Meeting of the Board of Education of the City of Rockford, Illinois

Held at the Board of Education Room in the Administration Building,
in the City of Rockford, Illinois

Form No. 29

Vote Recorded by

School Officers and Members of Board of Education Present

<table>
<thead>
<tr>
<th>Vote No. 1</th>
<th>Vote No. 2</th>
<th>Vote No. 3</th>
<th>Vote No. 4</th>
<th>Vote No. 5</th>
<th>Vote No. 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>No</td>
<td>Exc.</td>
<td>Yes</td>
<td>No</td>
<td>Exc.</td>
</tr>
</tbody>
</table>

Superintendent of Schools: Mcintosh, W. R.
Assistant Superintendent of Schools: Orton, Kenneth L.
Assistant to the Supt. of Schools: Johnson, Arthur T.
Administrative Assistant: Welling, Vera E.
Administrative Assistant: Raasch, Gerald E.

Supervisor of Elementary Instruction: Gustafson, Anne
Director of Buildings, Grounds & Maint: Raasch, Gerald E.
Attorney for Board of Education: Conde, Dale

Thorell, H. Walter Member
Broesder, Herold Member
Carlson, Clifford P. Member
Gouker, George Member
Hollingsworth, E. R. Member
Meredith, Mrs. Dora May Member
Sechler, Robert Member
Smith, Loren M. Member
Spoto, Angelo L. Member
Stank, Richard Member
Studstrup, Stanley Member

Yes
No
Excel
# Meeting of the Board of Education of the City of Rockford, Illinois

## Held at the Board of Education Room in the Administration Building, in the City of Rockford, Illinois

### Date: 6/19/85

<table>
<thead>
<tr>
<th>School Officers and Members of Board of Education Present</th>
<th>Vote No. 1</th>
<th>Vote No. 2</th>
<th>Vote No. 3</th>
<th>Vote No. 4</th>
<th>Vote No. 5</th>
<th>Vote No. 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Superintendent of Schools</td>
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<tr>
<td>Mr. Mel D. Groell</td>
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<td>Assistant Superintendent of Schools</td>
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<td>Mr. Robert Kellogg</td>
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<td>Assistant Superintendent of Schools</td>
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<td>Mr. Don Erickson</td>
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<tr>
<td>Assistant to the Supt. of Schools-Sec.</td>
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<tr>
<td>Dr. G. Kanenbrenner</td>
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<tr>
<td>Assistant to the Supt. of Schools-Elem.</td>
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<tr>
<td>Mrs. Constance Lane</td>
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<tr>
<td>Director of Bands, Grounds &amp; Staint.</td>
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<tr>
<td>Mr. John Hartwig</td>
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<tr>
<td>Attorney for Board of Education</td>
<td></td>
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</tr>
<tr>
<td>Mr. Dale F. Conde</td>
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</tbody>
</table>

**Motion:** McCarthy  
**Second:** Kearney

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Exc.</th>
<th>Yes</th>
<th>No</th>
<th>Exc.</th>
<th>Yes</th>
<th>No</th>
<th>Exc.</th>
<th>Yes</th>
<th>No</th>
<th>Exc.</th>
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<th>No</th>
<th>Exc.</th>
<th>Yes</th>
<th>No</th>
<th>Exc.</th>
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</tbody>
</table>
The regular meeting of the Rockford Board of Education was called to order by President Carol Parker at 7:42 P.M.

ROLL CALL

Present: President Carol Parker, Secretary Dr. Harold Seeber, Dr. Harry Darland, Mr. Donald Goldmann, Mrs. Colleen Holmbeck, Mrs. Dolores Nilson

Absent: Mr. Robert Bates

APPROVAL OF MINUTES

Motion by Mrs. Nilson, seconded by Mr. Goldmann, that the minutes of July 14, 1980 be approved.

Approved unanimously on roll call.

PETITIONS AND COMMUNICATIONS

1. Superintendent Johnson announced that Monica Scholler, a senior Rockford West High School, has been selected as a member-vice chairperson of the Student Advisory Council to the Illinois State Board of Education. This council was formed last year to communicate student concerns to the state board. Last year Monica served on the council chairperson of the Foreign Language Study Committee.

2. Regarding a pending legal suit, Dr. Darland announced that a communication has been received from Attorney Robert Canfield indicating that we do have a venue now in Judge Rinehart's court, which will be heard upon the return of our School Board Attorney.

REPORT OF THE SUPERINTENDENT

I. Personnel

Motion by Dr. Seeber, seconded by Mrs. Nilson, that the Rockford Board of Education approve the following personnel recommendative and that all certified and non-certified personnel be employed at the salary rate in effect for the 1980-81 school year. In response to the employment of aides in all categories, employment is on a hourly basis with hours and position subject to reduction or elimination according to our needs.

Certified Personnel

Reappointments - 1980-81 (Form the 175) - at salary in effect

<table>
<thead>
<tr>
<th>Elementary</th>
<th>Secondary</th>
<th>Gifted Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pamela Smith</td>
<td>James Buswell</td>
<td>Cheryl Foltz</td>
</tr>
<tr>
<td>-Jackson (GIT)</td>
<td>-Washington</td>
<td>-Gifted Program Specialist</td>
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<tr>
<td>Lael Ginsberg</td>
<td>Mary Damann</td>
<td>-with status of first year probation</td>
</tr>
<tr>
<td>-Walker, gr. 6</td>
<td>-Roosevelt</td>
<td>-with status of second year probation</td>
</tr>
<tr>
<td>Josephine Dobecki-Kishwaukee, gr. 5</td>
<td>Robert Twyning</td>
<td>-with status of first year probation</td>
</tr>
<tr>
<td>Paula Clise</td>
<td>Carol Pontious</td>
<td>Brian Gustafson-Auburn</td>
</tr>
<tr>
<td>-Gregory, gr. 6</td>
<td>-Auburn</td>
<td>-with status of second year probation</td>
</tr>
<tr>
<td>Mary Blaser</td>
<td>Robert Twyning</td>
<td>-with status of second year probation</td>
</tr>
<tr>
<td>-Kishwaukee, Gr. 4</td>
<td>-RAVC</td>
<td>-with status of second year probation</td>
</tr>
</tbody>
</table>

Appointment - Secondary, 1980-81

Dean Schleuter, Rockford, IL, physical education teacher at East High School, beginning August 25, 1980, at the salary to be in effect.
Appointments - Special Education and Special Services - 1980-81

1. Kathryn Bullis, Loves Park, IL, LD teacher at Rosecrance, beginning August 25, 1980, at the annual salary to be in effect.
2. Lora Davenport, Moline, IL, pre-school special education teacher, beginning August 25, 1980, at the annual salary rate to be in effect.
3. Patricia Devine-LaBrant, Rockford, IL, LD/BD teacher, beginning August 25, 1980, at the annual salary rate to be in effect.
5. Ellen Franke, Rockford IL, pre-school special education teacher, beginning August 25, 1980, at the annual salary rate to be in effect.
6. Thomas G. Johnson, Rockford, IL, EMH teacher at Roosevelt Middle School, beginning August 25, 1980, at the salary to be in effect.
7. Michele Ann Swanson, Rockford, IL, to teach the vision impaired, beginning August 25, 1980, at the salary to be in effect.
8. Cheryl Thomas, Rockford, IL, LD teacher, beginning August 25, 1980, at the salary to be in effect.

