

CONTRACT OF EMPLOYMENT OF SARAH BOONE

AGREEMENT made this 12th day of May, 2022, by and between the BOARD OF EDUCATION, GENESEO COMMUNITY UNIT SCHOOL DISTRICT #228, and ratified by a Resolution adopted at the Regular Meeting of the Board held on May 12, 2022.

IT IS AGREED:

1. EMPLOYMENT — SARAH BOONE is hereby hired and retained from July 1, 2022 to June 30, 2023, as Administrative Coach for Academics and Instruction (ACAI). This contract will be reviewed annually by March 1. Said ACAI shall work 190 days on a schedule approved by the Superintendent.
2. DUTIES — The duties and responsibilities of the Principal shall be all those duties incident to the position as set forth in the job description and as shall be set by the Board and Superintendent.
3. SALARY — In consideration of a salary of \$91,000 plus TRS contributions for 2022-23. ACAI hereby agrees to devote such time, skill, labor, and attention to this Agreement, as to perform faithfully the duties of ACAI as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff. The Board retains the right to adjust the annual salary of the ACAI during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure from the prior year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement with any possible increase being considered on a merit basis. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with the ACAI nor that the termination date of this Agreement has been in any way extended.
4. PARALLEL BENEFITS—ACAI may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.
5. EVALUATION — Annually, but no later than March 1 of each calendar year, the Superintendent (with information to the Board of Education) shall during the term of this Agreement review with ACAI progress toward established performance goals and other goals and working relationships among the Superintendent, the Board, the faculty, and the community.
6. LICENSE/ENDORSEMENT — ACAI shall furnish to the Board during the term of this Agreement, a valid and appropriate license/endorsement to act as Principal in accordance with the laws of the State of Illinois and as directed by the Board.
7. OTHER WORK — Only with prior agreement of the Superintendent (reported to the Board) may undertake consulting work, speaking engagements, writing, teaching, lecturing or other professional duties and obligations.
8. DISCHARGE FOR CAUSE — Throughout the term of this Agreement, ACAI shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that ACAI shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If ACAI chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by ACAI.

A failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

9. TERMINATION BY AGREEMENT — During the term of this Agreement, the Board and ACAI may mutually agree, in writing, to terminate this Agreement, either party allowing a 90-day notification period.

10. PROFESSIONAL ACTIVITIES — ACAI shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent, such costs of attendance shall be paid by the Board.

11. PERSONAL AND SICK LEAVE — ACAI shall receive 2 days of personal leave annually and shall be entitled to 18 days of sick leave annually (2 of which may be used as bereavement days). The personal leave days are cumulative, but at no time may ACAI *carry* more than 4 days, nor use more than 4 days in any one school year. Sick leave days are cumulative to the same amount as stated within the GEA Professional Agreement currently in place.

12. HOSPITALIZATION — The Board shall provide hospitalization and major medical insurance for Principal and eligible members of her immediate family. Dental insurance is available, but is not a Board-paid benefit. However, family dental/vision reimbursement of up to \$1,000.00 annually is an available benefit.

13. TERM LIFE INSURANCE — The Board shall provide for term life insurance for ACAI in an amount equal to two times Basic Annual Earnings, rounded to the next higher \$1,000.

14. DUES — The Board shall pay the ACAI's dues to the NAESP and IPA. Additional membership dues require budgetary approval by the Superintendent.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed in their *respective* names and, in the case of the Board, by its President, on May 12, 2022.

Sarah Boone, Administrative Coach for Academics and Instruction

Board of Education, District # 228

By: _____

President

Attest: _____

Secretary

CONTRACT OF EMPLOYMENT OF BROOKE EMMERSON

AGREEMENT made this 12th day of May, 2022, by and between the BOARD OF EDUCATION, GENESEO COMMUNITY UNIT SCHOOL DISTRICT #228, and ratified by a Resolution adopted at the Regular Meeting of the Board held on May 12, 2022.

IT IS AGREED:

1. EMPLOYMENT — BROOKE EMMERSON is hereby hired and retained from July 1, 2022 to June 30, 2023, as Geneseo High School Assistant Principal. This contract will be reviewed annually by March 1. Said Assistant Principal shall work 200 days on a schedule approved by the Superintendent.

