

**RIVER TRAILS SCHOOL DISTRICT 26
MOUNT PROSPECT, ILLINOIS 60056
SUPERINTENDENT CONTRACT**

THIS EMPLOYMENT CONTRACT entered into this 8th, day of September 2026, by and between the BOARD OF EDUCATION, RIVER TRAILS SCHOOL DISTRICT 26, Cook County, Mount Prospect, Illinois (hereinafter the "Board") and DR. JODI MEGERLE (hereinafter the "Superintendent") as ratified and adopted at the regular meeting of the Board held on the 8th, day of September, 2026, and found in the minutes of that meeting.

The Board and Superintendent agree as follows:

EMPLOYMENT AND COMPENSATION

1. **TERMS** - The Superintendent is hereby hired from July 1, 2026, through June 30, 2029, as the Superintendent of Schools for River Trails School District 26, Mount Prospect, Illinois (hereinafter the "District").
2. **DUTIES** - In consideration of the salary and benefits hereinafter set out, the Superintendent agrees to devote such time, skill, labor and attention to this employment, during the term of this Contract, except as otherwise provided in this Contract and to perform faithfully the duties of Superintendent of Schools for the District as set forth in the Contract. The duties and responsibilities of the Superintendent shall be all those duties incident to the office of Superintendent as set forth in the official Board Policy Manual of River Trails School District 26 and those obligations imposed by the laws of the State of Illinois upon the Superintendent of Schools, and those other duties normally performed by a Superintendent as from time to time may be assigned to the Superintendent by the Board. It is further understood that the Board reserves the right to amend the official Board policies and/or attached job description whenever it feels it is necessary to do so after consultation with and consideration of the recommendation of the Superintendent on any proposed Board policies or job description revisions, provided, however, no Board policy or Superintendent's job description amendment shall affect the authority of the Superintendent of Schools to serve as the chief school executive officer.
3. **LICENSE** - The Superintendent shall furnish to the Board a valid license properly endorsed for the position of Superintendent of Schools, in accordance with applicable laws and regulations governing certification of public school administrators and shall maintain necessary certification during the term of her employment as Superintendent.
4. **EVALUATION AND REVIEW** - On or before March 15 of each year of this Contract, the Board shall review and evaluate the performance of the Superintendent and advise the Superintendent of its review and evaluation.
5. **WAIVER OF TENURE** - The Superintendent acknowledges that, pursuant to the *Illinois School Code*, she waives the right to tenure in the District by virtue of entering into this multi-year contract and any multi-year extension thereof. No Previously acquired tenure shall be lost pursuant to the law.
6. **TERMINATION** - This Employment Contract may be terminated by:
 - a. Mutual agreement of the parties.
 - b. Retirement.
 - c. Death.
 - d. Discharge for just cause in accordance with the School Code of the State of Illinois and the relevant decisional laws of the State of Illinois. Reasons for discharge for cause shall be given in writing to the

Superintendent, who shall be entitled to notice and a hearing before the Board to discuss such causes. If the Superintendent chooses to be accompanied by legal counsel, she shall bear any costs herein involved. The Board hearing shall be conducted in closed session. The Board will not arbitrarily or capriciously call for the dismissal of the Superintendent.

After the effective date of any such termination or dismissal, the Superintendent shall not be entitled to any further payments of compensation of any kind under this Contract, except that the Superintendent shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System and by law.

7. **DISABILITY** - Should the Superintendent be unable to perform any or all of her duties by reason of illness, accident, or other cause beyond her control and said disability exists for a period of more than thirty (30) days beyond the use of accumulated sick and vacation days during any school year, the Board may at its direction make a proportionate deduction from the salary stipulated; and if such disability continues for more than six (6) months or if said disability in the opinion of the Board is permanent, irreparable, or of such nature as to make the performance of her duties impossible, the Board may, at its option, terminate this Contract, whereupon the respective duties, rights and obligations hereunder shall terminate.

The Board agrees to allow the Superintendent to pay the difference in the cost of the premiums to increase their disability insurance coverage from the Board's seventy (70) percent coverage to ninety (90) percent.

8. **SALARY** - The Superintendent shall be paid an annual salary of TWO HUNDRED THIRTY SIX THOUSAND SIXTY ONE DOLLARS (\$236,061.00) for the 2026/2027 Contract year effective July 1, 2026. The annual salary shall be paid in equal installments in accordance with the practice of the Board governing payment of salary to twelve-month employees. **For the 2026–2027 contract year, any retroactive pay owed from July 1, 2026, to the date of execution of this Contract shall be paid in a single lump sum on the first regular payroll date following execution.** The Superintendent's salary for each subsequent year of the Contract shall be established by the Board, but in no case shall such salary be less than the Superintendent's salary for the previous Contract year.

9. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTIONS** - It is hereby agreed that in addition to the gross compensation paid to the Superintendent by the Board, that all TRS and THIS contributions shall be paid for their by the Board of Education during the term of this Contract. Said contributions will be paid into the Teachers' Retirement System of the State of Illinois. The Superintendent shall not have any right or claim to said amounts, except as they may become available at the time of retirement or resignation from the State of 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 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, knowledge and experience.