Appointment - Bilingual - 1980-81

Pedro Lara-Oliva, Rockford, IL, bilingual teacher at New Milford School, beginning August 25, 1980, at the salary to be in effect.

Reappointment - 3/5 Time, 1980-81


Returning from Medical Leave - 1980-81


Added Responsibility Only

Language Arts Summer Development, $9/hr.
Ellen McCarrville - 70 hrs., $630 total
Marjorie Price - 70 hrs., $630 total
Nancy Sandberg - 70 hrs., $630 total
Mary Elisabeth Skerkoske - 70 hrs., $630 total

Pre-School Incentive Grant, $9/hr. (summer preschool screening)
Sandra Houck - 30 hrs.
Thelma Carlson - 30 hrs.

Non-Certified Personnel

Appointment - Clerical
Toni Cicero - Clerk-Typist-Stockroom Office, effective 7/21/80, $4.20/hr
Susan DeMattio - Clerk-Typist - Payroll Dept., effective 7/28/80, $4.20/hr

Reclassification - Clerical
Pauline Roland - change to 13E and also from 12 month to 10 month employment (transfer from Guilford High School to Church Elementary School)

Appointment - Swim Instructor, Muhl Center
Christina Fleming - 7 hours daily, $4.25/hr., effective 8/25/80

Appointment - Aide
Marion Laffin, Clerical Aide at Eisenhower, 6 hrs./da., $3.10/hr., effective 8/26/80

Reappointments - Aides
Georgetta Clark - Washington-Noontime Aide, $3.55/hr., effective 8/26/80
Christine Krugjohann - Washington-Clerical Aide, $3.55/hr., effective 8/26/80
#3 - Board of Education  
July 28, 1980

Special Education Summer School - Change from 3 weeks to 6 weeks

Judy Hinde - 4 hrs./da. - $3.10/hr.  
Dawn Moliter - 4 hrs./da. - $3.10/hr.  
Mary McManus - 4 hrs./da. - $3.10/hr.

Extended Time - Clerical

Bunice Appelquist - 10 days extended time, Muldoon Secretary  
Eileen Edwards - 1 day extended time, Muldoon Secretary  
Jane Price - 10 days extended time, Muldoon Secretary  
Barbara Paluzzi - extend time from 20 to 30 days, summer 1980  
Shirley Ann Tedford - extend time to complete closing of Right to Read Pr  
Dorothy Walsh - 2 days extended time, 8 hrs. /da.

Added Responsibility

Patricia Ann Webster, Typist for Wilson Middle School Drug Program, 59 hours total - $3.40/hr.

Appointments - Bus Drivers, Transportation Department, 4 hours or more, Starting Date, 8/26/80

<table>
<thead>
<tr>
<th>Name</th>
<th>Rate</th>
<th>Name</th>
<th>Rate</th>
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</thead>
<tbody>
<tr>
<td>Lucille Alcorn</td>
<td>$5.40</td>
<td>Kenneth McColland</td>
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<tr>
<td>Paige Ballard</td>
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<td>Dornal Neely</td>
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<tr>
<td>Bettye Barrett</td>
<td>5.00</td>
<td>Amos Miller</td>
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<td>Thomas Blake</td>
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<td>Zane Parker</td>
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<td>Jeffrey Bradley</td>
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<td>Yole Prestegaard</td>
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<td>Charles Bragg</td>
<td>5.00</td>
<td>Bob Price</td>
<td>5.00</td>
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<tr>
<td>Charles Braun</td>
<td>5.00</td>
<td>Elizabeth Reskis</td>
<td>5.20</td>
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<td>Lauretta Brown</td>
<td>5.00</td>
<td>Barbara Rico</td>
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<td>Thomas Brown</td>
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<td>Duane Rostamo</td>
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<tr>
<td>Lawrence Craig</td>
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<td>Clarence Schiller</td>
<td>5.20</td>
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<tr>
<td>Martin Dunaway</td>
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<td>Thomas Slaughter</td>
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<td>Alan Ferguson</td>
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<td>Arby Smith</td>
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<td>Willie Foreman</td>
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<td>James Smith</td>
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<td>Anthony Forrest</td>
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<td>Barbara Frost</td>
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<td>Michael Smith</td>
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<td>Elmo Fruge</td>
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<td>Amanda Steffen</td>
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<td>Theodore Hatten</td>
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<td>Richard Sturdivant</td>
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<td>Raymond Hemby</td>
<td>5.00</td>
<td>Frank Sue</td>
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<td>Keith Hilmer</td>
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<td>Hubert Tays</td>
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<td>Louie Horton</td>
<td>5.20</td>
<td>Lloyd Tays</td>
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<tr>
<td>Robert Holt</td>
<td>5.00</td>
<td>Donald Tennin</td>
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<td>John Hughes</td>
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<td>Marvin Thompson</td>
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<td>Jessie Jones</td>
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<td>Wanda Watson</td>
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<td>Bonnie Kinne</td>
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<tr>
<td>Robert Larrabee</td>
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<td>Richard Boyle</td>
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<td>Martha Lopez</td>
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<tr>
<td>Georgia Malloy</td>
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RESIGNATIONS, TERMINATIONS, LEAVES OF ABSENCE

Resignations - Professional Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Effective</th>
<th>Years of Service</th>
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<tbody>
<tr>
<td>Orrin Augensen, East</td>
<td>8/24/80</td>
<td>18</td>
</tr>
<tr>
<td>Susan Fahey, Auburn</td>
<td>6/ 6/80</td>
<td>2</td>
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<tr>
<td>Jan Gartner, Lincoln Park Alternative</td>
<td>6/ 6/80</td>
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<tr>
<td>Martha Cummers, McIntosh/Walker</td>
<td>6/ 6/80</td>
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<tr>
<td>Nathaniel Hubbard, Jr., Elmwood</td>
<td>6/ 6/80</td>
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<td>Sharon Kennedy, Guilford Center</td>
<td>6/ 6/80</td>
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<tr>
<td>Rosemary Moore, Muldoon CETA</td>
<td>6/ 6/80</td>
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<tr>
<td>Scott Parriott, RocVale</td>
<td>6/ 6/80</td>
<td>1</td>
</tr>
<tr>
<td>Polly Vente, Johnson Special Education</td>
<td>6/ 6/80</td>
<td>5</td>
</tr>
</tbody>
</table>

Distinguished Service Award

Orrin Augensen, East High School, will receive the distinguished service award for his 18 years of service.
Maternity Leaves of Absence

