

PRINCIPAL'S EMPLOYMENT CONTRACT

(2026-2027)

AGREEMENT made this _____ day of _____, 2026, between the **BOARD OF EDUCATION OF HARRISON SCHOOL DISTRICT NO. 36, MCHENRY COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and **BRIAN SUMMERS**, hereinafter referred to as the "Principal", and hereinafter collectively referred to as the "Parties".

A. EMPLOYMENT AND COMPENSATION

1. **Salary and Term of Employment.** The Board hereby employs the Principal for one (1) year, commencing on July 1, 2026, and terminating on June 30, 2027. In consideration of the compensation of \$94,000.00, the Principal hereby agrees to devote such time, skill, labor and attention to his employment, during the term of this Agreement (except as otherwise provided in this Agreement), in order to faithfully perform those duties under this agreement. Said compensation shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated members of the professional staff, less such amounts as provided for in this Agreement, and other amounts as may be required by law.

Notwithstanding the foregoing, total compensation constituting creditable earnings for purposes of the Teachers' Retirement System of Illinois ("TRS") payable to the Principal under this Contract in any Contract Year shall not exceed the creditable earnings paid to the Principal in the prior Contract Year by more than 6%. Should the terms of this Contract result in a payable amount in excess of a 6% increase in the Principal's TRS creditable earnings in any Contract Year, the Board reserves the right to adjust the annual salary set forth in this Section or other creditable earnings to the extent necessary to eliminate such excess payment. The term "Contract Year" shall refer to the period of July 1 through June 30. The Principal hereby accepts employment upon the terms and conditions hereinafter set forth.

2. **Teacher's Retirement System and Health Insurance Security Fund.** In addition to the annual salary stated in paragraph A.1. of this Contract, the Board shall pay on behalf of the Principal to the State of Illinois Teachers' Retirement System and Teacher Health Insurance Security Fund the Principal's required contributions to said pension system and fund. The Principal 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 and the Teacher Health Insurance Security Fund. Both Parties acknowledge that the Principal 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 Teacher Health Insurance Security Fund and further acknowledge that such contributions are made as a condition of employment to secure the Principal's future services, knowledge and experience. It is the intention of the Parties to qualify all such payments picked up and paid by the Board on the Principal's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986* as amended.

B. CONDITIONS OF EMPLOYMENT

1. Professional Educator License. During the term of this Contract, and as a condition of continued employment, Principal will hold and maintain a valid and properly registered professional educator license issued by the Illinois State Educator Preparation and Licensure Board, with the necessary endorsement(s) qualifying him to act as Principal in the District. Principal also will satisfy any other license renewal and training and prequalification requirements necessary to enable him to legally evaluate licensed staff members.

2. Health Examination. Principal will submit, at Board expense, to a physical or mental examination by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary and in accordance with applicable law. He also agrees to comply with all health requirements established by law.

3. Periodic Database Re-Checks. The Board reserves the right to terminate this Contract should any required periodic re-check of the Statewide Sex Offender Database and the Statewide Murderer and Violent Offender Against Youth Database result in Principal being deemed by the Board (in accordance with applicable law) unacceptable to work in the District.

4. Employment Representations. Mr. Summers represents that he is not under contract with any other employer, including but not limited to school districts or cooperatives, for any portion of the term covered by this Contract. He further represents that all information provided to the District in the process of application for employment was true and complete. Principal understands that the Board relied on the information he provided in the application process in making its decision concerning employment and that the Board reserves the right to terminate this Contract if any information Principal provided during the application process is untrue, inaccurate, or demonstrably incomplete.

C. BENEFITS

1. Reimbursement of Business/Travel Expenses. The Board shall reimburse the Principal for reasonable monthly expenses incurred in the performance of her duties, including for travel required in the performance of his duties on behalf of the Board outside the District at the rate of reimbursement paid by the Board to its employees. Substantiation of all expenses incurred pursuant to this provision shall be made by the Principal in accordance with the regulations of the *Internal Revenue Code of 1986*, as amended.

