

- 4 . Any salary or other fringe benefit adjustment or modification during the term of this contract shall be made in the form of a written amendment and shall become a part of this Contract, but such adjustment or modification shall not be construed as a new Contract with the Curriculum Director, or as an extension of the termination date of this Contract.
- 5 During the term of this Contract, the Curriculum Director shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as Curriculum Director of the School District.
- 6 The Board hereby retains the right to adjust the annual salary and benefits of the Curriculum Director during the term of her Contract, provided said adjustment is not to reduce the annual compensation and other benefits expressed herein below the amounts stated herein. Any adjustment in salary made during the life of this Contract shall be in the form of an amendment and shall become a part of this Contract, but it shall not be considered that the Board has entered into a new Contract with the Curriculum Director or that the termination date of the existing Contract has been extended. The Board may by specific action extend the termination date of the existing Contract.
- 7 This Contract is a performance-based contract. The Curriculum Director shall meet the student performance and academic improvement goals attached hereto as Exhibit A and fully incorporated herein during the term of this Contract, which the parties agree, are goals which are linked to student performance and academic improvement within the schools of the District.
- 8 The Curriculum Director acknowledges that, pursuant to *The School Code*, she waives any right to tenure in the School District for the term of this multi-year contract and any multi-year contract extension.

B. BENEFITS

1. The Board shall reimburse the Curriculum Director for her reasonable monthly expenses incurred in the performance of her duties. Itemization shall be made by the Curriculum Director of all expenses incurred.
2. The Board will provide the Curriculum Director with the following benefits:
 - a. Term life insurance in the amount of One Hundred Thousand Dollars (\$100,000.00).
 - b. The Curriculum Director will be eligible to receive family health/dental insurance entirely covered by the district. If not taken, the Curriculum Director will receive the same benefit as the teachers.

C. Paid vacation of twenty (20) work days per contract year. The Curriculum Director must receive approval from the Superintendent to use vacation days. These requests cannot be unreasonably denied. The Curriculum Director shall be permitted to take vacation time in one-hour increments with the prior approval of the Superintendent. Any unused vacation days will be paid out before the end of the school year.

D. The Curriculum Director shall be granted fifteen (15) days of sick leave, as defined in Section 24-6 of The School Code. All earned, but unused, sick leave days may be accumulated to a maximum of three hundred forty (340) days. The Curriculum Director shall also be granted three (3) days of personal leave to be used under the same terms as applicable to the teaching staff.

Subject to rules and regulations of the Teachers Retirement System, School Code and applicable state law, the Curriculum Director shall have the right, upon her termination, resignation or retirement to credit said accumulated sick leave to his account with the Illinois Downstate Teacher's Retirement System to be used for his retirement.

E. The Curriculum Director shall participate in courses, workshops and seminars related to her duties. She also shall attend local and state professional organization meetings and may, with prior Superintendent's approval, attend national meetings of professional organizations. The Board shall pay the costs of the Curriculum Director's annual membership dues in professional organizations, which includes, but are not limited to such as American Association of School Administrators and the Illinois Association of School Administrators.

Addendum to March 16, 2022, Curriculum Director's Employment Agreement between the Board of Education of Union School District 81, Will County, Illinois hereinafter referred to as the "Board" or "District" and Nicole C. Borck, hereinafter referred to as the "Curriculum Director".

Item A. **Employment and Compensation**

The Board hereby extends the contract of the Curriculum Director through June 30, 2029. Effective March 20, 2024, the Curriculum Director's base pay will increase by 3% for 2024-2025, 3% for 2025-2026, 4% for 2026-2027, and the same percentage increase as the teacher's collective bargaining agreement for 2027-2028, and 2028-2029.

This Addendum will be attached to the original Curriculum Director's Employment Agreement dated March 22, 2017.

In Witness Whereof, the parties have executed this addendum on March 20, 2024, and set the effective date in accordance with State Statute.