Maggie Kempel - Beyer - Effective 6/6/80
Katherine Matthews - Muldoon - Effective 6/20/80
Linda Vanderweit - Hillman - Effective 6/6/80
Nancy A. Lyttle - Evergreen - Effective 6/6/80
Elizabeth Noble - Jackson - Effective 6/6/80

Rescinding Maternity Leave

Linda Lundquist - Page Park

Non-Certified Personnel

Leave of Absence - Custodial

William Miller, Guilford - medical leave, effective 7/25/80

Change in Leave of Absence - Date Processing

Dianna Kile, Programmer - change from medical leave to maternity leave, effective 6/23/80

Deceased

Bonnie Colton Dillon, Right to Read - Garrison, January 16, 1980

Resignation - Clerical

Marcia Trei, Substitute Clerk-typist - effective 7/25/80

Resignation - Aide

Roseann Rodenbeck, Haskell - Library-Resource Aide, effective 6/5/80

Terminations - Due to End of Funding for Right to Read Program

Lavina Barr, Dennis Necessary Worker - Effective 6/6/80
Beverly Covey, Nashold Teacher Aide - 6/5/80
Anna Hughes, Garrison Substitute Aide - 6/4/80
Anita Stassi, Kishwaukee Teacher Aide - 6/4/80
Dolores Williams, Lathrop Teacher Aide - 6/6/80

Approved unanimously on roll call.

II. Renewal of Contract for Purchase of Service - Adult Basic Educ

Motion by Dr. Darland, seconded by Mrs. Nilson, that the Rockford Board of Education approve renewal of the Contract for Purchase of Service, Adult Basic Education, for approximately $127,372. Such funds will provide services in the Adult Education Program serving public aid recipients.

Approved unanimously on roll call.

III. Title II ESEA Basic Skills Improvement Application

Motion by Mrs. Nilson, seconded by Mrs. Holmbeck, that the Rockford Board of Education approve the submission of a Title Application for $16,000, which will permit accelerated completion of our locally developed reading-language arts criterion referred curriculum for grades K-3 in a pilot elementary building; further, the superintendent is authorized to make any procedural change that might be necessary.

Approved unanimously on roll call.

IV. Comprehensive Articulated Program for Middle and Secondary Sch Gifted

Motion by Mrs. Nilson, seconded by Dr. Darland, that the Rockford Board of Education approve the submission of an application to the Illinois State Board of Education for Funds in the amount of approximately $25,000 to refine identification of gifted students, coordinate programming, and improve as well as expand the district's capability to serve identified gifted students in grades 7-11, at Wilson Middle School and Auburn High School for the 1980-81 school year. It is further recommended that the superintendent be authorized to make any procedural changes that might be necessary.

Approved unanimously on roll call.
V. Northwestern Illinois Association Subregion II Ballot

Motion by Mrs. Holmbeck, seconded by Mrs. Nilson, that the Rockford Board of Education cast votes for Lorrie A. Carr and David C. Rehnberg to serve as members of the Executive Board of the Northwestern Illinois Association.

Approved on voice vote.

VI. Business Matters

A. Membership Renewal for Illinois Association of School Boards

Motion by Mrs. Nilson, seconded by Dr. Darland, that the Rockford Board of Education approve membership renewal in Illinois Association of School Boards through September 30, 1981, at a fee of $5,938, which is based on a predetermine formula established a number of years back by the IASB. The Rockford District, through the formula, is still below the amount produced by the formula and according to the basis of calculation, the maximum increase permitted each year is $300. Last year the dues were $5,638.

Approved unanimously on roll call.

B. Use of School Facilities

Motion by Mrs. Nilson, seconded by Dr. Darland, that the PTO of Cherry Valley School be permitted to use the school grounds for an Open House event on Saturday, September 6, from 1:00 to 5:00 P.M., at the rental fee in effect on that day. The gym would be used if the weather is inclement. This is in conjunction with the Cherry Valley Festival in the community on that day.

Also, that the Redeemer Evangelical Lutheran Church be permitted to rent Gunsolas School, commencing in the fall, on Sundays from 8:45 A.M. to 11:15 A.M., at the rental fee in effect on that date.

Approved unanimously on roll call.

C. Revision and Restatement of Contract for Data Processing and Computer Equipment

Motion by Dr. Seeber, seconded by Mrs. Nilson, that the Rockford Board of Education approve the proposed revision extension of its contract for Data Processing equipment subject to the review and approval of the Board Attorney.

Motion by Mr. Goldmann, seconded by Mrs. Holmbeck, that the above motion be amended to read as follows:

that the Rockford Board of Education approve the proposed revision and extension of its contract for Data Processing equipment subject to the approval of the President of the Board of Education, the Superintendent of Schools, and the Board Attorney.

Vote on Amendment:
Ayes: Dr. Darland, Mr. Goldmann, Mrs. Holmbeck, Mrs. Nilson, Mrs. Parker
Nays: Dr. Seeber
Approved on roll call.

Vote on original motion:
Approved unanimously on roll call.
D. Payroll, Claims, Purchases and Bids

Motion by Mrs. Nilson, seconded by Dr. Darland, that the following Payroll, Claims, Purchases and Bids be approved:

1. Payroll

The following amounts cover the pay periods July 3 and July 17, 1980:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Fund</th>
<th>amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governmental Programs</td>
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<tr>
<td>Educational</td>
<td>$4,454,523.22</td>
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<td>Building</td>
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<td>Transportation</td>
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<tr>
<td>Joint Agreement</td>
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$5,256,881.28

2. Claims

Claims in the following amounts:

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<td>Building</td>
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<td>Student Transportation</td>
<td>$3,866.79</td>
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<tr>
<td>Joint Agreement</td>
<td>$7,440.49</td>
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<tr>
<td>Site and Construction</td>
<td>$51,830.00</td>
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</table>

$498,722.13

3. Purchases

Purchases in the following amounts:

<table>
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<th>Fund</th>
<th>amount</th>
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<tbody>
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</tr>
<tr>
<td>Building</td>
<td>$56,358.93</td>
</tr>
<tr>
<td>Student Transportation</td>
<td>$27,819.61</td>
</tr>
<tr>
<td>Joint Agreement</td>
<td>$5,001.24</td>
</tr>
</tbody>
</table>

$215,542.76

4. Bids

The following low bids:

1-502 & 1-563  Industrial Arts - Mechanical Drawing

<table>
<thead>
<tr>
<th>Bidder</th>
<th>amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alvin &amp; Co</td>
<td>$1,064.91</td>
</tr>
<tr>
<td>AM Bruning</td>
<td>63.74</td>
</tr>
<tr>
<td>Fincham Industrial Company</td>
<td>583.64</td>
</tr>
<tr>
<td>Land Mark Engineering Supply</td>
<td>438.13</td>
</tr>
<tr>
<td>McKilligan Supply Corp</td>
<td>32.90</td>
</tr>
<tr>
<td>Steiner Office Supply</td>
<td>361.00</td>
</tr>
<tr>
<td>Teledyne Post</td>
<td>3,105.02</td>
</tr>
</tbody>
</table>