However, if legislation is enacted that limits the employer's ability to perform its obligations under this paragraph, the Board shall pay the difference to the Superintendent as salary to the extent the Board's total cost for salary and pick up of the TRS and THIS contribution equals the Board's total cost before enactment of such legislation.

10. **HEALTH AND ACCIDENT INSURANCE** - The Board shall provide hospitalization, dental, and major medical insurance for the Superintendent during the term of this Contract in accordance with the basic insurance coverage provided to certificated members of the professional staff. If the Superintendent elects family coverage through an HMO and Family Dental, the premiums shall be paid by the Board.
11. **LIFE INSURANCE** - The Board shall provide the Superintendent with a term life insurance policy in an amount equal to two times (2) their annual salary during the period of their employment.

12. **VACATIONS AND LEGAL HOLIDAYS** - The Superintendent shall receive twenty (25) calendar days of vacation annually exclusive of legal and school holidays as recognized by the Board subject to Board President approval for vacation days taken in excess of five consecutive days of student attendance. A maximum of five (5) vacation days may be carried over to the following year, or, in the alternative, a maximum of five (5) vacation days may be paid to the Superintendent at their pro rata base salary rate (each day equivalent to one two-hundred sixtieth (1/260) of their annual salary).
13. **SICK AND PERSONAL LEAVE DAYS** - The Superintendent shall be entitled to fifteen (15) sick and four (4) personal leave days annually. Unused sick and personal leave days available at the end of each school year shall accumulate as sick leave days in the subsequent year. The Superintendent will donate one sick day in the initial Contract year in order to participate in the River Trails Sick Leave Bank. In the event that the Superintendent would require use of the sick leave bank during the Contract period, days used from the bank would be repaid to the bank from sick leave days accumulated by the Superintendent in subsequent years of the Contract period. Sick leave days accrued during the life of this Contract and subsequent contracts, upon termination of employment will be reported to the Teachers Retirement System as is required by the Illinois Teacher Retirement Act and Teachers Retirement System regulations for the purpose of service credit. River Trails District 26 will not be required to compensate the Superintendent for accumulated unused sick leave days.
14. **PROFESSIONAL ACTIVITIES** - The Superintendent shall be encouraged to attend appropriate professional meetings at the local, state, and national levels, within budget constraints. Attendance at State and National Meetings shall be as approved by the Board. Such costs of attendance shall be paid by the Board. The Board shall pay the annual cost of the Superintendent's membership dues to the Illinois Association of School Administrators, the American Association of School Administrators, and up to three (3) additional professional memberships.
15. **TRAVEL AND AUTO EXPENSES** - Travel and auto expenses incurred by the Superintendent for business travel in and beyond the District boundaries shall be reimbursable to a maximum of FOUR THOUSAND DOLLARS (\$4,000.00) per year. Upon request of the Board, the Superintendent shall provide verification of such expenses.
16. **OTHER WORK** - Upon securing prior approval of the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations unrelated to their professional development as long as these outside endeavors do not interfere with and/or diminish the expectations of the Superintendent as covered in **Section 2. DUTIES** of this Contract.
17. **BACKGROUND INVESTIGATION** - Pursuant to Section 10-21.9 of the Illinois School Code, it is acknowledged that the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit one of the enumerated crimes therein. If the criminal background investigation required by Illinois law is not completed at the time this Contract is signed, and the subsequent investigation report reveals that there has been such a conviction, this Contract shall immediately become null and void.
18. **MEDICAL EXAMINATION** — Upon acceptance of this contract and every two years thereafter the Superintendent shall undergo a comprehensive physical examination at the Board's Expense at a cost of not more than FIVE HUNDRED DOLLARS (\$500.00). The Board shall receive certification that the Superintendent is fit to perform their duties as Superintendent.

19. **PERFORMANCE BASED PROVISIONS** — Pursuant to the School Code of the State of Illinois, and in accordance with multi-year contracts, the Superintendent shall perform the following goal and indicator: See Exhibit A
20. **REAPPOINTMENT** - At the end of any year of this Contract, the Board and the Superintendent may mutually agree to extend the employment of the Superintendent, provided that the Superintendent has met the goals and indicators of student performance and academic improvement as set forth in this Contract and any addendum thereto. Additionally, if an extension is not granted on or before April 1, 2029, then this Contract shall expire on June 30, 2029. It shall be the responsibility of the Superintendent to advise the Board of the April 1 deadline in writing by February 1, 2029.
21. **NOTICES** - Any notice or communication permitted or required under this Contract shall be in writing and shall become effective on this day of mailing whether by first class, registered, or certified mail, postage prepaid, addressed:

If to the Board to:

President, Board of Education
RIVER TRAILS SCHOOL DISTRICT 26
1900 East Kensington Road
Mount Prospect, Illinois 60056

If to the Superintendent to:

Dr. Jodi Megerle
home address on file at District Office

22. **MISCELLANEOUS** -

- a. This Contract has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect.
- b. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this Contract, the text shall control.
- c. This Contract shall be executed in duplicate, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- d. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and/or verbal commitments.
- e. Any portion of this Contract that is deemed illegal shall not invalidate the remainder of the Contract.