2. DUTIES — The duties and responsibilities of the Assistant Principal shall be all those duties incident to the position as set forth in the job description and as shall be set by the Board and Superintendent.

3. SALARY — In consideration of a salary of \$82,400 plus TRS contributions for 2022-23. Assistant Principal hereby agrees to devote such time, skill, labor, and attention to this Agreement, as to perform faithfully the duties of Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff. The Board retains the right to adjust the annual salary of the Assistant Principal during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure from the prior year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement with any possible increase being considered on a merit basis. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with the Assistant Principal nor that the termination date of this Agreement has been in any way extended.

4. PARALLEL BENEFITS — Assistant Principal may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.

5. EVALUATION — Annually, but no later than March 1 of each calendar year, the Superintendent (with information to the Board of Education) shall during the term of this Agreement review with Assistant Principal progress toward established performance goals and other goals and working relationships among the Superintendent, the Board, the faculty, and the community.

6. LICENSE/ENDORSEMENT — Assistant Principal shall furnish to the Board during the term of this Agreement, a valid and appropriate license/endorsement to act as Assistant Principal in accordance with the laws of the State of Illinois and as directed by the Board.

7. OTHER WORK — Only with prior agreement of the Superintendent (reported to the Board) may undertake consulting work, speaking engagements, writing, teaching, lecturing or other professional duties and obligations.

8. DISCHARGE FOR CAUSE — Throughout the term of this Agreement, Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that Assistant Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If Assistant Principal chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by Assistant Principal.

A failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

9. TERMINATION BY AGREEMENT — During the term of this Agreement, the Board and Assistant Principal may mutually agree, in writing, to terminate this Agreement, either party allowing a 90-day notification period.

10. PROFESSIONAL ACTIVITIES — Assistant Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent, such costs of attendance shall be paid by the Board.

11. PERSONAL AND SICK LEAVE — Assistant Principal shall receive 2 days of personal leave annually and shall be entitled to 18 days of sick leave annually (2 of which may be used as bereavement days). The personal leave days are cumulative, but at no time may Assistant Principal *carry* more than 4 days, nor use more than 4 days in any one school year. Sick leave days are cumulative to the same amount as stated within the GEA Professional Agreement currently in place.

12. HOSPITALIZATION — The Board shall provide hospitalization and major medical insurance for Assistant Principal and eligible members of her immediate family. Dental insurance is available, but is not a Board-paid benefit. However, family dental/vision reimbursement of up to \$1,000.00 annually is an available benefit.

13. TERM LIFE INSURANCE — The Board shall provide for term life insurance for Assistant Principal in an amount equal to two times Basic Annual Earnings, rounded to the next higher \$1,000.

14. DUES — The Board shall pay the Assistant Principal's dues to the NAESP and IPA. Additional membership dues require budgetary approval by the Superintendent.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed in their *respective* names and, in the case of the Board, by its President, on May 12, 2022.

Brooke Emmerson, Assistant Principal

Board of Education, District # 228

By: _____
President

Attest:

Secretary

Memo To: 228 BOE

Topic: Salary stipend for Mr. Tim Gronski for national certification

Continuous improvement of our administrative staff is important to the overall success of our district. In accordance with Section 4 of the Administrator Contract (referenced below), I would like to bring the following to your attention:

4. PARALLEL BENEFITS—Principal may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.

During the pandemic, Mr. Tim Gronski completed two of the highest-level professional development and advancement opportunities available in the state of Illinois and nationally to Chief School Business Officials (CSBO).

1. The Illinois Association of School Business Officials (IASBO) Leadership Institute.
 - a. An institute, completed over two years, sharpening the leadership and financial skills of a select 20-member cohort of the best CSBOs from around the state. The course requires a culminating capstone project, reviewed by IASBO prior to graduation.
2. Successfully passing the ASBO national certification exam for School Financial Officers (SFO).

I equate these accomplishments to the same level of academic rigor and evidence of mastery required by our certified teachers who complete the National Board Certification process. As per the CBA, we award those individuals with a \$6,000 stipend for as long as they maintain their certification.

Therefore, I am recommending an addendum to Mr. Gronski's contract to include an increase to his base salary of \$6,000 in recognition of his professional advancement and achievements, effective July 1, 2022, as a part of his current contractual agreement.

