

**SPEED S.E.J.A. #802**  
1125 Division Street  
Chicago Heights, Illinois 60411-2491



Telephone: 708-481-6100  
TDD: 708-481-6100  
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SPEED S.E.J.A. #802  
Chicago Heights, Illinois  
**CERTIFIED / PROFESSIONAL STAFF CONTRACT**

IT IS HEREBY AGREED by and between the SPEED Governing Board, District #802, Chicago Heights, Cook County, Illinois, and **Dawn Zumstein, Board Certified Behavior Analyst (BCBA)**, that said **Dawn Zumstein**, shall work in said school district for the period beginning February 25, 2019 and ending May 30, 2019 for the minimum annual salary of **\$59,566.00 (prorated \$21,178.88/64 days)** payable in 11 equal installments beginning March 15, 2019. You will receive 1 Personal Days and 4 sick days. The Sick and Personal Days can be carried over from year to year. You are also entitled to participation in TRS and if you choose, enrollment in the various insurance plans offered by SPEED.

Salary is based on the Certified and Licensed Professional Salary Schedule:

**Level MA +48**

**Step 6**

**Annual Salary \$59,566.00**

It is mutually understood and agreed that such instructional supervisory duties, which are normally performed by BOARD CERTIFIED BEHAVIOR ANALYST, are considered to be a part of this contract, including those duties and tasks assigned by the SPEED administration.

No salary will be paid under this contract until the proper license has been registered with the Illinois State Board of Education local Regional Office of Education in Chicago Heights, IL (ROE #7).

It is agreed this contract is for an BOARD CERTIFIED BEHAVIOR ANALYST position.

IT IS FURTHER AGREED that this contract is subject to the School Laws of Illinois and the reasonable and lawful policies and rules of said Governing Board.

Pursuant to an Aye and Nay vote taken and recorded at a lawful meeting (Articles of Agreement, Article IX, Sections A and C) of the Operating Committee and duly executed and ratified by said Governing Board. The agreed date of hire is February 25, 2019.

\_\_\_\_\_  
President, Governing Board

\_\_\_\_\_  
Secretary, Governing Board

A handwritten signature in black ink that reads 'Dawn Zumstein'.  
\_\_\_\_\_  
Staff Member

08-18 Contract

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Chicago Heights, Illinois  
**CERTIFIED / PROFESSIONAL STAFF CONTRACT**

IT IS HEREBY AGREED by and between the SPEED Governing Board, District #802, Chicago Heights, Cook County, Illinois, and **Kimsha Flex, Teacher**, that said **Kimsha Flex**, shall work in said school district for the period beginning February 25, 2019 and ending May 30, 2019 for the minimum annual salary of **\$45,697.00 (prorated \$16,247.82/64 days)** payable in 11 equal installments beginning March 15, 2019. You will receive 1 Personal Days and 4 sick days. The Sick and Personal Days can be carried over from year to year. You are also entitled to participation in TRS and if you choose, enrollment in the various insurance plans offered by SPEED.

Salary is based on the Certified and Licensed Professional Salary Schedule:

**Level MA +32**

**Step 0**

**Annual Salary \$45,697.00**

It is mutually understood and agreed that such instructional supervisory duties, which are normally performed by TEACHERS, are considered to be a part of this contract, including those duties and tasks assigned by the SPEED administration.

No salary will be paid under this contract until the proper license has been registered with the Illinois State Board of Education local Regional Office of Education in Chicago Heights, IL (ROE #7).

It is agreed this contract is for a TEACHER position.

IT IS FURTHER AGREED that this contract is subject to the School Laws of Illinois and the reasonable and lawful policies and rules of said Governing Board.

Pursuant to an Aye and Nay vote taken and recorded at a lawful meeting (Articles of Agreement, Article IX, Sections A and C) of the Operating Committee and duly executed and ratified by said Governing Board. The agreed date of hire is February 25, 2019.

\_\_\_\_\_  
President, Governing Board

\_\_\_\_\_  
Secretary, Governing Board

  
\_\_\_\_\_  
Staff Member

08-18 Contract