Other Bidders: Dick Blick Co., Brodhead-Garrett Co., SATCO Division of Satterlee

1-502  Science - Glassware & Plastics

<table>
<thead>
<tr>
<th>Bidder</th>
<th>amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ann Arbor Biological Center</td>
<td>$46.77</td>
</tr>
<tr>
<td>Fisher Scientific Company</td>
<td>665.70</td>
</tr>
<tr>
<td>Frey Scientific Company</td>
<td>261.96</td>
</tr>
<tr>
<td>Sargent-Welch Scientific Company</td>
<td>382.11</td>
</tr>
<tr>
<td>Science Kit, Inc.</td>
<td>110.34</td>
</tr>
</tbody>
</table>

Other Bidders: Central Scientific, Ward's Natural Scientific

Winter Sports Equipment & Supplies

<table>
<thead>
<tr>
<th>Bidder</th>
<th>amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Champion Products, Inc.</td>
<td>$2,230.50</td>
</tr>
<tr>
<td>Tom Harmer Athletic Equipment</td>
<td>4,480.01</td>
</tr>
<tr>
<td>Hayden's Sports Center</td>
<td>1,085.28</td>
</tr>
<tr>
<td>Nichols Wrestling</td>
<td>293.24</td>
</tr>
<tr>
<td>Snitz Mfg.</td>
<td>163.40</td>
</tr>
<tr>
<td>Sport Service &amp; Supply</td>
<td>1,474.85</td>
</tr>
<tr>
<td>Sportsland</td>
<td>1,849.10</td>
</tr>
<tr>
<td>The Swim Shop</td>
<td>89.45</td>
</tr>
<tr>
<td>Tuf Band, Inc.</td>
<td>247.52</td>
</tr>
</tbody>
</table>

Other Bidders: Blue Ribbons Wrestling, Cliff Keen Products, Wolverine Sports
**Bids (continued)**

1-515 Bread & Buns - School Lunch Program  
ITT Continental Baking Co., Inc.  
Other Bidders: Jaeger Baking Co., Rockford Colonial Baking Co. - A proposal from Purity Baking Co., was rejected due to non-compliance with specifications.

1-515 Ice Cream - School Lunch Program  
Muller-Pinehurst Dairy, Inc.  
Recommendation made even though only one bid was received as prices are in line with previous years, considering economic attrition. "No bid" return received from Dean Foods.

1-515 Dishwashing Compounds - Related Cleaning Agents - Service - School Lunch Program  
Economics Laboratory, Inc.  
Soap Center, Inc.  
No other bidders

Aprons & Towels - School Lunch Program  
Means Services Inc. Est. Annual Amount $7,679.00  
Other Bidders: All Rental Garments, Morgan Services, Inc., Tem Towel & Laundry, Inc.

Special Cafeteria Bags & Trays  
Inlander Steindler  
No other bidders

Electrical Ballasts - Plants & Operations  
Jack H. Muntz Electric  
Other Bidders: Forest City Electric, Braybar Electric

1-506 Boiler Cleaning  
Furna-Vac Cleaners  
Decline to bid received from Miller Eng. Co.

1-515 Milk - School Lunch Program  
Muller-Pinehurst Dairy  
Other Bidder: Golden Guernsey Dairy

1-515 Potato Chips & Curls - School Lunch Program  
Chesty Foods Division - Snack Time Food, Inc $69,545.00  

4-507 Garage Supplies  
Bowman Distribution  
Crankshaft Grinding Company  
Fleet Supply  
Sieg Rockford Company  
Tietz-Lynde Company  
Other Bidders: 11th Street Auto Supply, Precision Automotive, Resh Battery Co.

Approved unanimously on roll call.

**VII. Business of School Board Attorney**

**Option to Purchase Elm Street Lot**

Motion by Dr. Seeber, seconded by Mrs. Nilson, that the Rockford Board of Education approve execution of the following Option to Purchase Real Estate:
OPTION TO PURCHASE REAL ESTATE

The undersigned BOARD OF EDUCATION, SCHOOL DISTRICT 205, of 201 South Madison Street, Rockford, Illinois 61108 hereafter referred to as SELLER for and in consideration of Fifty an no/100 ($50.00) Dollars, and other good and valuable consideration, hereby extends to the Rockford Housing Authority, a Municipal Corpor- tion, of 330-15th Avenue, Rockford, Illinois 61108, hereafter refer- to as BUYER, an Option to Purchase Real Estate commonly known as 1119 Elm Street, Rockford, Illinois legally described in Exhibit "A" which exhibit is attached and made a part of this Option to Purchase Real Estate, subject to the following terms and conditions:

1. This Option, when executed by all parties, shall continue to 12:00 Noon, August 15, 1980. Notice of election to exercise this Option shall be given in writing, delivered to SELLER on or before that date and time.

2. The purchase price of this real estate shall be Three Thou- and no/100 - - - - - - ($3,000.00) Dollars, to be paid in the follow- manner: Buyer shall receive credit for the consideration payment un this option; the balance shall be paid in cash at the time of closing the closing shall be no later than fifteen (15) days after notice of election to exercise this Option. All pro-rations for taxes shall b made as of the date of closing.

3. The U. S. Department of Housing and Urban Development, HUD will be making an appraisal of this real estate. If that appraisal less than the amount of this Option to Purchase Real Estate, the BUY may provide the SELLER, in writing, an exercise of this Option conti gent upon SELLER'S written acceptance of the HUD appraisal amount as the full purchase price for this real estate. SELLER shall have five (5) days to accept or reject such an exercise of this option. The SELLER'S written acceptance within five (5) days shall bind the BUYE to an exercise of the Option at the HUD appraisal price.

In the event this Option is exercised, SELLER will proceed as soon as possible to furnish BUYER evidence of merchantable title at SELLER'S expense.

4. This Option to Purchase Real Estate and any exercise of th Option shall be contingent upon the following satisfactory findings concerning the SELLER'S property:

a. Architect's satisfaction that the soil will allow construction of a full basement and foundation. Test borings of the soil of this lot will be made as soon as possible.

b. Proof that all lot sizes and dimensions as described in the attached legal description and as shown on existing platted records are the actual lot sizes and dimensions as disclosed by a survey.

c. Architects' final approval that the property is free of defects as disclosed by soil borings and a survey.

It is further understood that BUYER shall pay for all soil tes borings and surveys. SELLER grants permission for BUYER to enter up the property to make soil test borings and a survey either before or after exercise of this Option to Purchase Real Estate.
#9 - Board of Education
July 28, 1980

5. If any of the contingencies in paragraph 4 are not satisf.
SELLER understands that BUYER will not be bound to purchase this re.
estate.

6. All notices and letters mentioned above are to be conside.
delivered to the SELLER or BUYER when delivered to the addresses li.
above.