This Addendum was approved by a roll call vote on May 12, 2022 at the regular meeting of the Board of Education.

Ayes:

Nays:

Board President _____

Board Secretary _____

Mr. Tim Gronski _____

CONTRACT OF EMPLOYMENT OF BRIAN HOFER

AGREEMENT made this 12th day of May, 2022, by and between the BOARD OF EDUCATION, GENESEO COMMUNITY UNIT SCHOOL DISTRICT #228, and ratified by a Resolution adopted at the Regular Meeting of the Board held on May 12, 2022.

IT IS AGREED:

1. EMPLOYMENT — BRIAN HOFER is hereby hired and retained from July 1, 2022 to June 30, 2023, as Southwest Elementary Principal. This contract will be reviewed annually by March 1. Said Principal shall work 200 days on a schedule approved by the Superintendent.
2. DUTIES — The duties and responsibilities of the Principal shall be all those duties incident to the position as set forth in the job description and as shall be set by the Board and Superintendent.
3. SALARY — In consideration of a salary of \$100,452 plus TRS contributions for 2022-23. Principal hereby agrees to devote such time, skill, labor, and attention to this Agreement, as to perform faithfully the duties of Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff. The Board retains the right to adjust the annual salary of the Principal during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure from the prior year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement with any possible increase being considered on a merit basis. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with the Principal nor that the termination date of this Agreement has been in any way extended.
4. PARALLEL BENEFITS—Principal may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.
5. EVALUATION — Annually, but no later than March 1 of each calendar year, the Superintendent (with information to the Board of Education) shall during the term of this Agreement review with Principal progress toward established performance goals and other goals and working relationships among the Superintendent, the Board, the faculty, and the community.
6. LICENSE/ENDORSEMENT — Principal shall furnish to the Board during the term of this Agreement, a valid and appropriate license/endorsement to act as Principal in accordance with the laws of the State of Illinois and as directed by the Board.
7. OTHER WORK — Only with prior agreement of the Superintendent (reported to the Board) may undertake consulting work, speaking engagements, writing, teaching, lecturing or other professional duties and obligations.
8. DISCHARGE FOR CAUSE — Throughout the term of this Agreement, Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If Principal chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by Principal.

A failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

9. TERMINATION BY AGREEMENT — During the term of this Agreement, the Board and Principal may mutually agree, in writing, to terminate this Agreement, either party allowing a 90-day notification period.

10. PROFESSIONAL ACTIVITIES — Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent, such costs of attendance shall be paid by the Board.

11. PERSONAL AND SICK LEAVE — Principal shall receive 2 days of personal leave annually and shall be entitled to 18 days of sick leave annually (2 of which may be used as bereavement days). The personal leave days are cumulative, but at no time may Principal *carry* more than 4 days, nor use more than 4 days in any one school year. Sick leave days are cumulative to the same amount as stated within the GEA Professional Agreement currently in place.

12. HOSPITALIZATION — The Board shall provide hospitalization and major medical insurance for Principal and eligible members of his immediate family. Dental insurance is available, but is not a Board-paid benefit. However, family dental/vision reimbursement of up to \$1,000.00 annually is an available benefit.

13. TERM LIFE INSURANCE — The Board shall provide for term life insurance for Principal in an amount equal to two times Basic Annual Earnings, rounded to the next higher \$1,000.

14. DUES — The Board shall pay the Principal's dues to the NAESP and IPA. Additional membership dues require budgetary approval by the Superintendent.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed in their *respective* names and, in the case of the Board, by its President, on May 12, 2022.

Brian Hofer, Principal

Board of Education, District # 228

By: _____
President

Attest:

Secret

CONTRACT OF EMPLOYMENT OF DEAN JOHNSON

AGREEMENT made this 12th day of May, 2022, by and between the BOARD OF EDUCATION, GENESEO COMMUNITY UNIT SCHOOL DISTRICT #228, and ratified by a Resolution adopted at the Regular Meeting of the Board held on May 12, 2022.

IT IS AGREED:

1. EMPLOYMENT — DEAN JOHNSON is hereby hired and retained from July 1, 2022 to June 30, 2023, as Geneseo Middle School Assistant Principal. This contract will be reviewed annually by March 1. Said Assistant Principal shall work 200 days on a schedule approved by the Superintendent.