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be executed in their respective names and in the case of the Board by its President and Secretary on the date first above written:

**BOARD OF EDUCATION,
RIVER TRAILS SCHOOL DISTRICT 26**

Rebecca Pfisterer
Board President

Date: September 8, 2026

Janine Freedlund
Board Secretary

Date: September 8, 2026

Dr. Jodi Megerle
Superintendent of Schools

Date: September 8, 2026



River Trails

SCHOOL DISTRICT 26

Exhibit A

PERFORMANCE GOALS AND INDICATORS

SUPERINTENDENT GOALS

Jodi Megerle

2026-2027

Systemic Coherence

Last year was defined by **Strategic Leadership**, or designing the roadmap of the strategic plan and navigating negotiations. This year shifts to **Systemic Coherence**. Our priority is to continue building the systems to ensure the plan results in student growth.

As the Superintendent, my mission is to ensure district gears are interlocked, successfully bridging our past work with our new goals to ensure the plan translates into measurable student growth. We are keeping the doors we opened last year propped wide open, moving from collaborative invitation to systemic calibration.

Goal #1: Coherence through Accountability

By March 1, 2027, I will lead the district in establishing a district-wide Strategic Accountability System featuring a public-facing dashboard and a reporting cadence to the Board of Education to ensure strategic milestones are tracked for transparency and stewardship. A strategic plan only works if it is visible and this goal ensures that the Board, the community, and the staff are looking at the same scoreboard.

Key outcomes include:

- **Launch:** Deploying the Strategic Plan Dashboard on the district website, visualizing Fall, Spring, and Year-over-Year growth trends.
- **Report:** Establishing a timeline of "Progress Review" during Board meetings to communicate findings across the 3 Pillars: Learning Systems, Connections, and Resources.
- **Updates:** Institutionalizing a predictable internal checkpoint cadence to update data, ensuring the public dashboard remains a dynamic, relevant scoreboard rather than a stagnant archive.

Strategic Plan Alignment: Strategy 2B (Communication) & 3C (Financial Transparency).

Evaluation Competencies Alignment: B.2 (Community Communication) & E.4 (Goal Development).

Goal #2: Coherence through Calibration

By March 1, 2027, I will lead the development of a scalable, non-invasive district instructional calibration framework. The goal of this system is not to micromanage daily operations, but to establish an objective benchmark that measures instructional alignment across all buildings, reinforcing unified "District Alignment".

Key outcomes include:

- **Baseline Benchmarking:** Conducting bi-monthly 1-on-1 "Calibration Walks" with principals to establish a baseline of instructional practices and measure alignment with our strategic plan goals.
- **The Common Observation Lens:** Designing a streamlined, digital "Look-For" document strictly dedicated to macro-level data harvesting and benchmarking, ensuring it remains an objective systemic tool rather than an invasive evaluation mechanism.
- **Cross-Pollination & Replicability:** Scheduling quarterly "Inter-Building Rounds" where principals visit other buildings in pairs. This creates a predictable, easily replicable peer-review structure that synchronizes instructional expectations across the district.
- **Cabinet-Level Responsive Support:** Utilizing the collected benchmarking data during regular Cabinet meetings to identify systemic trends, allowing the district team to align resources and professional development precisely where gaps exist.

Strategic Plan Alignment: Strategy 1A (Vertical Alignment) & 1C (Professional Learning).

Evaluation Competencies Alignment: C.5 (Visibility) & E.6 (Curriculum).

Goal #3: Coherence through Culture (Collaborative Efficacy)

By June 2027, I will continue to strengthen the district's collaborative culture by utilizing the existing leadership and coaching frameworks within the various administrative teams, reinforcing our shared-responsibility model. This ensures that the human side of the district remains as coherent and trusted as our technical systems.

Key outcomes include:

- **The Trust Edge Metrics:** Utilizing David Horsager's *Trust Edge* frameworks and self-evaluations to conduct regular leadership pulse-checks, ensuring our team remains unified, consistent, and resilient as we shift into systemic alignment.
- **Norms of Collaboration:** Anchoring the *Adaptive Schools* strategies and seven norms of collaboration during meetings to maximize our collective intelligence and model productive group dialogue for the district.
- **Coaching & Reflection:** Leveraging *Cognitive Coaching* methodologies during 1-on-1 conversations with administrators to foster self-directed learning, reflective practice, and thoughtful problem-solving rather than directive oversight.

Strategic Plan Alignment: Strategy 2A (Heart-Ready Practices) & 3A (Recruitment/Retention).

Evaluation Competencies Alignment: C.3 (Delegation of Duties) & E.5 (Staff Development).

Evaluation Competencies 2026-2027

A. Relationship with Board

- A. 1 Information

B. Community Relations

- B. 2 Communication with Community

C. Staff Relationships

- C. 3 Personnel Matters

D. Business and Finance

- D. 3 Facility Management
- D. 4 Resource Allocation

E. Instructional Leadership

- E. 4 Goal Development