SUPERINTENDENT'S PERFORMANCE-BASED EMPLOYMENT AGREEMENT

THIS SUPERINTENDENT'S PERFORMANCE-BASED EMPLOYMENT AGREEMENT ("Agreement") is voluntarily made this 26th day of March, 2013, by and between the BOARD OF EDUCATION ("Board") of the ROCKFORD PUBLIC SCHOOLS DISTRICT NO. 205, WINNEBAGO AND BOONE COUNTIES, ILLINOIS ("District") and Dr. Ehren Jarrett ("Superintendent").

THE PARTIES, having discussed the nature of the terms contained herein and for mutual consideration, HEREBY AGREE:

1. DUTIES:

The duties and responsibilities of Superintendent of this District shall be those duties appropriate to the office of Superintendent as those obligations are imposed by the laws of the State of Illinois upon the Superintendent of Schools, and shall include, without limitation, duties as the chief executive officer for the Board. The Superintendent shall devote his full-time attention and energy to the business and affairs of the District. He will administer, develop and maintain all aspects of the educational program of the District's schools under the direction of and in accordance with the policies adopted by the Board. He shall recommend the selection, retention, and dismissal of, and direct and assign teachers and other employees of the District; he shall organize and direct the administrative and supervisory staff; he shall make recommendations to the Board concerning educational materials and courses of study; he shall direct the keeping of all budgets, records and accounts and aid in the making of reports as required by the Board; he shall recommend rules, regulations, policies and procedures deemed necessary for the welfare of the District; he shall develop programs and procedures directed toward the attainment of improved student performance and the other academic improvement goals (the "Performance Goals") which are attached to this Agreement as Exhibit A; he shall keep the Board informed concerning the progress and condition of the District's schools; he shall continuously evaluate and make recommendations concerning the needs of the District's schools and staff; he shall work with the Board to facilitate and improve communications between the community, District employees, the Board and citizen groups on all matters related to official District business; he may delegate the performance of such duties to the administrative and supervisory staff while retaining responsibility for their performance; he shall comply with such policies and procedures as the Board may adopt from time to time that are of general applicability to all of its employees; and he shall perform such other duties as are generally performed by school superintendents and as from time to time may be assigned to Superintendent by the Board.
Superintendent Performance-Based Agreement

2. EMPLOYMENT: Superintendent is hereby hired and retained from July 1, 2013 through and including June 30, 2016 (the “Initial Term”), and as it may be later agreed to by the Parties thereafter, as Superintendent for the Rockford Public Schools District No. 205 (“District”). The first full year of the contract shall end on June 30, 2014. Each consecutive twelve-month period during the term shall be referred to as a “Contract Year.”

Unless the Board has made a written determination prior to March 31, 2015, that the Superintendent has not met the Performance Goals contained in this Agreement or any amended Agreement thereto, this Agreement shall be automatically renewed for one additional year from July 1, 2016 through June 30, 2017 (the “First Renewal Term”). If this Agreement has renewed as provided in this paragraph, then unless the Board has made a written determination prior to March 31, 2016, that the Superintendent has not met the Performance Goals contained in this Agreement or any amended Agreement thereto, this Agreement shall be automatically renewed for one additional year through June 30, 2018 (the “Second Renewal Term”).

The Initial Term, the First Renewal Term (if any), the Second Renewal Term (if any) and any Additional Renewal Term(s) are referred to collectively herein as the “term.”

3. CERTIFICATION: Superintendent previously furnished to the Board, and shall maintain in good standing at all times during the term of this Agreement, a valid administrator’s certificate to serve as the Superintendent, and with a superintendent’s endorsement, in accordance with the laws of the State of Illinois.

4. COMPENSATION:

   Salary In consideration of a salary of Two Hundred Ten Thousand Dollars and No Cents ($210,000.00) per annum, minus all amounts required to be withheld by law (the “Annual Salary”), Superintendent hereby agrees to devote such time, skill, labor and attention as necessary to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Superintendent as set forth in this Agreement.

   Payment Schedule 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 District’s professional staff (“Certified Staff”), i.e. their staff members certified by the State of Illinois to serve in their professional capacities.
Superintendent Performance-Based Agreement

**Annual Increase**

During each year for the term of this Agreement, the base salary of the Superintendent may be increased at the sole discretion of the Board, during the annual review process.

Any adjustment in Annual Salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement. It is provided, however, that by so doing, it shall not be considered that the Board nor the Superintendent has entered into a new agreement with the other nor that the termination date of this Agreement has been in any way extended. The Board and the Superintendent, however, may enter into subsequent agreements and make other salary adjustments or extensions of this Agreement for additional periods of time, if both Parties agree and said agreement is reduced to writing.

**Additional Compensation**

As additional compensation, the Board agrees to pay the Superintendent’s Teachers’ Retirement System (“TRS”) pension fund contribution, the Teachers’ Health Insurance Security Fund contribution and the required federal Medicare premium on the same basis which the Board pays for all other Certified Staff during the term of this Agreement. It is the intention of the parties to qualify all such payments assumed by and paid by the Board on the Superintendent’s behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The Superintendent shall have no right or claim to the funds so remitted, except as they may subsequently become available upon retirement or resignation from the Illinois Teachers’ Retirement System. Both parties acknowledge that the Superintendent did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Teachers’ Retirement System and the Teachers’ Health Insurance Security Fund, and further acknowledge that such contributions are made as a condition of employment to secure the Superintendent’s future services pursuant to this Agreement, knowledge and experience. Notwithstanding anything to the contrary herein, the percentage of base compensation of Superintendent’s contributions to the retirement benefits provided by TRS shall be equal to that payable by the District’s teachers pursuant to any collective bargaining agreement, or as otherwise required by State law.

5. **DEFERRED COMPENSATION:**

The Superintendent may elect to have a portion of his Annual Salary immediately deducted from his Annual Salary and used to purchase a tax sheltered annuity pursuant to Section 403(b) of the Internal Revenue Code of 1986, as amended. It is understood and agreed that the cost of the purchase of the annuity shall be deducted from the Superintendent’s Annual Salary and shall not require an additional expenditure of funds by the Board above the amounts paid to the
Superintendent Performance-Based Agreement

Superintendent in the form of Annual Salary except as may be later amended by the Board through the establishment of a non-contributory plan of deferred compensation. Notwithstanding the foregoing, in the event that the District is unable to pay the Superintendent's Illinois Teacher Retirement System of the State of Illinois ("TRS") contribution on the same basis as provided on February 1, 2013 (i.e. 9.4% of base salary, e.g. 0.094 x $210,000 = $19,740), then the District shall increase the Superintendent's Annual Salary each year by the remainder obtained by subtracting the amount of contribution that would be made to the TRS pursuant to rules in effect on February 1, 2013, the amount actually contributed to the TRS on behalf of Superintendent for such year. Such increase in compensation shall be used by Superintendent to purchase a tax sheltered annuity pursuant to Section 403(b) of the Internal Revenue Code of 1986, as amended, to the extent allowable.