Dated at Rockford, Illinois, this __________ day of__________

SELLER
BOARD OF EDUCATION, in and for
the School District of the City
of Rockford, No. 205

BUYER
Rockford Housing Authority,
A Municipal Corporation

BY:________________________

This instrument prepared by:
SWANSON & CLARK
861 N. Madison St.
Rockford, IL 61107
(815) 964-7933

"EXHIBIT A"
Lot Eight (8) in Block One (1) as designated upon the
Plat of S. M. Church's addition to the City of Rock-
ford situated in the City of Rockford, County of
Winnebago and State of Illinois.

Approved unanimously on roll call.

BUSINESS OF BOARD MEMBERS

An open house was held recently at Severson Dells environmental are.
The foundation has hired a full-time naturalist coordinator who is
anxious to work with the school district in the area of curriculum
planning and programs in which teachers could participate. It was
suggested that our environmental person make contact with this coor-
tor and become familiar with the excellent programs.

EXECUTIVE SESSION

Motion by Mrs. Nilson, seconded by Mrs. Holmbeck, that the Bo<
hold an executive session to consider sale of property; to consider
negotiating matters between the Board of Education and its employee:
or representatives; and to consider information regarding appointmen:
employment or dismissal of certain employees.

Approved on voice vote.

The Board moved into executive session at 8:29 P.M.
and the meeting reconvened at 9:20 P.M.

Principal and Administrator Salary Adjustments

Motion by Dr. Seeber, seconded by Dr. Darland, that in accordanc:
with the Administrative Salary Schedule approved November 13, 1978,
the Policies and Salary Schedule Date approved April 1, 1979, the Ro:
ford Board of Education approve salary adjustments for administrat:
principals and supervisors to be effective July 1, 1980 as follows:
#10 - Board of Education  
July 28, 1980

## SALARY ADJUSTMENTS  
July 1, 1980 to January 31, 1981

### High School Assistant Principals

<table>
<thead>
<tr>
<th>School</th>
<th>Name</th>
<th>Presently</th>
<th>Increase To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auburn</td>
<td>Al Bingham</td>
<td>$24,675</td>
<td>$25,300</td>
</tr>
<tr>
<td>Jefferson</td>
<td>Carol McDonald</td>
<td>23,500</td>
<td>24,675</td>
</tr>
<tr>
<td>East</td>
<td>Ronald Balsam</td>
<td>27,500</td>
<td>28,400</td>
</tr>
<tr>
<td>East</td>
<td>James Nelson</td>
<td>27,500</td>
<td>28,400</td>
</tr>
<tr>
<td>Guilford</td>
<td>Donald Olesen</td>
<td>27,500</td>
<td>28,400</td>
</tr>
</tbody>
</table>

### Middle School Assistant Principals

<table>
<thead>
<tr>
<th>School</th>
<th>Name</th>
<th>Presently</th>
<th>Increase To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eisenhower</td>
<td>Daniel Gulbrandsen</td>
<td>22,250</td>
<td>22,800</td>
</tr>
<tr>
<td>Flinn</td>
<td>Vesta Fromong</td>
<td>23,300</td>
<td>24,100</td>
</tr>
<tr>
<td>Flinn</td>
<td>William Zopp</td>
<td>23,300</td>
<td>24,100</td>
</tr>
<tr>
<td>Lincoln</td>
<td>Michael Burkhart</td>
<td>21,800</td>
<td>23,000</td>
</tr>
<tr>
<td>Wilson</td>
<td>John Paulsgrove</td>
<td>23,500</td>
<td>24,300</td>
</tr>
</tbody>
</table>

### Elementary Principals

<table>
<thead>
<tr>
<th>School</th>
<th>Name</th>
<th>Presently</th>
<th>Increase To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rolling Green</td>
<td>Mike Pinter</td>
<td>28,200</td>
<td>29,000</td>
</tr>
<tr>
<td>Dennis</td>
<td>Eileen Michaely</td>
<td>25,500</td>
<td>25,750</td>
</tr>
<tr>
<td>Hallstrom</td>
<td>Dennis Johnson</td>
<td>25,200</td>
<td>25,750</td>
</tr>
<tr>
<td>Nelson</td>
<td>Sharon Clase</td>
<td>24,500</td>
<td>25,750</td>
</tr>
<tr>
<td>Thompson</td>
<td>Mike Tronc</td>
<td>24,500</td>
<td>25,750</td>
</tr>
<tr>
<td>McIntosh</td>
<td>Marjory Price</td>
<td>24,675</td>
<td>25,300</td>
</tr>
<tr>
<td>Nashold</td>
<td>Fred Rogers</td>
<td>24,675</td>
<td>25,300</td>
</tr>
<tr>
<td>Summerdale</td>
<td>Phyllis Archembeau</td>
<td>24,675</td>
<td>25,300</td>
</tr>
<tr>
<td>Springcreek</td>
<td>David Hawkinson</td>
<td>22,575</td>
<td>23,150</td>
</tr>
<tr>
<td>Beyer</td>
<td>Dennis Hazelak</td>
<td>22,575</td>
<td>23,150</td>
</tr>
<tr>
<td>Gregory</td>
<td>Charmaine Cunningham</td>
<td>22,575</td>
<td>23,150</td>
</tr>
<tr>
<td>Kishwaukee</td>
<td>Tom McCullough</td>
<td>22,575</td>
<td>23,150</td>
</tr>
</tbody>
</table>

### Administrators - Category I - 10 Month

<table>
<thead>
<tr>
<th>Supervisor EMH</th>
<th>Name</th>
<th>Presently</th>
<th>Increase To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisors EMH</td>
<td>Sandra Davis</td>
<td>23,300</td>
<td>23,800</td>
</tr>
<tr>
<td>Supervisors EMH</td>
<td>Linda Gese</td>
<td>22,500</td>
<td>23,000</td>
</tr>
<tr>
<td>Supervisors LD</td>
<td>John Gustafson</td>
<td>21,700</td>
<td>22,200</td>
</tr>
<tr>
<td>Supervisors LD</td>
<td>Katherine Matthews</td>
<td>20,750</td>
<td>21,250</td>
</tr>
</tbody>
</table>

Approved unanimously on roll call.

**Revision and Restatement of Contract for Data Processing and Computer Equipment**

Attorney Bueschel referred to a motion approved earlier in this meeting the amendment on the revision and restatement of contract for data processing and computer equipment. He stated that under the resolution as amended, there is a question of whether it is a 2/3 vote or is delegated with one Board member. According to the attorney, Mr. Bates' questions are more in the form of a contract, and this properly comes before the Board Attorney's authority to review. A lengthy discussion followed.

Motion by Dr. Darland, seconded by Mrs. Nilson, that the Board rescind the amendment to the motion on the revision and restatement contract for data processing and computer equipment (see page 5).

Approved unanimously on roll call.

Motion by Dr. Darland, seconded by Dr. Seeber to approve the original motion on the revision and restatement of contract for data processing and computer equipment.