2. DUTIES — The duties and responsibilities of the Assistant Principal shall be all those duties incident to the position as set forth in the job description and as shall be set by the Board and Superintendent.

3. SALARY — In consideration of a salary of \$82,680 plus TRS contributions for 2022-23. Assistant Principal hereby agrees to devote such time, skill, labor, and attention to this Agreement, as to perform faithfully the duties of Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff. The Board retains the right to adjust the annual salary of the Assistant Principal during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure from the prior year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement with any possible increase being considered on a merit basis. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with the Assistant Principal nor that the termination date of this Agreement has been in any way extended.

4. PARALLEL BENEFITS—Assistant Principal may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.

5. EVALUATION — Annually, but no later than March 1 of each calendar year, the Superintendent (with information to the Board of Education) shall during the term of this Agreement review with Assistant Principal progress toward established performance goals and other goals and working relationships among the Superintendent, the Board, the faculty, and the community.

6. LICENSE/ENDORSEMENT — Assistant Principal shall furnish to the Board during the term of this Agreement, a valid and appropriate license/endorsement to act as Assistant Principal in accordance with the laws of the State of Illinois and as directed by the Board.

7. OTHER WORK — Only with prior agreement of the Superintendent (reported to the Board) may undertake consulting work, speaking engagements, writing, teaching, lecturing or other professional duties and obligations.

8. DISCHARGE FOR CAUSE — Throughout the term of this Agreement, Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that Assistant Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If Assistant Principal chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by Assistant Principal.

A failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

9. TERMINATION BY AGREEMENT — During the term of this Agreement, the Board and Assistant Principal may mutually agree, in writing, to terminate this Agreement, either party allowing a 90-day notification period.

10. PROFESSIONAL ACTIVITIES — Assistant Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent, such costs of attendance shall be paid by the Board.

11. PERSONAL AND SICK LEAVE — Assistant Principal shall receive 2 days of personal leave annually and shall be entitled to 18 days of sick leave annually (2 of which may be used as bereavement days). The personal leave days are cumulative, but at no time may Assistant Principal carry more than 4 days, nor use more than 4 days in any one school year. Sick leave days are cumulative to the same amount as stated within the GEA Professional Agreement currently in place.

12. HOSPITALIZATION — The Board shall provide hospitalization and major medical insurance for Assistant Principal and eligible members of his immediate family. Dental insurance is available, but is not a Board-paid benefit. However, family dental/vision reimbursement of up to \$1,000.00 annually is an available benefit.

13. TERM LIFE INSURANCE — The Board shall provide for term life insurance for Assistant Principal in an amount equal to two times Basic Annual Earnings, rounded to the next higher \$1,000.

14. DUES — The Board shall pay the Assistant Principal's dues to the NAESP and IPA. Additional membership dues require budgetary approval by the Superintendent.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed in their respective names and, in the case of the Board, by its President, on May 12, 2022.

*In accordance with Section 6.14 of the CBA, Mr. Johnson has entered into a retirement agreement with the BOE and shall be compensated as such in future contracts.

Dean Johnson, Assistant Principal

Board of Education, District # 228

By: _____
President

Attest:

Secretary

CONTRACT OF EMPLOYMENT OF PHIL MOE

AGREEMENT made this 12th day of May, 2022, by and between the BOARD OF EDUCATION, GENESEO COMMUNITY UNIT SCHOOL DISTRICT #228, and ratified by a Resolution adopted at the Regular Meeting of the Board held on May 12, 2022.

IT IS AGREED:

1. EMPLOYMENT — PHIL MOE is hereby hired and retained from July 1, 2022 to June 30, 2023, as Millikin Elementary Principal. This contract will be reviewed annually by March 1. Said Principal shall work 200 days on a schedule approved by the Superintendent.
2. DUTIES — The duties and responsibilities of the Principal shall be all those duties incident to the position as set forth in the job description and as shall be set by the Board and Superintendent.
3. SALARY — In consideration of a salary of \$84,460 plus TRS contributions for 2022-23. Principal hereby agrees to devote such time, skill, labor, and attention to this Agreement, as to perform faithfully the duties of Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff. The Board retains the right to adjust the annual salary of the Principal during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure from the prior year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement with any possible increase being considered on a merit basis. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with the Principal nor that the termination date of this Agreement has been in any way extended.
4. PARALLEL BENEFITS—Principal may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.
5. EVALUATION — Annually, but no later than March 1 of each calendar year, the Superintendent (with information to the Board of Education) shall during the term of this Agreement review with Principal progress toward established performance goals and other goals and working relationships among the Superintendent, the Board, the faculty, and the community.
6. LICENSE/ENDORSEMENT — Principal shall furnish to the Board during the term of this Agreement, a valid and appropriate license/endorsement to act as Principal in accordance with the laws of the State of Illinois and as directed by the Board.
7. OTHER WORK — Only with prior agreement of the Superintendent (reported to the Board) may undertake consulting work, speaking engagements, writing, teaching, lecturing or other professional duties and obligations.
8. DISCHARGE FOR CAUSE — Throughout the term of this Agreement, Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If Principal chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by Principal.

A failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

9. TERMINATION BY AGREEMENT — During the term of this Agreement, the Board and Principal may mutually agree, in writing, to terminate this Agreement, either party allowing a 90-day notification period.

10. PROFESSIONAL ACTIVITIES — Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent, such costs of attendance shall be paid by the Board.

11. PERSONAL AND SICK LEAVE — Principal shall receive 2 days of personal leave annually and shall be entitled to 18 days of sick leave annually (2 of which may be used as bereavement days). The personal leave days are cumulative, but at no time may Principal *carry* more than 4 days, nor use more than 4 days in any one school year. Sick leave days are cumulative to the same amount as stated within the GEA Professional Agreement currently in place.

12. HOSPITALIZATION — The Board shall provide hospitalization and major medical insurance for Principal and eligible members of his immediate family. Dental insurance is available, but is not a Board-paid benefit. However, family dental/vision reimbursement of up to \$1,000.00 annually is an available benefit.

13. TERM LIFE INSURANCE — The Board shall provide for term life insurance for Principal in an amount equal to two times Basic Annual Earnings, rounded to the next higher \$1,000.

14. DUES — The Board shall pay the Principal's dues to the NAESP and IPA. Additional membership dues require budgetary approval by the Superintendent.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed in their *respective* names and, in the case of the Board, by its President, on May 12, 2022.

PHIL MOE, Principal

Board of Education, District # 228

By: _____
President

Attest:

Secretary

CONTRACT OF EMPLOYMENT OF JEREMY MOSIER

AGREEMENT made this 12th day of May, 2022, by and between the BOARD OF EDUCATION, GENESEO COMMUNITY UNIT SCHOOL DISTRICT #228, and ratified by a Resolution adopted at the Regular Meeting of the Board held on May 12, 2022.

IT IS AGREED:

1. EMPLOYMENT — JEREMY MOSIER is hereby hired and retained from July 1, 2022 to June 30, 2023, as Geneseo High School Assistant Principal. This contract will be reviewed annually by March 1. Said Assistant Principal shall work 200 days on a schedule approved by the Superintendent.

2. DUTIES — The duties and responsibilities of the Assistant Principal shall be all those duties incident to the position as set forth in the job description and as shall be set by the Board and Superintendent.

3. SALARY — In consideration of a salary of \$80,340 plus TRS contributions for 2022-23. Assistant Principal hereby agrees to devote such time, skill, labor, and attention to this Agreement, as to perform faithfully the duties of Assistant Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff. The Board retains the right to adjust the annual salary of the Assistant Principal during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure from the prior year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement with any possible increase being considered on a merit basis. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with the Assistant Principal nor that the termination date of this Agreement has been in any way extended.

4. PARALLEL BENEFITS—Assistant Principal may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.

5. EVALUATION — Annually, but no later than March 1 of each calendar year, the Superintendent (with information to the Board of Education) shall during the term of this Agreement review with Assistant Principal progress toward established performance goals and other goals and working relationships among the Superintendent, the Board, the faculty, and the community.

6. LICENSE/ENDORSEMENT — Assistant Principal shall furnish to the Board during the term of this Agreement, a valid and appropriate license/endorsement to act as Assistant Principal in accordance with the laws of the State of Illinois and as directed by the Board.

