

**BOARD OF EDUCATION
River Trails School District No. 26**

**ASSISTANT PRINCIPAL RETIREMENT CONTRACT
(2026-2029)**

This Contract made this 8th day of September, 2026, between the Board of Education of River Trails School District 26, Cook County, Illinois (the “Board”) and Sarah Hogan (the “Assistant Principal”), and hereinafter collectively referred to as (the “Parties”). This Contract replaces and supersedes any contract of employment currently in effect between the Parties as of the commencement date of this Contract as such date is set forth below in Paragraph A.1.

Pursuant to Section 10-23.8(a) of the *Illinois School Code*, the Board hereby finds that the Assistant Principal has met the performance goals from the prior contract year

A. EMPLOYMENT, COMPENSATION, AND CONDITIONS

1. Employment Term and Compensation

The Board hereby employs the Assistant Principal for a multi-year period of three (3) years, commencing on July 1, 2026, and terminating on June 30, 2029. For the 2026-2027 Contract Year, the Assistant Principal shall receive a salary increase of five and one half percent (5.5%) over their previous annual base salary, effective retroactively to July 1, 2026. The remainder of the salary increase shall be payable in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District with any retroactive pay accrued from July 1, 2026 to the date of Board approval paid in a lump sum on the first regular pay date following contract execution. payable in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. The annual base salary increases for subsequent years of this Contract shall be in accordance with Paragraph B.5 of this Contract. As used in this Contract, the term “Contract Year” is defined as the period commencing on July 1 of a given calendar year and continuing until the following June 30.

2. Work Year: The work year for each year of the contract shall be 224 days consisting of 212 work days and 12 holidays.

3. Teachers’ Retirement System (TRS) Contribution

On top of the salaries listed in Paragraphs A.1 and B.5, the Board shall pay to TRS 100% of the required employee contribution. This payment does not include the employee contribution to the TRS Health Insurance.

4. Qualifications as Assistant Principal

During the term of this Contract, the Assistant Principal shall furnish to the Board a valid and properly registered professional educator license qualifying her to act as an Assistant Principal within the District.

5. Waiver of Tenure

The Assistant Principal acknowledges that, pursuant to the *Illinois School Code*, she waives any right to tenure in the District only for the term of this multi-year Contract and any

extension thereof. Upon acceptance of this Contract, the Assistant Principal shall not lose any previously acquired tenure credit with the District.

B. BENEFITS

1. Insurance

The Board will provide the Assistant Principal with the following insurance benefits during the term of this Contract at Board expense:

- a. Group medical insurance for the Assistant Principal and their dependent family members as well as individual dental insurance; and,
- b. Term life insurance equal to the salary of the Assistant Principal rounded to the nearest thousand dollar increment, and long-term disability insurance.

2. Sick/Personal Leave

The Assistant Principal shall be entitled to 18 sick days (2026/27, 2027/28, 2028/29) and 4 personal leave days each contract year. Earned unused sick days shall accumulate up to the amount recognized for service credit by TRS. Unused personal leave is noncumulative from year to year; however, any unused days will be added to sick days and shall be cumulative with sick days to the maximum amount recognized for service credit by TRS. The District will not compensate the Assistant Principal for accumulated unused sick days.

1. Annuities

The Assistant Principal may participate in an appropriate salary reduction tax-sheltered annuity program to the extent permitted by applicable law, contract, or District Policy.

4. Professional Activities

The Assistant Principal shall be encouraged to attend appropriate professional meetings at local, state, and national levels. Within budget constraints and with prior written approval, and after presentation of vouchered expenses, such costs of attendance shall be paid by the Board pursuant to its policies, rules and regulations. In addition, the Board shall also reimburse the Assistant Principal for professional dues to professional associations to which the Assistant Principal belongs and for which the Assistant Principal has received prior approval from the Board.

5. Retirement Benefits

The Parties understand and acknowledge that this is a final, retirement contract for the Assistant Principal, and her written irrevocable notice of intent to retire is attached as Appendix A. By approving this Contract, the Board hereby accepts the Assistant Principal's resignation notice, effective June 30, 2029, for purposes of retirement under TRS.