Ayes: Dr. Darland, Mrs. Nilson, Mrs. Parker, Dr. Seeber  
Nays: Mr. Goldmann, Mrs. Holmbeck

The attorney told the Board that these are not enough affirmative votes to purchase property by lease since a 2/3 vote of the Board is needed.
#11 - Board of Education
July 28, 1980

RECESS

Motion by Dr. Seeber, seconded by Dr. Darland, to recess this meeting to Monday, August 4, 1980, 7:00 P.M., at Eisenhower Middle School auditorium.

Approved on voice vote.

The meeting adjourned at 9:56 P.M.

PRESIDENT

APPROVED 8/11/80

SECRETARY
ROCKFORD PUBLIC SCHOOLS
Group Term Life Insurance
Enrollment Form

Please print or type

Enrollee's Last Name
Bueschel
First
Margaret
M.I.
E.
Jr., Sr., II, etc.

Street Address
City

Date of Birth
06/15/98

Date of Hire

Social Security Number

Marital Status
( ) Single
( ) Married
( ) Divorced
( ) Widowed

Telephone Number

Spouse's Last Name
Bueschel
First
Bruce
M.I.
Maiden (if applicable)

I decline to participate in the Group Term Life Insurance Plan offered by Rockford Public Schools - District #205
Signature

Date

If no beneficiary is named, death benefit is payable to the Estate

Primary Beneficiary(ies)

Social Security Number

Relationship

% Share

Bruce B. Bueschel

spouse

100%

TOTAL

100%

Secondary Beneficiary(ies)

Social Security Number

Relationship

% Share

TOTAL

100%

Signature

Date
12-10-99

GROUP TERM LIFE INSURANCE
Rockford Public Schools - District #205
201 South Madison Street
Rockford, Illinois 61104-2092
Telephone: 815/966-3067
FAX: 815/966-3057

RETURN BOTH COPIES. A CONFIRMATION WILL BE RETURNED TO YOU.

11/99
page for details.

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Consent: Approval of Interim Superintendent's Employment Contract, as amended

Submitted By: Joyce Combest Price, Esq.
Chief Education Officer

A. BACKGROUND ANALYSIS

1. WHEREAS, Dr. Ellen Bueschel has previously worked with the district in the following capacities:
   6/15/98 – 9/26/99  Associate Superintendent
   9/27/99 – 6/30/00  Superintendent
   7/01/00 – 6/30/01  Deputy Superintendent

2. WHEREAS, Ray and Associates, Inc. was selected to conduct a superintendent search March 27, 2003, and it is understood that this may be a lengthy process;

3. WHEREAS, the Chief Education Officer will retire from the district on August 31, 2003 and the present Interim Superintendent will assume other duties within the district as of August 31, 2003;

B. EDUCATIONAL IMPACT STATEMENT

In order to facilitate a smooth and efficient transition, with the least amount of impact on the schools and their learning environments as possible, it is the Board's desire to engage Dr. Ellen Bueschel as Interim Superintendent for a period of one year. Dr. Bueschel has the education, proper endorsement, experience and background associated with Rockford Public Schools necessary to continue and enhance its operations without interruption.

C. STRATEGIC PLAN COMPATIBILITY STATEMENT

The recommendation is consistent with Strategy Number V. Staffing to attract, retain and develop the staff necessary to achieve our strategic objectives.
D. STATUTE, BOARD POLICY OR RULE STATEMENT

The recommendation is consistent with 105 ILCS 5/10-21.4 – Superintendent-Duties, 5/10-23.8 – Superintendent Contracts, 5/21-7.1 – Administrative Certificate (to include the chief school business official endorsement), and Board Policy No. 3.40 – General School Administration-Superintendent.

E. FISCAL IMPACT STATEMENT

Base Salary: $190,000

F. IMPLEMENTATION AND ASSESSMENT PLAN

This contract would be in force and effect from August 13, 2003 through August 12, 2004.

ADMINISTRATIONS' RECOMMENDATION

The Administration recommends that the Board of Education approve the Interim Superintendent's Employment Contract, as amended.
INTERIM SUPERINTENDENT’S EMPLOYMENT CONTRACT

THIS CONTRACT is made by and between the BOARD OF EDUCATION OF ROCKFORD SCHOOL DISTRICT NUMBER 205, WINNEBAGO AND BOONE COUNTIES, ILLINOIS, hereinafter called “Board,” and DR. ELLEN V. BUESCHEL, hereinafter called “Interim Superintendent.”

WITNESSETH:

1. Appointment. Dr. Ellen V. Bueschel is hereby appointed, as Interim Superintendent of Schools of the Rockford Public Schools, commencing on August 13, 2003, and ending upon the appointment and commencement of the employment of her immediate successor, or on August 12, 2004, whichever occurs first. It is expected that the Interim Superintendent’s successor will be appointed and assume duties on or before July 1, 2004. In the event that a successor is appointed to, and assumes the duties of, Superintendent of Rockford Public Schools, prior to August 12, 2004, the employment of Dr. Ellen V. Bueschel by the Board shall nevertheless continue through August 12, 2004, in a position, title, and function commensurate with the education, skills, and experience of Dr. Bueschel, as reasonably assigned by the Board; provided, however, that the compensation and benefits to which Dr. Bueschel is entitled shall remain as set forth in this Contract, regardless of any change in position, title, or function from that of Interim Superintendent.

The Interim Superintendent accepts such appointment(s) and agrees to the employment described herein for said period on the terms herein set forth.

2. Certification and Duties. The Interim Superintendent warrants that she has and will maintain, at all times while this Contract is in effect, the certification from the State of Illinois necessary for her position as Interim Superintendent of Schools, and will devote her entire time, skill, labor, and attention to the duties of Interim Superintendent of all the schools
of Rockford School District Number 205, Winnebago and Boone Counties, Illinois. It is expressly understood and agreed that the continued maintenance of proper certification by the Interim Superintendent of a Type 75 Certificate, together with Superintendent's endorsement, and a chief school business official designation, are both material to the continuation of this Contract, and failure to do so will constitute a material breach of this Contract, whereupon said Contract shall automatically terminate.

While in this capacity, the Interim Superintendent will take complete charge of and supervise the administration of the affairs and business of School District Number 205. As chief executive officer of the school district, the Interim Superintendent shall from time to time suggest to the Board regulations, rules, policies, and procedures as she deems necessary for the successful operation of the school district; and she is authorized to organize, reorganize, and arrange the administrative, teaching, and support staff systems of the district within such regulations, rules, policies, and procedures as have been approved by the Board. Her authority shall include, but not be limited to, recommending the selection, dismissal, assignment, and transfer of employees necessary to conduct the school district's affairs, subject to Board policies and the Illinois School Code. Additionally, the Interim Superintendent shall keep or cause to be kept the records and accounts as directed and required by the Board, aid in making reports required of the Board, and perform such other duties as the Board may delegate to her. Any conflict between this Contract and the Interim Superintendent's Job Description will be resolved in favor of this Contract.

To assist the Interim Superintendent in the performance of her duties, the Board shall individually and collectively refer criticisms, complaints, and suggestions in a prompt fashion to the Interim Superintendent for her review.