6. **BENEFITS:**

The Board shall provide group life, hospitalization and major medical and dental insurance for Superintendent and the eligible members of Superintendent's immediate family (spouse and dependent children), during the term of this Agreement in accordance with the basic insurance coverage provided to Certified Staff. The Superintendent shall be eligible to participate in all other benefit programs in the same manner and to the same extent as other administrative staff. Such additional benefit programs include the accrual and use of sick, personal and vacation leave.

7. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS:**

In compliance with Section 10-23.8 of the *Illinois School Code*, 105 ILCS 5/1-1 et seq. (the "School Code"), performance and improvement goals are attached as Exhibit A and are incorporated herein by reference.

The Board and the Superintendent shall meet periodically (and no less than annually) to discuss and review their working relationship, rapport and understanding. By August 1 of each year of the Agreement, beginning in 2014, the Superintendent's performance shall be evaluated by the Board and a written evaluation of the performance will be given to the Superintendent. After such evaluation, the Board and the Superintendent shall meet to review the evaluation and to discuss the Superintendent's performance.

8. **EXPENSES AND ALLOWANCES:**

The Board shall reimburse the Superintendent for reasonable monthly expenses (including mileage in accordance with Board policy) incurred in the performance of his duties in accordance with Board policies. Itemization of all expenses incurred shall be provided by the Superintendent.
Superintendent Performance-Based Agreement

9. **Professional Activities:** Superintendent is encouraged to attend appropriate professional meetings at the local, state and national levels, and the Board shall pay the Superintendent's costs incurred in doing so in accordance with the Board's policies with respect to the reimbursement of such expenses. Superintendent may be reimbursed up to a total of $3,000 per year for costs incurred in professional development activities, including attending university courses, seminars or other professional growth activities, with reimbursement in accordance with the Board's expense reimbursement policies. The Board shall pay the cost of the Superintendent's annual membership dues in a professional organization of his choice, and one service group such as Lions, Rotary, etc. With prior approval of the Board, the Superintendent may be reimbursed for annual membership dues in additional professional organizations or for attendance at other professional meetings where his attendance or participation would be beneficial to the District, all in accordance with the Board's expense reimbursement policies.

10. **Other Work:** With prior approval of the Board, which the Board may grant or deny at its sole discretion, the Superintendent may serve as a consultant to another district or educational agency for a short-term duration; and lecture and engage in writing activities and speaking engagements without loss of salary. The Superintendent may not jeopardize the performance or functioning of the District by any lengthy absence for such professional activities.

11. **Residency:** Superintendent has established and shall maintain his residence (domicile) within the District's boundaries during the term of his employment as Superintendent under this Agreement or any of its amendments, extensions or modifications of said Agreement.

12. **Extension of Agreement:** If this Agreement has been extended by a First Renewal Term and a Second Renewal Term, then this Agreement shall be reviewed by the Board and Superintendent by March 31, preceding the expiration of the Second Renewal Term (e.g., by March 31, 2016). Written notice of intent to not renew or extend this Agreement beyond any Second Renewal Term or any Additional Renewal Term (as defined below) shall be given by either party not later than March 31 preceding the expiration of the then-current term. Failure to provide timely notice shall extend the Agreement for one (1) additional year. If the Board provides the Superintendent written notice of its intent not to extend the contract for an additional year or the Superintendent fails to provide the Board with the notice provided in the preceding sentence, then this Agreement and the Superintendent’s employment with the District shall terminate on June 30 of the subsequent year. In exchange for the consideration granted to him under this Agreement, the Superintendent hereby irrevocably waives any right, whether
Superintendent Performance-Based Agreement

statutory or otherwise, to any hearing or due process he may be entitled to in the event the Board determines not to extend this Agreement at the end of the initial term of this Agreement or any extension thereof.

13. TERMINATION OF AGREEMENT:

This employment contract may be terminated as provided below:

Mutual Agreement
During the term of this Agreement, the Board and Superintendent may mutually agree, in writing, to terminate this Agreement.

Permanent Disability
The Superintendent shall be considered permanently disabled if (a) the Superintendent has exhausted his accumulated sick and vacation leave and he has been absent from his employment or otherwise unable to perform the essential job functions with or without reasonable accommodations, or (b) he presents to the Board a physician’s statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability, provided that the Superintendent shall be entitled to a hearing before the Board if he so requests. The Board reserves the right to require the Superintendent to submit to a medical examination, either physical or mental, in accordance with the events identified in subsection (a) or (b). Such examination shall be performed by a physician licensed to practice medicine in all its branches, who is selected and paid by the Board.

Death
This Agreement and all obligations contained herein shall terminate in the event of the Superintendent’s death.

Termination Without Cause
Should the Board determine at any time that it is in the District’s best interest to terminate this Agreement, the Board may by written notice to the Superintendent, terminate this Agreement and the Superintendent shall be entitled to receive all benefits as provided herein, including Annual Salary, but excluding vacation and sick days, for a period of six (6) months from the date of termination. Such payments shall cease in the event the Superintendent becomes employed full-time (30 hours a week or more) by a new employer. The Superintendent may, by written notice to the Board, terminate this Agreement as of the last day of the twelfth month following such notice of termination, and all benefits as provided herein, including Annual Salary and vacation and sick days, shall cease upon the date of termination.