2. Insurance. The Board will provide the Principal with Individual+Family hospitalization and medical insurance and Individual+Family dental insurance for the Principal as provided under any group program effective in the District. Family is only provided at Board cost to the extent the Principal's family is not covered by separate health and dental insurance. It is further understood between the Parties that should the Board's payment of insurance premiums pursuant to this Contract be deemed to constitute a discriminatory benefit under law or regulation or other official guidance subjecting the Board or the Principal to potential penalties or increased tax payments, then the Board may, in its discretion, determine to decrease or eliminate its payment for such insurance and may also, in its sole discretion, make a corresponding increase in a different

form of compensation to offset the cash value of the reduction or elimination in such insurance premium benefit.

3. Vacation. The Principal shall be entitled to a paid vacation of fifteen (15) working days in each Contract Year, exclusive of weekends and legal holidays. Vacation must be taken within the twelve-month contract period and shall not be carried over for use in any following year. The Principal shall consult with the Superintendent regarding the use of or plan to use vacation days. On student attendance days, there will be at least one administrator on duty.

4. Sick Leave. The Principal shall be granted sick leave, as defined in Section 24-6 of the *School Code*, of twelve (12) working days per year, which may be accumulated up to a maximum of three hundred forty (340) days.

5. Personal Leave. The Principal shall be granted three (3) days of personal leave per year, which, if unused, may accumulate as sick leave.

6. Professional Organizations. The Board shall pay the cost of the Principal's annual membership in the Illinois Principals' Association (IPA) and Association for Supervision and Curriculum Development (ASCD). Other requests to become a member in an organization will need superintendent approval.

7. Professional Meetings Attendance. The Principal is expected to attend appropriate professional development meetings at the local and state levels. The Board will pay for the Principal to attend a minimum of one (1) required Administrator Academy workshop annually as well as reimbursement for regional and state meetings. The Principal's attendance at state meetings shall not interfere with the daily operations of the District and requires Board approval prior to attending. The Board, upon presentation of proper expense forms, shall approve necessary expenses that may be incurred.

8. Cell Phone. The Board has determined that, by virtue of his job duties, Principal needs to be immediately reachable by other District administrators and staff in the event of emergencies outside normal work hours and/or when Principal is away from the District. Accordingly, the Board will provide Principal a cell phone and pay Principal's monthly cell phone bills. The Board makes such payments for a business purpose, and not for purposes of compensation of Principal. Upon termination or expiration of this Contract, Principal will provide the cell phone and all data related to the District on Principal's to District. Principal hereby understands and acknowledges that District information contained on his cell phone may be the District's property and may be subject to a FOIA request. The Board or its designee may request the electronic data related to the District on Principal's cell phone, and he will retain and promptly provide the requested information.

D. POWERS AND DUTIES

1. Responsibilities and Duties. The Principal shall supervise the operation of attendance centers as the Board shall determine necessary and shall have as his primary responsibility the improvement of instruction. The Principal shall also assume administrative

responsibilities and instructional leadership, under the supervision and direction of the Superintendent and in accordance with the laws of the State of Illinois and the policies, rules, and regulations of the Board, for the planning, operation and evaluation of the educational program of his assigned attendance area.

The Principal shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel assigned to his attendance centers and shall keep such other registers, records and reports as may be directed by the Superintendent and the Board or required by law. The Principal shall be responsible for all obligations contained in the official job description for District principals, including the discipline of students in accordance with the requirements of the *School Code* and Board policy. The Principal shall be responsible for and deemed to have knowledge of all of the policies and rules and regulations established by the Board and shall comply with their requirements. The Principal shall also perform such other duties as from time to time may be assigned to the Principal by the Superintendent and/or the Board.

