

FRANKFORT COMMUNITY UNIT SCHOOL DISTRICT NO 168

SUPERINTENDENT'S CONTRACT

THIS AGREEMENT, made this 19th day of May, 2014, by and between the BOARD OF EDUCATION, FRANKFORT COMMUNITY UNIT SCHOOL DISTRICT 168, WEST FRANKFORT, ILLINOIS, hereinafter referred to as the "Board", and GREGORY M. GOINS., hereinafter referred to as "Superintendent", ratified by a resolution adopted at a meeting of the Board held on May 19, 2014, and found in the minutes of that meeting:

IT IS AGREED

- (1) EMPLOYMENT – The Superintendent is hereby hired and retained from July 1, 2014, to June 30, 2017, as Superintendent for Frankfort Community Unit School District 168, West Frankfort, Illinois. If the Superintendent does not receive written notice to the contrary from the Board on or before April 1 of the second year that this contract is in full force and effect, this Contract will be automatically extended for one year, provided the Superintendent has satisfied the Academic Improvement and Student Performance goals set forth under Performance Criteria. Each year thereafter shall become one year contracts if written notice is not given by April 1.
- (2) DUTIES – The duties and responsibilities of the Superintendent of this district shall be all those duties incident to the office of Superintendent as set forth in the job description (Board Policy); those obligations imposed by law of the State of Illinois upon the Superintendent; and in addition, to serve as the executive officer of the Board, and to perform such other duties as from time to time may be assigned to the Superintendent by the Board.
- (3) SALARY – In consideration of a salary schedule as follows: 2014-2015 - \$124,101; 2015-2016 - \$126,583; and 2016-2017 - \$127,849, the Superintendent hereby agrees to devote the time, skill, labor, and attention to this employment during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Superintendent for this District as set forth in this Agreement. The annual salary shall be paid in the same number of payments as certificated personnel. In addition to the annual salary, the Board will provide full paid teacher retirement contributions into the Superintendent's retirement plan (TRS).

- (4) ASSOCIATION DUES – Superintendent Membership dues in the American Association of School Administrators and Illinois Association of School Administrators shall be paid annually by the Board.
- (5) EVALUATION – Annually, but no later than June 30 of each year, the Board shall evaluate and review with the Superintendent progress toward established goals and working relationships among Superintendent, the Board, the faculty, the staff and the community. At the end of any year of this agreement and if the Board determines that the Superintendent sufficiently met the performance goals as stated in this contract, the Board and Superintendent may mutually agree to extend the employment of the Superintendent for a multi-year period not to exceed five (5) years. In such event, the Board shall take specific action to discontinue this contract and enter into a new-multi year contract for a period not to exceed five (5) years and shall establish goals designed to enhance District-wide student performance and academic achievement as well as the indicators to measure the same.
- (6) PROFESSIONAL DEVELOPMENT – The Superintendent is encouraged to continue educational development by participating, whether elected or appointed, on local, state, and national boards, committees, councils, etc. and attending appropriate professional meetings at the local, state, and national levels at District expense. The Superintendent shall be allowed to attend National Conferences with pre-approval from the Board of Education.
- (7) CERTIFICATE – The Superintendent shall furnish to the Board a valid and appropriate certificate to act as Superintendent in accordance with the laws of the State of Illinois and as directed by the Board.
- (8) DISCHARGE FOR CAUSE – Throughout the term of this Agreement, the Superintendent shall be subject to discharge for good cause. The Board shall not arbitrarily or capriciously call for dismissal and the Superintendent shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. Failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.
- (9) DISABILITY – Should the Superintendent be unable to perform the duties and obligations of this Agreement, by reason of illness, accident, or other cause beyond the Superintendent's control, and should such disability exist for a period longer than it takes to exhaust the accumulated sick leave days and vacation days, the Board, in its discretion, may make a proportionate deduction from the Superintendent's salary. If such disability is permanent, irreparable, or of such nature as to make the performance of the Superintendent's duties impossible, the Board, at its option, may terminate

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

- (10) TERMINATION BY AGREEMENT – During the term of this Agreement, the Board and Superintendent may mutually agree, in writing, to terminate this Agreement.
- (11) BENEFITS-VACATION AND SICK LEAVE AND OTHER BENEFITS– The Superintendent shall receive 25 calendar days of vacation annually, exclusive of legal holidays. The Superintendent shall be entitled to accumulate sick leave, personal leave and other benefits as provided to certificated members of Frankfort Community Unit School District No. 168, West Frankfort, Illinois.
- (12) HOSPITALIZATION – The Board shall provide hospitalization insurance for the Superintendent at the full family rate during the term of this Agreement in accordance with the insurance coverage provided to certificated members of Frankfort Community Unit School District No. 168, West Frankfort, Illinois.
- (13) PERFORMANCE CRITERIA –
Academic Improvement
- Goal: The Superintendent will undertake, or cause to be undertaken, an analysis of the curriculum and the available financial resources, with the intent of forming recommendations for the expansion of the curriculum throughout the district. These recommendations will be designed to provide students with new opportunities to broaden their knowledge base of the world, enhance their life experiences while in Unit 168 schools, and develop leadership and maturation skills needed in school and adult life.
- Indicators: The Superintendent will make specific recommendations to the Board.
- Upon Board approval, the Superintendent will make, or cause to be made, appropriate changes to the curriculum as required.
- Student Performance

Goal: The Superintendent will undertake, or cause to be undertaken, an analysis of student performance within the various grade levels and school buildings.

Indicators: The Superintendent will produce a proposal, which can be used by certified personnel in handling student performance. The proposal will contain recommended procedures and materials necessary to implement a program designed to encourage better student performance in content areas.

This proposal will be presented to the Board. Upon approval, the Superintendent will implement, or cause to implement, the program(s) throughout the school district.

Caveats:

1. The Superintendent will have the duration of his contract period to complete listed Performance Criteria.
2. During the duration of this contract, all Performance Criteria become irrelevant and void should any of the following conditions exist: work stoppage, strikes, budget cuts, reductions in staff, inadequate resources, natural disaster, failure of the Board to give the Superintendent authority to implement Performance Criteria recommendations, or mutual agreement between the Superintendent and Board that either or both Performance Criteria should be deleted.
3. Should the Superintendent complete either or both Performance Criteria prior to the end of the contract period, no additional Performance Criteria will be created or required.

- (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, to:

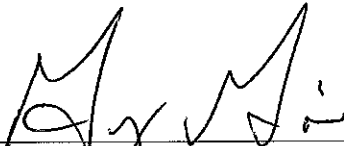
Frankfort C.U.S.D. 168
Unit Office
900 N. Cherry Street
West Frankfort, IL. 62896

If to the Superintendent, to:

Frankfort C.U.S.D. 168
Unit Office
900 N. Cherry Street
West Frankfort, IL. 62896

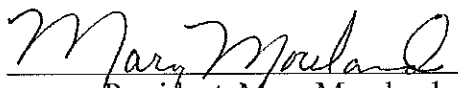
- (15) This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.
- (16) This Agreement contains all the terms agreed upon by the parties in respect to the subject of this Agreement, and supersedes all prior Agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

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 above written.




Superintendent
Gregory M. Goins

Board of Education
Frankfort C.U.S.D. No. 168
West Frankfort, Illinois



President, Mary Moreland

Attest:



David Summers, Secretary