Discharge For Cause
Discharge for cause shall be for any of the following reasons: (a) a conviction of Superintendent or plea of guilty or no contest to (i) a felony, or (ii) any crime involving dishonesty, fraud, and/or moral turpitude, with moral turpitude being deemed a conviction of or
guilty plea to an offense that has a direct bearing on the Superintendent's ability or fitness to perform his job, and further provided that a decision by the Board to terminate for moral turpitude is consistent with the Board's policy regarding such matters as generally applied to its employees, (b) Superintendent's engaging in behavior that constitutes a material breach of any fiduciary or contractual duty that Superintendent owes to the Board or the District; provided, that (i) the Board has given the Superintendent written notice of such material breach and such material breach has not been cured within fourteen (14) days of Superintendent's receipt of such notice or (ii) the material breach is incapable of being cured, (c) failure to maintain any licensure or certification required for the position of superintendent of a public school district in the State of Illinois; and/or (d) material non-performance of his duties specified herein, as determined in good faith by the Board; provided, that (i) the Board has given the Superintendent written notice of such material breach and such material breach has not been cured within fourteen (14) days of Superintendent's receipt of such notice or (ii) the material breach is incapable of being cured. Specific reasons for discharge for cause shall be given in writing to the Superintendent, who shall be entitled to prior written notice of any allegations of acts or omissions giving rise to the Board's consideration, of termination of Superintendent for cause is set forth in this section. Superintendent shall be given an opportunity to be heard by the Board regarding such allegations prior to any Board vote on termination of this Agreement. Superintendents shall have at least a week between such notice and hearing in which to prepare for the hearing. If Superintendent chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by Superintendent. The Board hearing shall be conducted in executive session. If the Superintendent is discharged for cause as defined herein, the Superintendent shall not be entitled to any further benefits or compensation.

14. CRIMINAL BACKGROUND:
Under Section 5/10-21.9 of the School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If the criminal background investigation required by Illinois law is not completed at the time the Agreement is signed, and the subsequent investigation report reveals that there has been a final conviction, or if a judgment of conviction for one of the crimes named in such Section 5/10-21.9 occurs during the term of this Agreement, this Agreement shall immediately become null and void.

15. ABUSE AND NEGLECT:
The Superintendent acknowledges that he is a mandated reporter under the Abused and Neglected Child Reporting Act, 325 ILCS 5/1 et seq., and the Elder Abuse and Neglect Act, 320 ILCS 20/1 et seq.,
Superintendent Performance-Based Agreement

and avers that he has knowledge of and understands his professional duties and obligations as a mandated reporter under these Acts and as a supervisor of other professionals who are mandated reporters.

16. WAIVER OF TENURE:

As a condition to the entry into this multi-year Agreement, the Superintendent waives all rights that would provide him with contractual continued service status under Sections 24-11 through 24-16 of the School Code for the term of this multi-year Agreement. However, upon acceptance of this multi-year Agreement, the Superintendent shall not lose any previously acquired tenure credit with the District.

17. NOTICE:

Any notice, demand or request which may be permitted, required or desired to be given in connection therewith shall be given in writing and directed as follows:

If to the Board:
President, Board of Education
Rockford Public Schools District No. 205
501 Seventh St.
Rockford, IL 61104-2092

If to Superintendent:
Dr. Ehren Jarrett
5312 Thornberry Drive
Rockford, IL 61114

Notices shall be deemed properly delivered and received: (i) when and if personally delivered; or (ii) one (1) business day after deposit with Federal Express or other comparable commercial overnight courier.

18. MISCELLANEOUS:

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

Headings
Paragraph headings have been inserted for convenience of reference only, and if there shall be any conflict between any such heading and the text of this Agreement, the text shall control.

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

Integration Clause
This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements and communications between the

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Superintendent Performance-Based Agreement

Parties concerning such subject matter, whether oral or written.

**Binding Effect**
This Agreement shall be binding upon and inure to the benefit of the Superintendent, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon and inure to the benefit of the Board, its successors and assigns.

**Amendment**
Except as may otherwise be provided, no subsequent alteration, amendment, change, or addition to this Agreement shall be binding upon the Parties unless reduced to writing and duly authorized and signed by each of them.

**Reservation of Rights**
The Board retains the right to repeal, change, or modify any policies or regulations which it has adopted or may hereafter adopt, which affects the Superintendent, subject, however, to restrictions contained in the School Code or other applicable law.

**Severability**
If any provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed here from and the remainder of this Agreement shall continue to have its intended full force and effect.

REMAINDER OF PAGE INTENTIONALLY LEFT BLANK.
SIGNATURE PAGE FOLLOWS.
Superintendent Performance-Based Agreement

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed in their respective names and in the case of the Board, by its President, on the day and year first written above.

Superintendent

Đr. Ehren Jarrett

Board of Education,
Rockford Public Schools District No. 205

By: __________________________
Name: __________________________
Its President

ATTEST:

By: __________________________
Name: __________________________
Its Secretary, Board of Education

BOARD
APPROVED
MAR 26 2013
Rockford Public Schools
Superintendent Performance-Based Agreement

EXHIBIT A

**Student Growth.** Superintendent Jarrett shall create and execute a plan which includes measurable benchmarks aimed at improving student achievement on a district-wide basis. Such plan shall be presented to the Board no later than September 30, 2013.
FIRST ADDENDUM TO EMPLOYMENT AGREEMENT

This Second Addendum to Employment Agreement ("Addendum") is made this 8th day of September, 2015, between the BOARD of EDUCATION of the ROCKFORD PUBLIC SCHOOLS, DISTRICT NO. 205, WINNEBAGO and BOONE COUNTIES, ILLINOIS ("Board") and Superintendent Ehren Jarrett ("Executive").

WHEREAS, the Board and Executive previously entered into an Employment Agreement on March 26, 2013 and,

WHEREAS, the Board and Executive wish to amend the Employment Agreement.

NOW THEREFORE, in consideration of the promises and mutual covenants set forth herein, the parties do agree to amend the Employment Agreement as follows:

1. The Employment Agreement is amended as follows:
   a. Effective July 1, 2015, the Executive’s base annual salary shall be increased by 1.5%

2. There are no additional changes to the Agreement. The remainder of the original Employment Agreement is in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Addendum to Employment Agreement to be executed in their respective names and in the case of the Board, by its President, on the day and year first written above.

__________________________
Employee

Board of Education,
Rockford Public Schools District No. 205

By: ________________
Kenneth J. Sobivano, President

ATTEST:

__________________________
Lisa Jackson, Secretary

BOARD
APPROVED
SEP 8 2015

Rockford Public Schools
CHIEF QUALITY AND PROCESS IMPROVEMENT OFFICER'S CONTRACT

THIS AGREEMENT is voluntarily made this 9th day of June, 2015, by and between the BOARD OF EDUCATION of the ROCKFORD PUBLIC SCHOOLS DISTRICT NO. 205, WINNEBAGO AND BOONE COUNTIES, ILLINOIS ("Board") and Dan Woestman ("Administrator").

THE PARTIES, having discussed the nature of the terms contained herein and for mutual consideration, HEREBY AGREE:

1. DUTIES: The duties and responsibilities of the Administrator of this District shall be those duties appropriate to the office of Administrator as such duties may be prepared and revised by the Department of Human Resources, from time to time.