2. Extent of Service. The Principal shall devote his time, attention, and energy to the business of the School District and related professional activities. With the permission of the Board, the Principal may attend university courses, seminars, or other professional growth activities; serve as a consultant to another district or educational agency for a short-term duration without loss of salary; lecture; and engage in writing activities and speaking engagements. The Principal may not jeopardize the functioning of the School District by any lengthy and conspicuous absence for such professional activities.

E. EVALUATION AND PERFORMANCE GOALS

1. Evaluation. The Principal shall be evaluated by the Superintendent at least once annually, with the final year's evaluation to occur no later than March 1, 2027. The evaluation shall be in writing and shall comply with the requirements of the Illinois *School Code* including Section 24A-15. One copy of each evaluation shall be included in the Principal's personnel file and one copy shall be provided to the Principal.

2. Performance Goals and Indicators. In accordance with Section 10-23.8a of the *School Code*, the Parties agree that the following performance goals and indicators for the Principal have been established with respect to student performance and academic improvement, including the indicators listed beneath the goals that shall be used by the Board to measure the Principal's performance and effectiveness.

Goal 1. To enhance student performance as measured by the following indicator:

Annually prepare an evaluation of student performance, which shall include, but not be limited to student performance on standardized tests, attendance, and enrollment (mobility).

Goal 2. To increase academic improvement of the District, as measured by the following indicators:

Annually prepare an evaluation of curricular programs, which shall include, but not be limited to newly adopted programs balanced with student learning targets.

The Superintendent shall determine whether the Principal has met the goals above using the criteria described in the goals themselves, as to whether the Principal has exhibited the leadership, guidance and effort needed to achieve the goals. The Superintendent shall make this determination after an evaluation of the Principal and shall issue determination in writing and present it to the Principal as part of the evaluation process. The Superintendent and the Principal may establish new goals and indicators for the subsequent years of this contract, which may or may not depart from the above-referenced goals and indicators. The new goals and indicators, if any, shall be attached to this contract and be incorporated herein. In the absence of an agreement between the Parties, the Board and the Superintendent shall set the goals.

F. INTENT TO RETIRE AND AMENDMENT OF CONTRACT

1. Notice to Retire. When the Principal will be eligible to retire from the District, the Principal will submit an official “Intent to Retire” letter by November of the final year of the contract to the Board.

2. Amendment. Any salary or other adjustment or modification made during the life of this Contract shall be 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 Principal or as an extension of the termination date of this Contract.

G. TERMINATION

1. Grounds for Termination. This employment contract may be terminated during its term by:

- a. Mutual agreement;
- b. Retirement
- c. Permanent disability (inability to perform essential job functions with or without reasonable accommodation); or
- d. Discharge for cause. Discharge for cause during the term of this Contract shall be for any conduct, act, or failure to act by the Principal which is detrimental to the best interests of the School District, including failure to comply with the terms and conditions of this Contract. Reasons for discharge for cause shall be given in writing to the Principal, who shall be entitled to notice and a hearing before the Board to discuss such causes. If the Principal chooses to be accompanied by legal counsel, she shall bear any costs therein involved. The Board hearing shall be conducted in executive session; or

e. Death of the Principal.

H. MISCELLANEOUS

1. Any notice required to be given under this Contract shall be deemed sufficient if it is in writing and sent by mail to the last known residence of the Principal or the President of the Board.
2. This Contract has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect.
3. Paragraph headings and numbers have been inserted for convenience of reference only and, if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.
4. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
5. 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 communications between the Parties concerning such subject matter, whether oral or written.
6. This Contract shall inure to the benefit of and be binding upon the Board and its successors and assigns.

IN WITNESS WHEREOF, the parties have executed this Agreement this _____ day of _____, 2026, upon formal approval by the Board at a duly convened meeting held this same date.

PRINCIPAL

Brian Summers

**BOARD OF EDUCATION
HARRISON SCHOOL DISTRICT NO. 36,
MCHENRY, ILLINOIS**

**By: _____
President**

ATTEST:

Secretary