

BELLE VALLEY SOUTH SCHOOL DISTRICT #119
1901 Mascoutah Road
Belleville, Illinois 62220

PRINCIPAL'S CONTRACT

This contract made and entered into this 17th day of January, 2017, between the Belle Valley School District #119, a public school district acting by and through its Board of Education, hereinafter referred to as "District" and Mrs. Cindy Callahan, hereinafter referred to as "Principal".

The District hereby employs Mrs. Cindy Callahan as Principal to devote full-time to supervisory and administrative work and to perform such duties assigned to and required by law, and the rules, regulations and policies of the Board of Education for the period of three (3) years commencing June 12, 2017, and ending June 30, 2020. The term of the contract will be for an eleven (11) month work period between July 1st and June 30th of each academic year. The one-month vacation will be set at the discretion of the Superintendent.

I. Employment. Principal is hereby hired from June 12, 2017, to June 30, 2020, as Principal for Belle Valley School District No. 119.

From June 12, 2017, through June 30, 2017, Mrs. Callahan shall be engaged in transitional responsibilities. These responsibilities may include, but are not limited to, attending one or more introductory/planning meetings with: (a) District 119 central office administration and building principals; (b) District 119 committees (*e.g.*, Policy, Finance, Evaluation, Technology, and Transition committees); (c) the District 119 administration, for the purpose of reviewing data at its retreat; and (d) building principals, for the purpose of touring and understanding the District 119 facilities. Additionally, the Principal shall participate in planning activities involving the District's Comprehensive Accountability Plan and School Improvement Plan. Mrs. Callahan shall be paid for performing such transitional responsibilities up to two (2) days at the per diem which is 1/220 of the annual salary for the 2017-2018 contract year. All other contract benefits take effect on July 1, 2017.

SALARY

DISTRICT shall compensate PRINCIPAL at an annual rate of \$87,000.00 to paid bimonthly effective July 1, 2017. The Principal hereby agrees to devote such time, skill, labor and attention to this employment, during the term of this agreement, and to perform faithfully the duties of Principal for this District as set forth in this Agreement. Annual performance reviews will determine the increase based upon job performance outcomes.

The Board of Education shall pay the Principal's entire required contribution to the Illinois Downstate Teachers Retirement System of all credible earnings.

In addition to the pension contribution, the Board of Education agrees to pay the Principal's entire required contributions required of active administrators to fund TRS health insurance. If, at some future date, no such pension contribution is required of active teachers, the Board of Education will be released from the responsibility of making this contribution for retiree health insurance.

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

The Board retains the right to adjust the annual salary of the Principal during the term of this agreement, provided that any salary adjustment does not reduce the annual salary below the amount paid as salary in the previous fiscal year. Any adjustment in salary made during the life of this Agreement shall not be interpreted as creating a new Agreement with Principal or extending this Agreement.

RESPONSIBILITIES.

The following shall be the responsibilities of the PRINCIPAL:

- A. The PRINCIPAL shall diligently and conscientiously devote full and exclusive time and attention, and best efforts, to the discharge of duties as a PRINCIPAL in the District.
- B. The PRINCIPAL shall report to, and be under the direct supervision of the Superintendent of Schools.
- C. The PRINCIPAL shall carry out those duties and responsibilities as assigned by the Superintendent.
- D. The PRINCIPAL shall perform her duties in accordance with the provisions of the School Code and the policies and directives of the Board of Education duly adopted and promulgated by official action of the Board.

II. EVALUATION AND STUDENT PERFORMANCE GOALS

Annually, but no later than February 1st, the Superintendent shall review, with the Principal, a written evaluation directly reflective of the performance based goals set forth within this document as well as general principal responsibilities.

The parties agree this is a performance-based contract linked to student performance and academic improvement of the schools within the District as required by law. The Principal shall seek to promote academic improvement of the school by the following methods, including but not limited to:

- A. To provide the leadership and support necessary for the School Improvement Team to function as the leadership vehicle for the development of meaningful school improvement strategies at the Belle Valley South School.
- B. To plan, implement, and monitor a series of routine faculty meetings that will result in an orchestrated series of professional learning community dialogues focused on the following communication goals.
- C. To conduct a comprehensive and systematic teacher performance evaluation process that is consistent with the District #119 approved evaluation plan and one that leads to targeted formative evaluation focused on teacher improvement; and on summative evaluation necessary for informing staff re-employment and termination decisions.
- D. To collaborate with the faculty and staff in a manner necessary to successfully modify and implement a revised master schedule that features a targeted, yet fluid, capacity to provide intensive instructional interventions in reading and mathematics for low performing students.

The Principal shall seek to implement actions and policies consistent with the District's goals and objectives as identified by the Board.