2. EMPLOYMENT: Administrator is hereby retained as the Chief Quality and Process Improvement Officer through June 30, 2019 on a full-time basis, multi-year contract and that failure to perform to the satisfaction of the Superintendent or Board of Education may result in reassignment to a position for which the Administrator is qualified or termination in accordance with paragraph 10 of this Agreement.

3. CERTIFICATION: Administrator previously furnished to the Board, and shall maintain in good standing at all times during the term of this Agreement, a valid administrator’s certificate to serve as an Administrator, and with the required endorsement(s), in accordance with the laws of the State of Illinois.

4. COMPENSATION:

Salary
Effective July 1, 2015, in consideration of a salary of One Hundred Thirty-Five Thousand Four Hundred Sixty-Four Dollars and 40/100 cents ($135,464.40) per year ("Annual Salary"), Administrator hereby agrees to devote such time, skill, labor and attention as necessary to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Administrator as set forth in this Agreement and/or in any written job description for the position.

Effective July 1, 2016, the Annual Salary of the Administrator shall be One Hundred Thirty-Seven Thousand Four Hundred Ninety-Six Dollars and 37/100 cents ($137,496.37).

Effective July 1, 2017, the Annual Salary of the Administrator shall be One Hundred Forty Thousand Two Hundred Forty-Six Dollars and 29/100 cents ($140,246.29).

Effective July 1, 2018, the Annual Salary of the Administrator shall be One Hundred Forty-Three Thousand Fifty-One Dollars and 22/100
cents ($143,051.22).

Payment Schedule

The Annual Salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff.

5. ADDITIONAL COMPENSATION:

As additional compensation, the Board agrees to pay the Administrator’s Teachers’ Retirement System pension fund contribution, the Teachers’ Health Insurance Security Fund contribution and the required federal Medicare premium on the same basis which the Board pays for all other Certified Staff during the term of this Agreement. It is the intention of the parties to qualify all such payments assumed by and paid by the Board on the Administrator’s behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The Administrator shall have no right or claim to the funds so remitted, except as they may subsequently become available upon retirement or resignation from the Illinois Teachers’ Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Teachers’ Retirement System and the Teachers’ Health Insurance Security Fund, and further acknowledge that such contributions are made as a condition of employment to secure the Administrator’s future services pursuant to this Agreement, knowledge and experience.

6. STUDENT ACADEMIC IMPROVEMENT GOALS:

In compliance with Section 10-23.8 of the Illinois School Code, 105 ILCS 5/1-1 et seq. (the “School Code”), student academic improvement goals are attached as Exhibit A and are incorporated herein by reference.

7. EMPLOYEE BENEFIT PLANS:

The existence of this agreement shall not prohibit or restrict the Administrator entitlement to full participation in the employee benefit and other plans or programs in which professional staff are eligible to participate.

8. EXPENSES AND ALLOWANCES:

The Board shall reimburse the Administrator for eligible monthly expenses (including mileage in accordance with Board policy) incurred in the performance of the Administrator’s job duties in accordance with Board policies and administrative procedures. All expenses must be submitted in accordance with Board policies and administrative procedures and approved by the Superintendent prior to any reimbursement.

9. VACATION AND SICK LEAVE:

The Administrator shall be provided vacation and sick leave during the term of this Agreement equivalent to the vacation and sick leave provided to professional staff.
10. OTHER WORK: The Administrator shall devote the Administrator’s full time, attention and energy to the business of the District.

11. TERMINATION OF AGREEMENT: This employment contract may be terminated by:

   Mutual Agreement During the term of this Agreement, the Board and Administrator may mutually agree, in writing, to terminate this Agreement. Notice of the intent to seek a termination of this Agreement by mutual agreement shall be given to the other party at fifteen (15) days prior to the effective date of the termination.

   Permanent Disability The Administrator shall be considered permanently disabled if (a) the Administrator has exhausted all accumulated sick and vacation leave and the Administrator has been absent from work or otherwise unable to perform the essential job functions with or without reasonable accommodations, or (b) the Administrator presents to the Board a physician’s statement certifying that the Administrator is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability. The Board reserves the right to require the Administrator to submit to a medical examination, either physical or mental, in accordance with the events identified in subsection (a) or (b). Such examination shall be performed by a physician licensed to practice medicine in all its branches, who is selected and paid by the Board.

   Death This Agreement and all obligations contained herein shall terminate in the event of the Administrator’s death.

   Discharge For Cause Discharge for cause shall be for any conduct, act, or failure to act by the Administrator which, within the sole discretion of the Board, is prejudicial to the best interests of the District, including, but not limited to, willful and deliberate acts of misconduct as well as neglect of duty, inefficiency, incompetence, or failure to satisfactorily meet the job requirements which are attached hereto as part of Exhibit A. Reasons for discharge for cause shall be given in writing to the Administrator. The termination under this section shall be effective upon the Administrator’s receipt of notice and the Administrator shall not be entitled to any additional compensation. In the event of termination for any reason not set forth in this Section 10, the Administrator shall be entitled to salary and contribution of benefits for a period equal to the lesser of the time remaining on the Term of this Agreement or three (3) months.

12. CRIMINAL BACKGROUND: Under Section 5/10-21.9 of the School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If the criminal background investigation required by Illinois law is not completed at the time the Agreement is signed, and the subsequent investigation report reveals that there has been a conviction, or if a
conviction for one of the named crimes occurs during the term of this Agreement, this Agreement shall immediately become null and void.

13. **ABUSE AND NEGLECT:**

The Administrator acknowledges that the Administrator is a mandated reporter under the *Abused and Neglected Child Reporting Act* and the *Elder Abuse and Neglect Act* and avers that the Administrator has knowledge of and understands the professional duties and obligations as a mandated reporter under these Acts.

14. **NOTICE:**

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

If to the Board:

President, Board of Education
Rockford Public Schools District No. 205
201 S. Madison
Rockford, IL 61104-2092

If to Administrator:

Dan Woestman

15. **MISCELLANEOUS:**

- **No Conflicting Agreement**

  The Administrator hereby represents that performance of all terms of this Agreement and performance of services for the Board does not and shall not breach any agreement to which is or may be in effect with any of the Administrator' current or prior employers. The Administrator agrees to indemnify and hold the Board harmless for any breach of any agreement entered into by Administrator and any current or prior employer.

