

CURRICULUM DIRECTOR'S EMPLOYMENT CONTRACT

THIS CONTRACT made this 15th day of June, 2015, by and between Board of Education of Canton School District No. 66 (hereinafter referred to as "the Board"), and Jason Parsons (hereinafter referred to as "the Director"), pursuant to a Motion of the Board at a meeting of the Board held on June 15, 2015, as found in the Minutes of that meeting.

WITNESSETH:

For and in consideration of the mutual promises hereinafter contained, it is covenanted and agreed by and between the parties as follows:

1. **EMPLOYMENT.** The Board hereby employs Jason Parsons as a Curriculum Director and for Canton School District No. 66 for a period of one (1) year, commencing July 1, 2015 and ending June 30, 2016. The Director has not waived all rights granted his under sections 24-11 to 24-16 (105 ILCS 5/24-11 to 105 ILCS 5/24-16) of The School Code for the term of the multi-year contract. During the term of this Contract, the Director will retain teaching tenure.

2. **WORK YEAR.** The Director's work year shall include work days Monday through Friday, twelve (12) months per year, for each year of this Contract, except as otherwise provided herein, and except that the Director's employment shall not require his to work on school holidays and on national holidays.

3. **DUTIES.** The duties and responsibilities of the Director shall be all those duties incident to the office of the Curriculum Director, as set forth in the job description for such position. In addition, the Director shall perform such other duties normally performed by an employee in like position as from time to time may be assigned to the Director by the Superintendent or the Board.

4. **SALARY.**In consideration of the performance of the duties of the Director, the Board shall pay to the Director as base annual salary for the period extending from July 1, 2015 to June 30, 2016, the total sum of no less than ninety thousand five hundred sixty dollars (\$90,560), which salary shall be payable in substantially equal installments in accordance with the payroll procedures of the District.

5. **PENSION.**From and out of the salary of the Director as set forth hereinabove in paragraph 4, the Board shall withhold and pay such amount as may be required by law, on behalf of the Coordinator, to the Teachers' Retirement System. The purpose of such direct employer payment shall be to defer federal income taxation of such amount, consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36.

6. **T.H.I.S.**From and out of the salary of the Director as set forth hereinabove in paragraph 4 the Board shall withhold and pay such percentage of the Director's salary as may be required by law on behalf of the Director to the Teacher Health Insurance Security Fund.

13. **REFERRALS TO DIRECTOR.**The Superintendent of Schools shall refer promptly all criticisms, complaints and suggestions called to his attention to the Director for study and recommendation.

14. **TERMINATION BY AGREEMENT.** During the term of this Contract, the Board and the Director may mutually agree, in writing, to terminate this Contract.

15. **VACATION.**The Director shall be entitled to twenty (20) working days of vacation annually, in each year of this Contract, exclusive of legal holidays. Vacation shall be taken subject to approval of the Superintendent, shall be taken within twelve (12) months of the year in which it is earned and shall not be cumulative. Unused vacation days will convert to sick days at the end of the fiscal year.

16. **SICK LEAVE.** The Director shall be entitled to fifteen (15) days of sick leave annually. Earned sick leave shall be cumulative without limit and shall be subject to such other provisions as may be contained in School District policies, rules and regulations.

17. **PERSONAL LEAVE.** The Director shall be entitled to two (2) days of personal leave annually. Earned personal leave shall not be cumulative, and shall be subject to such other provisions as may be contained in School District policies, rules and regulations.

18. **MEDICAL INSURANCE.**The Board shall pay the monthly rate established in the collective bargaining agreement between the District and its certified staff toward insurance premiums for the major medical insurance coverage available through the Board's group insurance carrier.

19. **TERM LIFE.** The Board shall provide and pay for Ten Thousand and 00/100 Dollars (\$10,000.00) of term life insurance for the Director during the term of this Contract. The Director shall designate the beneficiary of the policy.

20. **PROFESSIONAL DUTIES.** The Board encourages continuing professional growth of the Director through membership and participation in professional organizations and through attendance at appropriate professional meetings and conferences at the local and state level. The Board shall pay the cost of the Director's annual membership dues in one (1) professional organization to be selected by the Director. The Director may attend professional meetings and the Board shall reimburse the Director for actual and necessary expenses incurred by her in attending such meetings and conferences upon approval by the Superintendent.

21. **TUITION REIMBURSEMENT/ DOCTORAL DEGREE ACQUISITION.** The Board shall reimburse the rate established in the collective bargaining agreement between the District and its certified staff toward tuition for classes preapproved by the superintendent. If this administrator receives a doctoral degree in an educational field or education administration field, the board will increase the administrator's salary by 5%. Total pay increase will be capped at 6% or less, so that the district will not have or face any penalties from the state or teacher retirement system.

Secretary, pursuant to a duly adopted resolution of the Board on the day and year first above written.



Jason Parsons, Director

CANTON SCHOOL DISTRICT NO. 66

By: 

Leonard Barnard, President, Board of Education

ATTEST:



Jake Snowman, Secretary, Board of Education