III DISCHARGE FOR JUST CAUSE

Throughout the term of this Agreement, the Principal shall be subject to discharge for just cause provided, however, the Board does not arbitrarily or capriciously call for dismissal and that the Principal shall have the right to service of written charges, notice of hearing, and a hearing before the Board to provide a defense to such charges. If the Principal chooses to be accompanied by legal counsel at such hearing, the Principal shall pay all such personal expense.

IV. CERTIFICATION

Principal shall furnish to the Board, during the term of this Agreement, a valid and appropriate certificate to act as principal in accordance with laws of the State of Illinois and as directed by the Board.

V. DISABILITY

In the event that Principal be unable to perform the duties and obligations of this Agreement, by reason of illness, accident or other cause beyond the Principal's control, and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days during any school year, the Board, at its discretion, may make a proportionate reduction from the Principal's salary. If such disability continues for an additional thirty (30) days or if such disability is permanent, irreparable or of such nature as to make performance of Principal's duties impossible, the Board, at its option,

may terminate this Agreement, whereupon the respective duties, rights and obligations of the parties shall terminate.

VI. TERMINATION BY AGREEMENT

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

VII. PROFESSIONAL ACTIVITIES

Principal shall be encouraged to attend appropriate professional meetings. Principal will be able to attend at least one state level conference annually and national conferences as approved by the superintendent. In the event the Principal has secured the prior approval of the superintendent, she will be reimbursed for travel and related expenses while attending such professional meetings.

VIII. SICK LEAVE

Principal shall be entitled to fifteen (15) days of sick leave annually. Earned sick leave shall be cumulative as otherwise provided by Board policy.

- The Board of Education grants three (3) additional sick days as a waiver from the existing TRS requirements: (A school administrator may not exceed the normal annual allotment granted to teachers during the last four years prior to retirement).
- Should this contract fall within one of the last four years prior to retirement, the fifteen (15) sick days allotted will be reduced to the current collective bargaining contract for sick days granted to teachers.

IX. PERSONAL LEAVE

Principal will receive three (3) personal leave days each school year. Such leave shall be taken in accordance with district policy, and in accordance with requests taken by district certified personnel. Personal leave not taken shall accumulate as sick leave.

X. INSURANCE BENEFITS

Individual major medical hospitalization insurance for the Principal shall be provided under the School District's applicable health insurance plan.

XII. DENTAL

The Board shall provide up to \$40 per month toward supplemental dental insurance for Principal and the members of Principal's immediate family during the term of this Agreement.

XII. OTHER FRINGE BENEFITS

The Principal's fringe benefits shall be no less than those commonly extended to other management personnel and / or certified employees of the District. The Board of Education will also provide the Principal with a sum of Eight Hundred and Eighty-Six Dollars (\$886) per month (\$443.00 per pay check) to a 403(b) of the Principal's choice (of those offered by the District).

XIII. TRANSPORTATION EXPENSES

The Principal shall receive actual mileage reimbursement when carrying out duties of the position outside of the greater Belleville area. This mileage shall be reimbursed at the rate per mile announced annually by the Internal Revenue Service for the purpose of income tax preparation.

XIV. RETIREMENT BONUS

Upon retiring from the profession, a retirement bonus shall be paid to the Principal in the amount of eight thousand (\$8,000) dollars provided at least 10 years have been as Principal of the Belle Valley District. Payment of the above amount shall be made on or before the last pay period of the contract year in which written notice of termination of employment is given. For retirement purposes only, in no case shall the retirement payments cause the salary to exceed 106% of the previous year.

XV. ATTENDANCE BONUS

A bonus of three hundred and fifty (\$350.00) for a full year of attendance with no absence of any kind except holidays and vacation days or a bonus of \$200.00 (two hundred dollars) for only one day of absence will be paid on the June 25th payday annually. Absence due to attendance at workshops shall not preclude eligibility.

XVI. MEMBERSHIP DUES

The Board will pay the cost of the Principal's annual dues in the following organizations: Illinois Principal's Association (IPA), the (ASCD) Association Supervision Curriculum Development, and the (IAASE) Illinois Alliance Administrators of Special Education. The Principal is expected to attend appropriate professional meetings at the local and state levels as authorized by the superintendent.

XVII. SCOPE OF CONTRACT

It shall be expressly understood by both parties to this Agreement that said Agreement supercedes and renders void any other contractual agreement that existed between these parties prior to this date. This Agreement shall inure to the benefit and will be binding upon all parties, their legal representatives, successors, and assigns.



IN WITNESS THEREOF, the parties have caused this Agreement to be executed in the respective names in the case of the Board, by its President.

Cindy L. Callahan

3/21/17

Principal

Kenneth H. Hines

Board of Education, Belle Valley School District #119, By President

Joan E. McKay

Secretary – Board of Education, Belle Valley District #119