- **Governing Law**

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

- **Headings**

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

- **Execution**

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

- **Integration Clause**

  This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes
Administrator’s Contract

all prior agreements, arrangements and communications between the Parties concerning such subject matter, whether oral or written.

**Binding Effect**

This Agreement shall be binding upon and inure to the benefit of the Administrator, the Administrator’s successors, assigns, heirs, executors, and personal representatives, and shall be binding upon and inure to the benefit of the Board, its successors and assigns.

**Amendment**

Except as may otherwise be provided, no subsequent alteration, amendment, change, or addition to this Agreement shall be binding upon the Parties unless reduced to writing and duly authorized and signed by each of them.

**Reservation of Rights**

The Board retains the right to repeal, change, or modify any policies or regulations which it has adopted or may hereafter adopt, which affects the Administrator, subject, however, to restrictions contained in the School Code or other applicable law.

**Severability**

If any provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed here from and the remainder of this Agreement shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed in their respective names and in the case of the Board, by its President, on the day and year first written above.

Administrator

Board of Education,
Rockford Public Schools District No. 205

By: ___________________________

Its President

ATTEST:

Secretary, Board of Education
CHIEF COMMUNICATIONS/COMMUNITY ENGAGEMENT OFFICER’S CONTRACT

THIS AGREEMENT is voluntarily made this ___ day of June, 2015, by and between the BOARD OF EDUCATION of the ROCKFORD PUBLIC SCHOOLS DISTRICT NO. 205, WINNEBAGO AND BOONE COUNTIES, ILLINOIS (“Board”) and EARL DOTSON (“Chief Communications/Community Engagement Officer”).

THE PARTIES, having discussed the nature of the terms contained herein and for mutual consideration, HEREBY AGREE:

1. DUTIES:
   The duties and responsibilities of the Chief Communications/Community Engagement Officer of this District shall be those duties appropriate to the office of Chief Communications/Community Engagement Officer as such duties may be prepared and revised by the Department of Human Resources, from time to time.

2. EMPLOYMENT:
   The Chief Communications/Community Engagement Officer is hereby retained through June 30, 2019 on a full-time basis, multi-year contract and that failure to perform to the satisfaction of the Superintendent or Board of Education may result in reassignment to a position for which he is qualified or termination in accordance with paragraph 10 of this Agreement.

3. COMPENSATION:

   Salary
   Effective July 1, 2015, in consideration of a salary of One Hundred Twenty-Six Thousand Three Hundred Sixty-Three Dollars and no/100 cents ($126,363.00) per year (“Annual Salary”), Chief Communications/Community Engagement Officer hereby agrees to devote such time, skill, labor and attention as necessary to this employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Chief Communications/Community Engagement Officer as set forth in this Agreement and/or in any written job description for the position.

   Effective July 1, 2016, the Annual Salary of the Chief Communications/Community Engagement Officer shall be One Hundred Thirty Thousand One Hundred Fifty-Three Dollars and 89/100 cents ($130,153.89).

   Effective July 1, 2017, the Annual Salary of the Chief Communications/Community Engagement Officer shall be One Hundred Thirty-Four Thousand Fifty-Eight Dollars and 51/100 cents ($134,058.51).

   Effective July 1, 2018, the Annual Salary of the Chief Communications/Community Engagement Officer shall be One
Chief Communications/Community Engagement Officer' Contract

Hundred Thirty-Six Thousand Seven Hundred Thirty-Nine Dollars and 68/100 cents ($136,739.68).

Payment Schedule
The Annual Salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff.

4. IMRF:
The Board shall be responsible to pay as a percentage of the Illinois Municipal Retirement Fund (IMRF) contribution costs an amount equal to the costs of the contribution as it does for the District's non-certified administrative staff. The Chief Communications/Community Engagement Officer' portion of the IMRF costs shall be deducted on a pro rata basis from salary payments.

5. EMPLOYEE BENEFIT PLANS:
The existence of this agreement shall not prohibit or restrict the Chief Communications/Community Engagement Officer entitlement to full participation in the employee benefit and other plans or programs in which professional staff are eligible to participate.

6. EXPENSES AND ALLOWANCES:
The Board shall reimburse the Chief Communications/Community Engagement Officer for eligible monthly expenses (including mileage in accordance with Board policy) incurred in the performance of the Chief Communications/Community Engagement Officer' job duties in accordance with Board policies and administrative procedures. All expenses must be submitted in accordance with Board policies and administrative procedures and approved by the Superintendent prior to any reimbursement.

7. VACATION AND SICK LEAVE:
The Chief Communications/Community Engagement Officer shall be provided vacation and sick leave during the term of this Agreement equivalent to the vacation and sick leave provided to professional staff.

8. OTHER WORK:
The Chief Communications/Community Engagement Officer shall devote his full time, attention and energy to the business of the District.

9. TERMINATION OF AGREEMENT:

Mutual Agreement
During the term of this Agreement, the Board and Chief Communications/Community Engagement Officer may mutually agree, in writing, to terminate this Agreement. Notice of the intent to seek a termination of this Agreement by mutual agreement shall be given to the other party at fifteen (15) days prior to the effective date of the termination.

Permanent Disability
The Chief Communications/Community Engagement Officer shall be considered permanently disabled if (a) the Chief.
Chief Communications/Community Engagement Officer’ Contract

Communications/Community Engagement Officer has exhausted his accumulated sick and vacation leave and he has been absent from his employment or otherwise unable to perform the essential job functions with or without reasonable accommodations, or (b) the Chief Communications/Community Engagement Officer presents to the Board a physician’s statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability. The Board reserves the right to require the Chief Communications/Community Engagement Officer to submit to a medical examination, either physical or mental, in accordance with the events identified in subsection (a) or (b). Such examination shall be performed by a physician licensed to practice medicine in all its branches, who is selected and paid by the Board.

Death

This Agreement and all obligations contained herein shall terminate in the event of the Chief Communications/Community Engagement Officer’ death.

Discharge For Cause

Discharge for cause shall be for any conduct, act, or failure to act by the Chief Communications/Community Engagement Officer which, within the sole discretion of the Board, is prejudicial to the best interests of the District, including, but not limited to, willful and deliberate acts of misconduct as well as neglect of duty, inefficiency, incompetence, or failure to satisfactorily meet the job requirements which are attached hereto as part of Exhibit A. Reasons for discharge for cause shall be given in writing to the Chief Communications/Community Engagement Officer. The termination under this section shall be effective upon the Chief Communications/Community Engagement Officer’ receipt of notice and the Chief Communications/Community Engagement Officer shall not be entitled to any additional compensation. In the event of termination for any reason not set forth in this Section 10, the Chief Communications/Community Engagement Officer shall be entitled to salary and contribution of benefits for a period equal to the lesser of the time remaining on the Term of this Agreement or three (3) months.