3. **Salary.** The Board agrees to pay to the Interim Superintendent for her services the sum of one hundred ninety and no/100ths dollars ($190,000.00) each year for the term of this Contract (less any retainer amounts paid under Section 11 hereof), which shall be deducted
from said salary. The yearly salary of the Interim Superintendent shall be payable in equal bi-weekly installments.

4. **Teachers Retirement System Contributions.** The Board agrees to pay, on behalf of the Interim Superintendent, all contributions to the Illinois Teachers Retirement System (TRS) required by the Illinois Pension Code, 40 ILCS 5/16-101 et seq., as amended. The amounts required to be paid herein by the Board shall be paid by the Board in lieu of contributions by the Interim Superintendent. The Interim Superintendent shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on her behalf nor any right or claim to the contributions to TRS, except as such may subsequently become available pursuant to the provisions of the Illinois Pension Code and TRS rules and regulations.

5. **Vacation.** The Interim Superintendent shall receive twenty (20) days of vacation annually at full pay, exclusive of holidays, prorated to her term of employment. The vacation shall not be cumulative except that any accrued but unused vacation days at the end of the term of this Contract shall be subject to, and handled in accordance with, all laws and district policy for 12-month administrators. The Interim Superintendent shall advise the Board President when she expects to be absent from the school district for three (3) consecutive days or more. The Interim Superintendent and the Board President shall agree upon arrangements for emergency communication and coverage of the Interim Superintendent's duties during any such period of absence. Prior Board approval is required for all vacations in excess of three (3) consecutive working days in length.

6. **Sick Leave.** The Interim Superintendent shall be entitled to a total of eighteen (18) days sick leave annually. Unused sick days may be accumulated to the maximum allowable for certified staff. Any accrued but unused sick days at the end of the Contract term shall be subject to, and handled in accordance with, all laws and district policy for 12-month administrators.
Additionally, the Interim Superintendent shall be entitled to two days of personal leave each year.

Should the Interim Superintendent become “disabled,” as that term is defined by the long-term disability insurance policy provided as required by Section 7 hereof, for a continuous period of ninety (90) calendar days, the Board may, at its option, terminate the Interim Superintendent’s employment upon ten (10) days written notice to the Interim Superintendent. The Interim Superintendent is entitled to a hearing before the Board on the issue of her disability, if requested in writing within such 10-day period, and such other rights to review as may be provided by law.

On termination due to disability, the Board shall pay the Interim Superintendent for any accumulated but unused sick leave, vacation days, or personal days at her per diem rate at the time of such termination.

7. Disability Insurance. The Board shall, at its cost and expense, provide long-term disability insurance which will pay eighty percent (80%) of the Interim Superintendent’s salary from the date of first eligibility for benefits and continuing until the sooner to occur of the removal of the disability, the death of the Interim Superintendent, or the date she becomes age 65. Any required qualification period for insurance benefits shall be satisfied first with accumulated sick leave and if sufficient days have not been accumulated, the remaining necessary days shall be advanced.

8. Medical and Dental Insurance. The Board shall, at its cost and expense, provide to the Interim Superintendent its group life, medical, and dental plan to the same extent as provided to other certified staff.

9. Life Insurance. The Board shall, at its cost and expense, provide to the Interim Superintendent term life insurance in the face amount of two hundred thousand and no/100ths dollars ($200,000.00).

10. Expenses. The Board shall pay the Interim Superintendent’s reasonable travel and other expenses while the Interim Superintendent is on Board business. Also, the
Interim Superintendent shall participate in professional enrichment programs and seminars where all reasonable expenses (up to $5,000.00 annually) shall be paid by the Board. Any air travel shall be at coach fare. The Board agrees to pay the annual dues of the Interim Superintendent for one Rockford civic organization.

11. **Retainer.** As compensation for professional services that the Interim Superintendent performs for the District prior to August 13, 2003, she shall be paid, on or before June 30, 2003, the sum of five thousand and no/100ths dollars ($5,000.00) as a consultant, and not as an employee. Such consulting services shall include, but not be limited to, working with the Board and current school district leadership on transitional plans and strategies, organizing and planning for the 2003-2004 school year, and such other consultative services as reasonably requested by the Board.

12. **Other Work.** With prior agreement of the Board, the Interim Superintendent may undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations, provided that such other work shall not interfere with the Interim Superintendent's principal obligations set forth herein, and subject to the provisions of Section 2 hereof.

13. **Indemnification.** The Board agrees that it shall indemnify, defend, and hold harmless the Interim Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Interim Superintendent, in her individual capacity or in her official capacity as an agent and employee of the Board, provided the incident arose while the Interim Superintendent was acting within the scope of her employment.

14. **Termination.** This Contract is subject to termination by the Board for insubordination, incompetence, or improper conduct if, in the opinion of the Board, such conduct is nonremediable. In the event the Board seeks to terminate this Contract, the Interim Superintendent shall be provided due process including, but not limited to, receiving any allegations and supporting facts in writing, notice of hearing, and a fair hearing. The hearing
shall be closed unless the Interim Superintendent requests that the hearing be public. Additionally, by mutual agreement, this Contract may be terminated at any time.

15. Notices. Any notice or communication permitted or required under this Contract shall be in writing and shall become effective on the date of mailing thereof by certified mail, postage properly prepaid, addressed as follows:

If to the Board, to:

Board of Education
Rockford School District Number 205
201 South Madison Street
Rockford, Illinois 61104

Attention: School Board Attorney

If to the Superintendent, to:

Dr. Ellen V. Bueschel
310 Miami Trail
Oxford, Ohio 45056
(or the last address of the Interim Superintendent contained in the official business office records of the school district).


16.1 This Contract has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect.

16.2 Paragraph headings and numbers have been inserted for convenience of reference only; if any conflict arises between such headings or numbers and the text of this Contract, the text shall control.

16.3 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.
16.4 This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract, and supersedes all prior agreements, arrangements, and communications between the parties, whether oral or written, concerning such subject matter hereof.

If, during this term of this Contract, it is found that a specific clause is unenforceable, void, or illegal, the remainder of the Contract shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Contract this 24th day of June, 2003.

BOARD OF EDUCATION OF ROCKFORD
SCHOOL DISTRICT NUMBER 205,
WINNEBAGO AND ROONE/COUNTIES, ILLINOIS

BY:

Nancy Kalchbrenner
President

ATTEST:

Alice Saudargas
Secretary

Dr. Ellen V. Bueschel
Interim Superintendent
SUPERINTENDENT'S EMPLOYMENT CONTRACT

THIS AGREEMENT is made by and between the BOARD OF EDUCATION OF ROCKFORD SCHOOL DISTRICT NO. 205, WINNEBAGO-BOONE COUNTIES, ILLINOIS, hereinafter called “Board,” and Ellen V. Bueschel, hereinafter called “Superintendent.”

WITNESSETH:

1. Appointment. The Superintendent is hereby appointed, as Superintendent of Rockford School District No. 205, commencing on September 27, 1999, and terminating upon the appointment and commencement of the term of office of her immediate successor or June 30, 2000, whichever first occurs. It is expected that the Superintendent’s successor will be appointed and take office on or before July 1, 2000.

