendent was acting within the scope of his employment, but excluding criminal litigation and liability arising in respect to the operation of any vehicle as such liability coverage is not within the authority of the Board to provide under State law. Notwithstanding the foregoing, it is expressly understood that in no case will individual Board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.
24. 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, registered or certified mail, postage prepaid, addressed:

If to the Board, to:

President, Board of Education
Community Unit School District No. 220
310 James Street

Barrington, Illinois 60010

If to the Superintendent of Schools, to:

Dr. Brian Harris
(Address on file with the District Business Office)

25. 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.
- 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 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. The Superintendent of Schools in accepting the terms of this multi-year contract waives any and all rights granted him under the Illinois School Code, including but not limited to any rights to tenure under Sections 24-11 through 24-16 of the School Code.
- E. If any provision of this Agreement 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.
- F. This Agreement contains all 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. No modification of this Agreement shall be valid

or binding on the parties unless it is in writing agreed to by the Board and the Superintendent of Schools.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOARD OF EDUCATION OF
COMMUNITY UNIT SCHOOL
DISTRICT NO. 220, LAKE, COOK,
MCHENRY AND KANE COUNTIES,
ILLINOIS

By: 
Its President

SUPERINTENDENT OF SCHOOLS

By: 
Dr. Brian Harris

ATTEST:

By: 
Its Secretary

EXHIBIT A
PERFORMANCE GOALS AND INDICATORS

- **Academic Indicators and Instructional Leadership:**

Improve the college and career readiness of our students by showing measurable student achievement gains over time, through the successful implementation of common core standards and social emotional learning standards.

Implement digital age instruction through the use of technology including but not limited to blended learning in our classrooms to provide a Global education.

Implement, enhance, and operationalize new start times into all district schools to optimize the learning time for students while minimizing the impact on community families.

- **Staff Relations, Development and Professional Growth:**

Attract, recruit, and retain a highly qualified staff.

Pursue innovative and data driven professional growth opportunities for all employees

Develop training and mentoring opportunities that continue to deepen the professional and leadership talents of our teachers and administrators.

Maintain and enhance a collaborative relationship with the BEA and BSEO

- **Business/Finance and Facilities:**

Continue to present and implement balanced budgets based on long range planning to protect and improve the quality of our facilities, staff, and programs.

Lead the process to develop a master facility plan acceptable to the community for addressing long-term facility and program needs.

Continue to improve Business Office operations seeking enhanced processes that gain efficiencies

- **Support Board of Education Annual Priorities:**

Continue to partner with the Board of Education in the development and implementation of annual Board priorities in support of the District's Strategic plan.

CERTIFIED ADMINISTRATIVE FRINGE BENEFITS (TRS)

Final Board Approved 6/21/16

FRINGE/SALARY BENEFITS	12 MONTH ADMINISTRATORS	NON-12 MONTH ADMINISTRATORS
Sick Leave	12 days for years 1 thru 5 15 days for years 6 thru 10 16 days for years 11 thru 15 18 days for years 16 thru 20 23 days for years 21 and beyond	12 days for years 1 thru 5 15 days for years 6 thru 10 16 days for years 11 thru 15 18 days for years 16 thru 20 23 days for years 21 and beyond
Sick Leave Bank	Yes	Yes
Personal Business	3 Days	3 Days
Vacation	<ul style="list-style-type: none"> • <u>Start Date Prior to 7/1/2012:</u> 25 days per year (may accumulate to a maximum of 50 after 12/31 each year); Unused vacation paid out to a maximum of 50 (60 if more than 25 years of service) paid after separation from District; 5 additional days after 25 years of service • <u>Start Date 7/1/2012 and Beyond:</u> 25 days per year (may accumulate to a maximum of 25 after 12/31 each year); Unused vacation paid out to a maximum of 25 (30 if more than 25 years of service) paid after separation from District; 5 additional days after 25 years of service 	
Winter Break	12 month administrators are not required to be in the office from 12/25 thru 1/1	
Tuition Reimbursement	\$450.00 per semester hour	\$450.00 per semester hour
Professional Dues	\$500	\$500
Professional Development	As approved in budget by the Board of Education	As approved in budget by the Board
Service Club Dues	Yes	No
Annual Medical Cost Reimbursed	\$400.00	\$400.00
Term Life Insurance (Available to retiree with 10 years service at retiree's expense)	3 times salary to a maximum of \$400,000	3 times salary to a maximum of \$400,000
Special Fringe Benefit (\$ of term life insurance and dental insurance frozen June, 1995)	Yes, no longer available to those hired after July, 1995	Yes, no longer available to those hired after July, 1995
Medical Insurance Standard Health Plan II (available to retirees up to 65 at retiree's expense)	100% single coverage 100% family coverage	100% single coverage 100% family coverage
Deductible costs, out of pocket costs, prescription drug coverage	Same as teachers	Same as teachers
Dental	100% single coverage, 100% family coverage	100% single coverage, 100% family coverage
Vision	100% Single Coverage, 100% family coverage	100% single coverage, 100% family coverage
Board contribution TRS on base salary* THIS on base salary*	9.40% 1.12%	9.40% 1.12%
Early Retirement Plan	Incentive Retirement Plan (Same as current BEA contract).	Incentive Retirement Plan (Same as current BEA contract).
Long Term Disability	Paid	Paid
Tax Sheltered Annuities	Yes, voluntary	Yes, voluntary
Doctorate National Board Certification Attained	\$2,500 \$1,500	\$2,500 \$1,500

This document is a summary of benefits which has been prepared by the Office of Human Resources for your convenience. This summary is informational only and while we strive to make it accurate, it may contain errors resulting from changes and/or modifications.

*Base salary only pertains to the compensation approved annually by the BOE; includes doctoral or National Board stipend; does not include any additional compensation.