10. Criminal Background:

Under Section 5/10-21.9 of the School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If the criminal background investigation required by Illinois law is not completed at the time the Agreement is signed, and the subsequent investigation report reveals that there has been a conviction, or if a conviction for one of the named crimes occurs during the term of this Agreement, this Agreement shall immediately become null and void.

11. Abuse and Neglect:

The Chief Communications/Community Engagement Officer acknowledges that he is a mandated reporter under the Abused and
Chief Communications/Community Engagement Officer Contract

Neglected Child Reporting Act and the Elder Abuse and Neglect Act and avers that he has knowledge of and understands his professional duties and obligations as a mandated reporter under these Acts.

12. NOTICE:

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

If to the Board:
President, Board of Education
Rockford Public Schools District No. 205
201 S. Madison
Rockford, IL 61104-2092

If to Chief Communications/Community Engagement Officer:
Earl Dotson

13. MISCELLANEOUS:

No Conflicting Agreement

The Chief Communications/Community Engagement Officer hereby represents that performance of all terms of this Agreement and performance of services for the Board does not and shall not breach any agreement to which is or may be in effect with any of the Chief Communications/Community Engagement Officer’s current or prior employers. The Chief Communications/Community Engagement Officer agrees to indemnify and hold the Board harmless for any breach of any agreement entered into by Chief Communications/Community Engagement Officer and any current or prior employer.

Governing Law

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

Headings

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

Execution

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

Integration Clause

This Agreement contains all of the terms agreed upon by the Parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements and communications between the Parties.
Chief Communications/Community Engagement Officer’ Contract

Parties concerning such subject matter, whether oral or written.

Binding Effect
This Agreement shall be binding upon and inure to the benefit of the Chief Communications/Community Engagement Officer, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon and inure to the benefit of the Board, its successors and assigns.

Amendment
Except as may otherwise be provided, no subsequent alteration, amendment, change, or addition to this Agreement shall be binding upon the Parties unless reduced to writing and duly authorized and signed by each of them.

Reservation of Rights
The Board retains the right to repeal, change, or modify any policies or regulations which it has adopted or may hereafter adopt, which affects the Chief Communications/Community Engagement Officer, subject, however, to restrictions contained in the School Code or other applicable law.

Severability
If any provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed here from and the remainder of this Agreement shall continue to have its intended full force and effect.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed in their respective names and in the case of the Board, by its President, on the day and year first written above.

Chief Communications/Community Engagement Officer

Board of Education, Rockford Public Schools District No. 205

By: Its President

ATTEST:

Secretary, Board of Education
GENERAL COUNSEL’S EMPLOYMENT AGREEMENT

THIS AGREEMENT is voluntarily made this ___th day of May, 2010, by and between the BOARD OF EDUCATION OF ROCKFORD SCHOOL DISTRICT NO. 205, WINNEBAGO AND BOONE COUNTIES, ILLINOIS ("Board") and LORI HOADLEY, ESQ. ("General Counsel").

THE PARTIES, having discussed the nature of the terms contained herein and for mutual consideration, HEREBY AGREE:

1. DUTIES:

   The duties and responsibilities of General Counsel of this District shall be those duties appropriate to the office of General Counsel to a Board of school directors organized pursuant to Article 10 of the Illinois School Code of the State of Illinois, as amended from time to time, and shall include, without limitation, duties as the chief legal officer for the Board as well as any other administrative responsibilities which may be assigned from time to time. General Counsel and the Board acknowledge and agree that the Board is in the process of finalizing a written position description for General Counsel’s position, a draft copy of which is attached at Exhibit A. Notwithstanding anything contained in Exhibit A, General Counsel agrees and acknowledges that she will be subject to and shall fulfill the duties of the position in accordance with any final position description that is approved by the Board. General Counsel hereby agrees to devote her full-time time skill, labor and attention as necessary to this employment during the term of this Agreement, and to perform faithfully the duties of General Counsel as set forth in this Agreement.

2. BOARD/GENERAL COUNSEL WORKING RELATIONSHIPS:

   General Counsel shall be employed by and shall report to the Board. Notwithstanding the foregoing, General
Counsel shall have a "dotted line" reporting relationship to the superintendent employed by the Board during the term of this Agreement (the "Superintendent"), meaning that General Counsel shall keep the Superintendent informed of General Counsel's activities except as to matters (a) involving the Superintendent herself and the Superintendent's relations with the Board or (b) that the Board, the Board's Executive Committee, and/or the Board's President has specifically directed General Counsel not to discuss with the Superintendent. General Counsel shall take direction from the Superintendent with respect to day-to-day activities that are within the scope of, and which do not conflict with, the Board's policies and directives. General Counsel and the Board shall meet periodically (not less than annually) to discuss and consider their working relationships, rapport and understandings. General Counsel and the Superintendent shall meet periodically, at such times and intervals as may be set by the Superintendent, to discuss and consider their working relationship, rapport and understandings.

3. Employment:

General Counsel is hereby hired and retained beginning on July 1, 2010 and until such time as her employment and this Agreement is terminated pursuant to Section 9 of this Agreement.

4. License:

General Counsel shall furnish to the Board by May 31, 2010, evidence that she is licensed to practice law in the State of Illinois. General Counsel shall maintain an unsuspended and unrevoked license to practice law in the State of Illinois throughout the term of this Agreement.
5. **Compensation:**

**Salary**
In consideration of her undertakings under this Agreement, the Board shall pay General Counsel a salary of One Hundred Fifty-five thousand dollars ($155,000.00) per annum ("Annual Salary"), pro-rated for any partial years.

**Payment Schedule**
The Annual Salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to senior certificated members of the District’s administrative staff.

**Adjustments**
During the term of this Agreement and any extension thereof, the Annual Salary shall not be reduced. Any upward adjustment in salary made during the life of this Agreement shall be in the sole and unfettered discretion of the Board and shall be implemented in the form of an amendment and shall become a part of this Agreement. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new agreement with General Counsel or that the termination date of this Agreement has been in any way extended. The Board and General Counsel, however, may enter into subsequent agreements and make other salary adjustments or extensions of this Agreement for additional periods of time, if both parties agree, and said agreement is reduced to writing.