7. OTHER WORK — Only with prior agreement of the Superintendent (reported to the Board) may undertake consulting work, speaking engagements, writing, teaching, lecturing or other professional duties and obligations.

8. DISCHARGE FOR CAUSE — Throughout the term of this Agreement, Assistant Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that Assistant Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If Assistant Principal chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by Assistant Principal.

A failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

9. TERMINATION BY AGREEMENT — During the term of this Agreement, the Board and Assistant Principal may mutually agree, in writing, to terminate this Agreement, either party allowing a 90-day notification period.

10. PROFESSIONAL ACTIVITIES — Assistant Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent, such costs of attendance shall be paid by the Board.

11. PERSONAL AND SICK LEAVE — Assistant Principal shall receive 2 days of personal leave annually and shall be entitled to 18 days of sick leave annually (2 of which may be used as bereavement days). The personal leave days are cumulative, but at no time may Assistant Principal *carry* more than 4 days, nor use more than 4 days in any one school year. Sick leave days are cumulative to the same amount as stated within the GEA Professional Agreement currently in place.

12. HOSPITALIZATION — The Board shall provide hospitalization and major medical insurance for Assistant Principal and eligible members of his immediate family. Dental insurance is available, but is not a Board-paid benefit. However, family dental/vision reimbursement of up to \$1,000.00 annually is an available benefit.

13. TERM LIFE INSURANCE — The Board shall provide for term life insurance for Assistant Principal in an amount equal to two times Basic Annual Earnings, rounded to the next higher \$1,000.

14. DUES — The Board shall pay the Assistant Principal's dues to the NAESP and IPA. Additional membership dues require budgetary approval by the Superintendent.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed in their *respective* names and, in the case of the Board, by its President, on May 12, 2022.

Jeremy Mosier, Assistant Principal

Board of Education, District # 228

By: _____
President

Attest:

Secretary

CONTRACT OF EMPLOYMENT OF JOE MOWEN

AGREEMENT made this 12th day of May, 2022, by and between the BOARD OF EDUCATION, GENESEO COMMUNITY UNIT SCHOOL DISTRICT #228, and ratified by a Resolution adopted at the Regular Meeting of the Board held on May 12, 2022.

IT IS AGREED:

1. EMPLOYMENT — JOE MOWEN is hereby hired and retained from July 1, 2022 to June 30, 2023, as Northside Elementary Principal. This contract will be reviewed annually by March 1. Said Principal shall work 200 days on a schedule approved by the Superintendent.

2. DUTIES — The duties and responsibilities of the Principal shall be all those duties incident to the position as set forth in the job description and as shall be set by the Board and Superintendent.

3. SALARY — In consideration of a salary of \$94,764 plus TRS contributions for 2022-23. Principal hereby agrees to devote such time, skill, labor, and attention to this Agreement, as to perform faithfully the duties of Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff. The Board retains the right to adjust the annual salary of the Principal during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure from the prior year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement with any possible increase being considered on a merit basis. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with the Principal nor that the termination date of this Agreement has been in any way extended.

4. PARALLEL BENEFITS—Principal may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.

5. EVALUATION — Annually, but no later than March 1 of each calendar year, the Superintendent (with information to the Board of Education) shall during the term of this Agreement review with Principal progress toward established performance goals and other goals and working relationships among the Superintendent, the Board, the faculty, and the community.

6. LICENSE/ENDORSEMENT — Principal shall furnish to the Board during the term of this Agreement, a valid and appropriate license/endorsement to act as Principal in accordance with the laws of the State of Illinois and as directed by the Board.

7. OTHER WORK — Only with prior agreement of the Superintendent (reported to the Board) may undertake consulting work, speaking engagements, writing, teaching, lecturing or other professional duties and obligations.

8. DISCHARGE FOR CAUSE — Throughout the term of this Agreement, Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If Principal chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by Principal.

A failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

9. TERMINATION BY AGREEMENT — During the term of this Agreement, the Board and Principal may mutually agree, in writing, to terminate this Agreement, either party allowing a 90-day notification period.

10. PROFESSIONAL ACTIVITIES — Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent, such costs of attendance shall be paid by the Board.