The Superintendent accepts said appointment and agrees to the employment for said period on the terms herein set forth.

2. Certification and Duties. The Superintendent warrants that she has and will maintain at all times hereafter while this Contract is in effect the certification from the State of Illinois necessary for her position as Superintendent of Schools and will devote her entire time, skill, labor, and attention to the job of Superintendent of all the schools of Rockford School District No. 205, Winnebago-Boone Counties, Illinois. Maintaining proper certification by the Superintendent is material to the continuation of this contract, and failure to do so will be considered a material breach. While in this capacity, she will take complete charge of and supervise the administration of the affairs and business of said School District No. 205. As chief executive officer of the School District, the Superintendent shall from time to time suggest to the Board regulations, rules, policies, and procedures she deems necessary for the successful operation of the School District; and she is authorized to organize, reorganize, and arrange the administrative, teaching, and support staff systems of the District within such regulations, rules, policies, and procedures as have been approved by the Board. Her
authority shall include but not be limited to recommending the selection, dismissal, assignment, and transfer of employees necessary to conduct the District's affairs, subject to Board policies and the Illinois School Code. Additionally, the Superintendent shall keep or cause to be kept the records and accounts as directed and required by the Board, aid in making reports required of the Board, and perform such other duties as the Board may delegate to her. Any conflict between this Contract and the Superintendent's job description will be resolved in favor of this Contract.

To assist the Superintendent in the performance of her duties, the Board shall individually and collectively refer criticisms, complaints, and suggestions in a prompt fashion to the Superintendent for her review.

3. **Salary.** The Board agrees to pay Superintendent for her services a stipend of $600.00 per month during the term of this contract. This stipend shall be paid in addition to the salary currently being paid to her as Deputy Superintendent and shall be payable in equal bi-weekly installments.

4. **Teachers Retirement System Contribution.** The Board agrees to pay on behalf of the Superintendent all contributions to the Illinois Teachers Retirement System (TRS) required by the Illinois Pension Code 40 ILSC 5/16-101 et seq., as amended. The amounts required to be paid herein by the Board shall be paid by the Board in lieu of contributions by the Superintendent. The Superintendent shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on her behalf nor any right of claim to the contribution to TRS except as such may subsequently become available pursuant to the provisions of the Illinois Pension Code and TRS Rules and Regulations.

5. **Vacation.** The Superintendent shall receive twenty-five (25) days of vacation annually at full pay exclusive of holidays prorated to her term of office. The vacation shall not be cumulative except that up to ten (10) days thereof may be carried over to the first six months of the next year. The Superintendent shall advise the Board President when she expects to be absent from the School District for three (3) consecutive days or more. The
Superintendent and the Board President shall agree upon arrangements for emergency communication and coverage of the Superintendent's duties during any such period of absence. Prior Board approval is required for all vacations in excess of three (3) consecutive working days in length.

6. **Sick Leave.** The Superintendent shall be entitled to a total of eighteen (18) days sick leave annually. Unused sick days may be accumulated to the maximum allowable for certified staff.

Additionally, the Superintendent shall be entitled to two days of personal leave each year.

Should the Superintendent become "disabled" as that term is defined by the long-term disability insurance policy provided as required by Section 7 for a continuous period of 90 calendar days, the Board may, at its option, terminate the Superintendent's employment upon 10 days' written notice to the Superintendent. The Superintendent is entitled to a hearing before the Board on the issue of her disability if requested in writing within such 10-day period and such other rights to review as may be provided by law.

On termination due to disability, the Board shall pay the Superintendent for any accumulated but unused sick leave, vacation days, or personal days at her per diem rate at the time of such termination.

7. **Disability Insurance.** The Board shall at its cost provide long term disability insurance which will pay eighty percent (80%) of the Superintendent's salary from the date of first eligibility for benefits and continuing until the sooner to occur of the removal of the disability, the death of the Superintendent, or the date she becomes 65. Any required qualification period for insurance benefits shall be satisfied first with accumulated sick leave and if sufficient days have not been accumulated, the remaining necessary days shall be advanced.
8. **Medical and Dental Insurance.** The Board shall at its cost provide to Superintendent its group life, medical, and dental plan to the same extent as provided to the certified staff.

9. **Automobile.** The Board shall provide the Superintendent with a monthly automobile allowance of $500.00. The Superintendent shall be reimbursed for automobile operating expenses including fuel, lubrication, and periodic car washes.

10. **Insurance.** The Board shall provide the Superintendent at its cost a term life insurance policy in the face amount of two hundred thousand dollars ($200,000).

11. **Expenses.** The Board shall pay the Superintendent's reasonable travel and other expenses while the Superintendent is on Board business. Also, the Superintendent shall participate in professional enrichment programs and seminars where all reasonable expenses up to $5,000 annually shall be paid by the Board. Air travel shall be coach fare. The Board agrees to pay the annual dues of the Superintendent for one Rockford civic organization and one professional organization.

12. **Other Work.** With prior agreement of the Board, the Superintendent may undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations, provided that such other work shall not interfere with the Superintendent's principal obligations set forth herein.

13. **Indemnification.** The Board of Education agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in her individual capacity or in her official capacity as an agent and employee of the Board of Education, provided the incident arose while the Superintendent was acting within the scope of her employment.

14. **Termination.** This contract is subject to termination by the Board for insubordination, incompetence, or improper conduct if, in the opinion of the Board, such conduct is nonremediable. In the event the Board seeks to terminate this contract, the Superintendent shall be provided due process including but not limited to receiving any
allegations and supporting facts in writing, notice of hearing, and a fair hearing. The hearing shall be closed unless the Superintendent requests the hearing be public. Additionally, by mutual agreement, this contract may be terminated at any time.

15. **Notice.** Any notice or communication permitted or required under this Contract shall be in writing and shall become effective on the day of mailing thereof by certified mail, postage prepaid, addressed:

If to the Board, to:

Board of Education
Rockford School District No. 205
201 S. Madison Street
Rockford, Illinois 61104
Attention: School Board Attorney

If to the Superintendent, to:

Ellen V. Bueschel
1728 National Avenue
Rockford, Illinois 61103
(or the last address of the Superintendent contained in official Business Office records of the School District)

16. **Miscellaneous.**

16.1 This Contract has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect.

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

16.3 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.
16.4 This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

16.5 If during this term of this Contract, it is found that a specific clause is illegal, the remainder of the Contract shall remain in full force and effect.

IN WITNESS WHEREOF the parties hereto have executed this Contract this 28 day of September, 1999.

BOARD OF EDUCATION OF ROCKFORD SCHOOL DISTRICT NO. 205, WINNEBAGO-BOONE COUNTIES, ILLINOIS

BY: Patricia L. Delugas, President

ATTEST:

William R. Neblock, Sr., Secretary

Ellen V. Buschel, Superintendent