**Additional Compensation**
As additional compensation, the Board agrees to pay General Counsel’s Illinois Municipal Retirement Fund ("IMRF") pension fund contribution on the same basis that the Board pays for the District’s senior non-certificated administrative staff during the term of this Agreement. It
is the intention of the parties to qualify all such payments picked up and paid by the Board on General Counsel's behalf as employer payments pursuant to Section 414(b) of the Internal Revenue Code of 1986, as amended. General Counsel shall have no right or claim to the funds so remitted, except as they may subsequently become available from IMRF or otherwise as provided in the statutes, rules and regulations governing the IMRF. Both parties acknowledge that General Counsel did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to IMRF, and further acknowledge that such contributions are made as a condition of employment to secure General Counsel's future services, knowledge and experience.

6. OTHER BENEFITS:

The Board shall provide vacation, sick leave, group life, group health, group disability, group dental and other benefits for General Counsel during the term of this Agreement in accordance with the terms of the District's benefit plans as provided to members of the District's senior administrative staff, subject to all of the terms and conditions (including without limitation eligibility) of all such benefit plans. All such benefit plans are subject to amendment, modification, and/or termination in the Board's sole and unfettered discretion, except as may otherwise be required by law. General Counsel shall contribute to the cost of such benefits on the same basis as the District's senior administrative staff.

7. EXPENSES:

The Board shall reimburse General Counsel for her reasonable monthly business expenses incurred in the
performance of her duties, and
itemization of all such expenses
incurred shall be provided by General
Counsel as provided in Board policies
and District regulations. In addition,
the Board shall reimburse General
Counsel for reasonable expenses related
to any continuing education courses
that (i) count toward her mandatory
continuing legal education obligations
for purposes of maintaining her license
to practice law in the State of
Illinois; or (ii) that she is otherwise
requested or directed to take by the
Board or the Superintendent. In
addition, the Board shall reimburse
General Counsel for her annual
registration fee with the Illinois
Attorney Registration and Disciplinary
Commission in an amount not to exceed
$500 per year, and her annual dues to
remain a member of no more than two (2)
Bar Associations, in an amount not to
exceed $500 per year.

8. Medical Examination:
As a required condition of employment
for new employees and prior to
commencing duties under this Agreement,
General Counsel shall submit to a
physical examination by a physician
licensed in Illinois for any other
state to practice medicine and surgery
in all its branches, and shall provide
the Board with evidence of her physical
fitness to perform the duties assigned
to her and freedom from communicable
disease, including tuberculosis, and
the physician’s report of such
examination pursuant to Section 24-5 of
the School Code. The Board may from
time to time require General Counsel to
submit to further examinations pursuant
to Section 24-5 of the School Code,
subject to any other applicable legal
requirements. As a condition of
employment, General Counsel also agrees
to comply with all health requirements
established by law. Physicians' reports regarding General Counsel's health shall be filed separately from General Counsel's personnel file and shall be treated as confidential information by the Board. Nothing herein shall be deemed to waive the physician/patient privilege, which General Counsel shall maintain with any physician with whom she consults for purposes of this Agreement, however, General Counsel shall not withhold from the Board medical information that may affect her job performance. This contract is contingent upon the Board's receipt of the initial health report demonstrating General Counsel's fitness, with reasonable accommodation to the extent required by law, to perform fully under this Agreement.

9. Termination of Agreement: This Agreement may be terminated by:

Mutual Agreement   During the term of this Agreement, the Board and General Counsel may mutually agree in writing to terminate this Agreement.

Termination by the Board without Cause   General Counsel acknowledges that she is employed at-will, and the Board may terminate this Agreement at any time, with or without cause by giving General Counsel notice of unilateral termination. In the event of such termination, the Board shall present General Counsel with an agreement in the form of which is attached herein as Exhibit B, seeking General Counsel's promise not to proceed with a legal claim against the Board or its agents. Following General Counsel's execution of the release of claims, General Counsel shall be entitled to be paid a continuation of her then salary for a period of six (6) months after the effective date of termination. General
Counsel acknowledges and agrees that in consideration of this salary extension, she irrevocably waives any right she may have, whether statutory or otherwise, to any hearing or due process to which she might otherwise have been entitled.

Death

This Agreement and all obligations contained herein shall terminate in the event of General Counsel’s death.

Discharge for Cause

For purposes of this Agreement, termination for cause shall mean termination of the employment of General Counsel by the Board as the result of (1) commission of, or omission constituting, any act of fraud, embezzlement, theft or misappropriation by General Counsel in connection with her employment with the Board; (2) any conviction (including any conditional judgment), guilty plea or plea of nolo contendere by General Counsel for any felony or misdemeanor involving moral turpitude; (3) General Counsel’s license to practice law in the State of Illinois is suspended or revoked; or (4) the Board is prohibited by law from continuing to employ General Counsel (for instance, for reasons enumerated in Section 10-21.9 of the Illinois School Code).

The parties agree that in the event of the Board’s proposed termination of General Counsel for cause, General Counsel shall have the right to written charges, a hearing before the Board, as described in this paragraph, ten (10) days advance written notice of said charges and hearing, and a written fiscal decision. At any such hearing before the Board, General Counsel shall have the right to be present, to be heard, to be represented by counsel, to examine witnesses and to produce
testimonial and documentary evidence relevant to the charges. A transcript of the record of the proceedings before the Board shall be made available without charge to General Counsel. If General Counsel chooses to be accompanied by legal counsel at such hearing, all such personal legal expenses shall be paid by General Counsel. The Board hearing shall be conducted in executive session.

This Agreement and all obligations contained herein shall terminate in the event the Board terminates General Counsel for cause.

10. CRIMINAL BACKGROUND CHECK:

Under Section 10-21.9 of the School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing, or attempting to commit the enumerated crimes therein. If the criminal background investigation required by Illinois law has not been completed for General Counsel by the time this Agreement is finally approved by the Board, and the subsequent investigation report reveals that there has been a disqualifying conviction, or if a conviction for one of the enumerated crimes occurs during the term of this Agreement, this Agreement shall immediately become null and void.

11. INDEMNIFICATION:

General Counsel shall be afforded the protection from claims and suits as provided in Section 10-20.20 of the School Code of Illinois, including the Board’s obligation to defend her in such actions. General Counsel shall cooperate with Board and its attorneys with respect to defense of such actions.
12. ABUSE AND NEGLECT: General Counsel acknowledges that she is a mandated reporter under the Abused and Neglected Child Reporting Act and the Elder Abuse and Neglect Act and avers that she has knowledge of and understands her professional duties and obligations as a mandated reporter under these Acts and as a supervisor of other District employees who are also mandated reporters.