11. PERSONAL AND SICK LEAVE — Principal shall receive 2 days of personal leave annually and shall be entitled to 18 days of sick leave annually (2 of which may be used as bereavement days). The personal leave days are cumulative, but at no time may Principal *carry* more than 4 days, nor use more than 4 days in any one school year. Sick leave days are cumulative to the same amount as stated within the GEA Professional Agreement currently in place.

12. HOSPITALIZATION — The Board shall provide hospitalization and major medical insurance for Principal and eligible members of his immediate family. Dental insurance is available, but is not a Board-paid benefit. However, family dental/vision reimbursement of up to \$1,000.00 annually is an available benefit.

13. TERM LIFE INSURANCE — The Board shall provide for term life insurance for Principal in an amount equal to two times Basic Annual Earnings, rounded to the next higher \$1,000.

14. DUES — The Board shall pay the Principal's dues to the NAESP and IPA. Additional membership dues require budgetary approval by the Superintendent.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed in their *respective* names and, in the case of the Board, by its President, on May 12, 2022.

Joe Mowen, Principal

Board of Education, District # 228

By: _____
President

Attest:

Secretary

CONTRACT OF EMPLOYMENT OF JOSEPH NICHOLS

AGREEMENT made this 12th day of May, 2022, by and between the BOARD OF EDUCATION, GENESEO COMMUNITY UNIT SCHOOL DISTRICT #228, and ratified by a Resolution adopted at the Regular Meeting of the Board held on May 12, 2022.

IT IS AGREED:

1. EMPLOYMENT — JOSEPH NICHOLS is hereby hired and retained from July 1, 2022 to June 30, 2023, as Geneseo High School Athletic Director. This contract will be reviewed annually by March 1. Said Athletic Director shall work 200 days on a schedule approved by the Superintendent.
2. DUTIES — The duties and responsibilities of the Athletic Director shall be all those duties incident to the position as set forth in the job description and as shall be set by the Board and Superintendent.
3. SALARY — In consideration of a salary of \$95,108 plus TRS contributions for 2022-23. Athletic Director hereby agrees to devote such time, skill, labor, and attention to this Agreement, as to perform faithfully the duties of Athletic Director as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff. The Board retains the right to adjust the annual salary of the Athletic Director during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure from the prior year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement with any possible increase being considered on a merit basis. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with the Athletic Director nor that the termination date of this Agreement has been in any way extended.
4. PARALLEL BENEFITS—Athletic Director may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.
5. EVALUATION — Annually, but no later than March 1 of each calendar year, the Superintendent (with information to the Board of Education) shall during the term of this Agreement review with Athletic Director progress toward established performance goals and other goals and working relationships among the Superintendent, the Board, the faculty, and the community.
6. LICENSE/ENDORSEMENT — Athletic Director shall furnish to the Board during the term of this Agreement, a valid and appropriate license/endorsement to act as Athletic Director in accordance with the laws of the State of Illinois and as directed by the Board.
7. OTHER WORK — Only with prior agreement of the Superintendent (reported to the Board) may undertake consulting work, speaking engagements, writing, teaching, lecturing or other professional duties and obligations.
8. DISCHARGE FOR CAUSE — Throughout the term of this Agreement, Athletic Director shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that Athletic Director shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If Athletic Director chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by Athletic Director.

A failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

9. TERMINATION BY AGREEMENT — During the term of this Agreement, the Board and Athletic Director may mutually agree, in writing, to terminate this Agreement, either party allowing a 90-day notification period.

10. PROFESSIONAL ACTIVITIES — Athletic Director shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent, such costs of attendance shall be paid by the Board.

11. PERSONAL AND SICK LEAVE — Athletic Director shall receive 2 days of personal leave annually and shall be entitled to 18 days of sick leave annually (2 of which may be used as bereavement days). The personal leave days are cumulative, but at no time may Athletic Director *carry* more than 4 days, nor use more than 4 days in any one school year. Sick leave days are cumulative to the same amount as stated within the GEA Professional Agreement currently in place.

12. HOSPITALIZATION — The Board shall provide hospitalization and major medical insurance for Athletic Director and eligible members of his immediate family. Dental insurance is available, but is not a Board-paid benefit. However, family dental/vision reimbursement of up to \$1,000.00 annually is an available benefit.