Curriculum Director

Board of Education Union School District 81

Nicole C. Borck 3/20/24

Patrick Sweeney, President 3/20/24

Colleen Grigg, Board Secretary 3/20/24

- 4 . Any salary or other fringe benefit adjustment or modification during the term of this contract shall be made in the form of a written amendment and shall become a part of this contract, but such adjustment or modification shall not be construed as a new contract with the Program Director, or as an extension of the termination date of this Contract.
- 5 During the term of this contract, the Program Director shall hold a valid and properly registered certificate issued by the State of Illinois Teachers' Certification Board qualifying her to act as Program Director of the School District.
- 6 The Board hereby retains the right to adjust the annual salary and benefits of the Program Director during the term of her Contract, provided said adjustment is not to reduce the annual compensation and other benefits expressed herein below the amounts stated herein. Any adjustment in salary made during the life of this Contract shall be in the form of an amendment and shall become a part of this Contract, but it shall not be considered that the Board has entered into a new Contract with the Program Director or that the termination date of the existing Contract has been extended. The Board may by specific action extend the termination date of the existing Contract.
- 7 This Contract is a performance-based contract. The Program Director shall meet the student performance and academic improvement goals attached hereto as Exhibit A and fully incorporated herein during the term of this Contract, which the parties agree, are goals which are linked to student performance and academic improvement within the schools of the District.
- 8 The Program Director acknowledges that, pursuant to *The School Code*, she waives any right to tenure in the School District for the term of this multi year contract and any multi-year contract extension.

B. BENEFITS

1. The Board shall reimburse the Program Director for the reasonable monthly expenses incurred in the performance of her duties. Itemization shall be made by the Program Director of all expenses incurred.
2. The Board will provide the Program Director with the following benefits: a
.Term life insurance in the amount of One Hundred Thousand Dollars (\$100,000.00).
- b. The Program Director will be eligible to receive family health/dental insurance covered entirely by the district. If not taken, the Program Director will receive the same benefit as the teachers.

C. Paid vacation of twenty (20) workdays per contract year. The Program Director must receive approval from the Superintendent to use vacation days. These requests cannot be unreasonably denied. The Program Director shall be permitted to take vacation time in one-hour increments with the prior approval of the Superintendent. Any unused vacation time will be paid out before the end of the school year.

D. The Program Director shall be granted fifteen (15) days of sick leave, as defined in Section 24-6 of The School Code. All earned, but unused, sick leave days may be accumulated to a maximum of three hundred forty (340) days. The Curriculum Director shall also be granted three (3) days of personal leave to be used under the same terms as applicable to the teaching staff.

Subject to rules and regulations of the Teachers Retirement System, School Code and applicable state law, the Program Director shall have the right, upon her termination, resignation or retirement to credit said accumulated sick leave to his account with the Illinois Downstate Teacher's Retirement System to be used for his retirement.

E. The Program Director shall participate in courses, workshops and seminars related to her duties. She also shall attend local and state professional organization meetings and may, with prior Superintendent's approval, attend national meetings of professional organizations. The Board shall pay the costs of the Program Director's annual membership dues in professional organizations, which includes, but are not limited to such as American Association of School Administrators and the Illinois Association of School Administrators.

Addendum to April 20, 2022, Resource/Intervention Program Director's Employment Agreement between the Board of Education of Union School District 81, Will County, Illinois hereinafter referred to as the "Board" or "District" and Kristen Baldermann, hereinafter referred to as the "Program Director".

Item A. **Employment and Compensation**

The Board hereby extends the contract of the Program Director through June 30, 2029. Effective March 20, 2024, the Program Director's base pay will increase by 3% for 2024-2025, 3% for 2025-2026, 4% for 2026-2027, and the same percentage increase as the teacher's collective bargaining agreement for 2027-2028, and 2028-2029.

This Addendum will be attached to the original Program Director's Employment Agreement dated April 20, 2022.

In Witness Whereof, the parties have executed this addendum on March 20, 2024, and set the effective date in accordance with State Statute.

Program Director

Board of Education Union School District 81

Kristen Baldermann 3/20/24

Patrick Sweeney, President 3/20/24

Colleen Grigg, Board Secretary 3/20/24