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

If to the Board:

President, Board of Education
Rockford School District No. 205
201 South Madison Street
Rockford, IL 61104-2092

If to General Counsel:

Lori Hoadley, Esq.

14. MISCELLANEOUS:

Governing Law This Agreement has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect.

Headings Paragraph headings have been inserted for convenience of reference only, and if there shall be any conflict between any such heading and the text of this Agreement, the text shall control.
Execution

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

Integration Clause

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

Binding Effect

This Agreement shall be binding
upon and inure to the benefit of
General Counsel, her successors,
assigns, heirs, executors, and personal
representatives and shall be binding
upon and inure to the benefit of the
Board, its successors and assigns.

Amendment

Except as may otherwise be provided, no
subsequent alteration, amendment,
change, or addition to this Agreement
shall be binding upon the Parties
unless reduced to writing and duly
authorized and signed by each of them.

Reservation of Rights

The Board retains the right to
repeal, change, or modify any policies
or regulations which it has adopted or
may hereafter adopt, which affects
General Counsel, subject, however, to
restrictions contained in the School
Code or other applicable law.

Severability

If any provision, paragraph,
phrase, clause or word contained herein
is held to be void, invalid or contrary
to law by a court of competent
jurisdiction, it shall be deemed
removed here from and the remainder of
this Agreement shall continue to have
its intended full force and effect.
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the Board, by its President, on the day and year first written above.


General Counsel

Board of Education
Rockford School District No. 205

By:

Its President

ATTEST:

Secretary, Board of Education
ADDENDUM TO EMPLOYMENT AGREEMENT

This Addendum To Employment Agreement ("Addendum") is made this 28th day of January, 2014, between the BOARD of EDUCATION of the ROCKFORD PUBLIC SCHOOLS, DISTRICT NO. 205, WINNEBAGO and BOONE COUNTIES, ILLINOIS ("Board") and Lori Hoadley ("Executive").

WHEREAS, the Board and Executive previously entered into an Agreement on July, 1st, 2010 and,

WHEREAS, the Board and Executive wish to amend the Agreement.

NOW THEREFORE, in consideration of the promises and mutual covenants set forth herein, the parties do agree to amend the Employment Agreement as follows:

1. Paragraph 5 of the Agreement is amended to indicate that the Annual Salary shall be $165,000, effective February 11th, 2014. Salary and other forms of compensation shall be reviewed annually by the Board, and may be adjusted upward by the mutual agreement of the parties.

2. This term of the Agreement any Addendums thereto shall automatically be renewed for one additional year unless, at least 90 days prior to June 30th, 2015, the Board or Executive shall have given written notice to the other party that it does not wish to extend the Agreement.

3. There are no additional changes to the Agreement. The remainder of the original Agreement is in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Addendum to Employment Agreement to be executed in their respective names and in the case of the Board, by its President, on the day and year first written above.

Employee

Board of Education,
Rockford Public Schools District No. 205

By: __________________________
Kenneth J Scrivano, President

ATTEST:
Lisa Jackson, Secretary

BOARD
APPROVED
FEB 11 2014

Rockford Public Schools
SECOND ADDENDUM TO EMPLOYMENT AGREEMENT

This Second Addendum to Employment Agreement ("Addendum") is made this 13th day of January, 2015, between the BOARD of EDUCATION of the ROCKFORD PUBLIC SCHOOLS, DISTRICT NO. 205, WINNEBAGO and BOONE COUNTIES, ILLINOIS ("Board") and Lori Hoadley ("Executive").

WHEREAS, the Board and Executive previously entered into an Agreement on July, 1st, 2010 and,

WHEREAS, the Board approved the First Addendum to the Employment Agreement on February 11, 2014.

WHEREAS, the Board and Executive wish to amend the Agreement and the First Addendum (collectively referred to as the "Employment Agreement").

NOW THEREFORE, in consideration of the promises and mutual covenants set forth herein, the parties do agree to amend the Employment Agreement as follows:

1. The Employment Agreement is amended as follows:

   a. Effective December 1, 2014, Executive’s base annual salary shall be increased by 1.7%.

2. There are no additional changes to the Agreement. The remainder of the original Employment Agreement is in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Addendum to Employment Agreement to be executed in their respective names and in the case of the Board, by its President, on the day and year first written above.

Employee

Board of Education,
Rockford Public Schools District No. 205

By: ________________
Kenneth J. Scrivano, President

ATTEST:

Lisa Jackson, Secretary

BOARD APPROVED
JAN 13 2015

Rockford Public Schools
THIRD ADDENDUM TO EMPLOYMENT AGREEMENT

This Second Addendum to Employment Agreement ("Addendum") is made this 8th day of September, 2015, between the BOARD of EDUCATION of the ROCKFORD PUBLIC SCHOOLS, DISTRICT NO. 205, WINNEBAGO and BOONE COUNTIES, ILLINOIS ("Board") and Lori Hoadley ("Executive").

WHEREAS, the Board and Executive previously entered into an Agreement on July, 1st, 2010 and,

WHEREAS, the Board approved the First Addendum to the Employment Agreement on February 11, 2014; and,

WHEREAS, the Board approved the Second Addendum to the Employment Agreement on January 13, 2015; and,

WHEREAS, the Board and Executive wish to amend the Agreement and the Addendums thereto (collectively referred to as the "Employment Agreement").

NOW THEREFORE, in consideration of the promises and mutual covenants set forth herein, the parties do agree to amend the Employment Agreement as follows:

1. The Employment Agreement is amended as follows:
   a. Effective July 1, 2015, Executive's base annual salary shall be increased by 1.5%.
   b. The term of the Employment Agreement any Addendums thereto shall automatically be renewed for one additional year unless, at least 90 days prior to the expiration of the Initial Term, the Board or General Counsel shall have given written notice to the other party that it does not wish to extend the Agreement.

2. There are no additional changes to the Employment Agreement. The remainder of the original Agreement is in full force and effect.

IN WITNESS WHEREOF, the parties have caused this This Addendum to Employment Agreement to be executed in their respective names and in the case of the Board, by its President, on the day and year first written above.

Employee

Board of Education, Rockford Public Schools District No. 205

By Kenneth J. Scrivano, President

ATTEST:

Lisa Jackson, Secretary

BOARD APPROVED
SEP 8 2015

Rockford Public Schools