13. TERM LIFE INSURANCE — The Board shall provide for term life insurance for Athletic Director in an amount equal to two times Basic Annual Earnings, rounded to the next higher \$1,000.

14. DUES — The Board shall pay the Athletic Director's dues to the NAESP and IPA. Additional membership dues require budgetary approval by the Superintendent.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed in their *respective* names and, in the case of the Board, by its President, on May 12, 2022.

Joseph Nichols, Athletic Director

Board of Education, District # 228

By: _____
President

Attest: _____
Secretary

CONTRACT OF EMPLOYMENT OF NATHAN O'DELL

AGREEMENT made this 12th day of May, 2022, by and between the BOARD OF EDUCATION, GENESEO COMMUNITY UNIT SCHOOL DISTRICT #228, and ratified by a Resolution adopted at the Regular Meeting of the Board held on May 12, 2022.

IT IS AGREED:

1. EMPLOYMENT — NATHAN O'DELL is hereby hired and retained from July 1, 2022 to June 30, 2023, as Geneseo Middle School Principal. This contract will be reviewed annually by March 1. Said Principal shall work 200 days on a schedule approved by the Superintendent.

2. DUTIES — The duties and responsibilities of the Principal shall be all those duties incident to the position as set forth in the job description and as shall be set by the Board and Superintendent.

3. SALARY — In consideration of a salary of \$108,558 plus TRS contributions for 2022-23. Principal hereby agrees to devote such time, skill, labor, and attention to this Agreement, as to perform faithfully the duties of Principal as set forth in this Agreement. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff. The Board retains the right to adjust the annual salary of the Principal during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure from the prior year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement with any possible increase being considered on a merit basis. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with the Principal nor that the termination date of this Agreement has been in any way extended.

4. PARALLEL BENEFITS—Principal may be eligible for other compensation and/or benefits as afforded teachers in the Professional Agreement Between Geneseo Education Association and Geneseo CUSD #228 Board of Education upon approval of Superintendent. This may apply to retirement benefits and Appendix B stipends.

5. EVALUATION — Annually, but no later than March 1 of each calendar year, the Superintendent (with information to the Board of Education) shall during the term of this Agreement review with Principal progress toward established performance goals and other goals and working relationships among the Superintendent, the Board, the faculty, and the community.

6. LICENSE/ENDORSEMENT — Principal shall furnish to the Board during the term of this Agreement, a valid and appropriate license/endorsement to act as Principal in accordance with the laws of the State of Illinois and as directed by the Board.

7. OTHER WORK — Only with prior agreement of the Superintendent (reported to the Board) may undertake consulting work, speaking engagements, writing, teaching, lecturing or other professional duties and obligations.

8. DISCHARGE FOR CAUSE — Throughout the term of this Agreement, Principal shall be subject to discharge for good cause provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If Principal chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by Principal.

A failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

9. TERMINATION BY AGREEMENT — During the term of this Agreement, the Board and Principal may mutually agree, in writing, to terminate this Agreement, either party allowing a 90-day notification period.

10. PROFESSIONAL ACTIVITIES — Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent, such costs of attendance shall be paid by the Board.

11. PERSONAL AND SICK LEAVE — Principal shall receive 2 days of personal leave annually and shall be entitled to 18 days of sick leave annually (2 of which may be used as bereavement days). The personal leave days are cumulative, but at no time may Principal carry more than 4 days, nor use more than 4 days in any one school year. Sick leave days are cumulative to the same amount as stated within the GEA Professional Agreement currently in place.

12. HOSPITALIZATION — The Board shall provide hospitalization and major medical insurance for Principal and eligible members of his immediate family. Dental insurance is available, but is not a Board-paid benefit. However, family dental/vision reimbursement of up to \$1,000.00 annually is an available benefit.

13. TERM LIFE INSURANCE — The Board shall provide for term life insurance for Principal in an amount equal to two times Basic Annual Earnings, rounded to the next higher \$1,000.

14. DUES — The Board shall pay the Principal's dues to the NAESP and IPA. Additional membership dues require budgetary approval by the Superintendent.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed in their respective names and, in the case of the Board, by its President, on May 12, 2022.

Nathan O'Dell, Principal

Board of Education, District # 228

By: _____
President

Attest:

Secretary