In recognition of her years of service in the District, the Assistant Principal shall receive a base annual salary increase of five and one half percent (5.5%) in the 2027-2028 Contract Year, and base annual salary increase of five percent (5%) in the 2028-2029. Increases are contingent on the Assistant Principal's compliance and satisfaction of her duties under this Contract and her meeting her performance goals established by the Superintendent for the prior Contract Year. The Board reserves the right to provide lesser increases due to the Assistant Principal's failure to satisfactorily perform her duties and goals as determined by the Superintendent or the Board.

The above retirement benefits are further contingent upon the Assistant Principal remaining employed in her position in District #26 for the duration of this Contract and shall not be due and owing if she leaves the District or is terminated for cause prior to the approved effective date of retirement.

A. POWERS AND DUTIES

1. Duties

The Board or the Superintendent may require the Assistant Principal to attend staff meetings. The duties and responsibilities of a position in and for this District shall be all those duties inclusive of the Office of the Assistant Principal as set forth in the job description, those obligations imposed by the laws of the State of Illinois upon the Assistant Principal, and such other duties as from time to time may be assigned to the Assistant Principal by the Superintendent.

2. Extent of Service

The Assistant Principal shall devote her entire time, attention and energy to the business of the District and related professional activities. As approved by the Superintendent, the Assistant 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 that do not detract from her services to the Board. Compensation for such activities may be retained by the Assistant Principal; however, a full disclosure of such earnings and the time involved shall be made to the Superintendent on or before July 1st of each Contract Year. If any of the activities covered by this subsection extend beyond three (3) working days or are of a continuous nature, Superintendent approval is required before the Assistant Principal engages in the activity. The Assistant Principal will not jeopardize the functioning of the District by any lengthy and conspicuous absence for such professional activities.

B. STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS AND OBJECTIVES

1. Goals

The Assistant Principal's Goals shall be attached to this Contract as Appendix B prior to the start of each Contract Year.

2. Annual Evaluation and Review

The Superintendent (or designee) shall review the Assistant Principal's progress toward these goals annually, no later than March 1st of each year. The Superintendent shall determine, in their sole discretion, whether the Assistant Principal has achieved "satisfactory performance" and successfully attained the goals required to trigger the salary increase for the subsequent school year.

The Board/Superintendent reserves the right, with input from the Assistant Principal, to modify or replace the performance goals and indicators in any Contract Year and/or to establish additional annual goals for the Assistant Principal that are not intended to be performance goals within the meaning of the *Illinois School Code*.

C. TERMINATION

1. Grounds for Termination

This Contract may be terminated by:

- a. Mutual agreement;
- b. Permanent disability (inability to perform essential job functions with or without reasonable accommodation);
- c. Discharge for cause; or
- d. Death of the Assistant Principal.

2. Cause

Discharge for cause shall be for any conduct, act, or failure to act by the Assistant Principal that, in the sole discretion of the Board, is damaging to the operations of the District. Reasons for discharge for cause shall be given in writing to the Assistant Principal, who shall be entitled to notice and a hearing before the Board to discuss such causes. If the Assistant Principal chooses to be accompanied by legal counsel, she shall bear the costs. The Board hearing shall be conducted in closed session.

D. PROFESSIONAL CONDUCT

The Assistant Principal shall always act in accordance with the highest professional standards, including the Codes of Ethics promulgated by the Illinois Association of School Administrators and the American Association of School Administrators.

E. MISCELLANEOUS PROVISIONS

1. Governing Law

This Contract has been executed in Illinois and shall be governed, interpreted and enforced in accordance with the laws of the State of Illinois in every respect.

2. Paragraph Headings and Numbers

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.

3. Amendments

No subsequent alteration, amendment, change, addition, deletion, or modification to this Contract shall be binding upon the Parties unless reduced to writing and duly authorized and signed by each of them.

4. Notice

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 Assistant Principal or the President of the Board at the administrative office of the District, as the case may be.

5. Savings Clause

If any portion of this Contract is deemed illegal due to conflict with State or Federal law, the remainder of the Contract shall remain in full force and effect; further, this Contract does not constitute any obligation either written or implied for re-employment beyond the term set forth.

6. Entire Agreement

This Contract contains all of 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.

IN WITNESS WHEREOF, the parties have executed this Contract this 8th day of September, 2026.

ASSISTANT PRINCIPAL

Sarah Hogan

**BOARD OF EDUCATION OF
RIVER TRAILS SCHOOL DISTRICT 26,
COOK COUNTY, ILLINOIS**

By: _____
Board President

ATTEST: _____
Board Secretary

APPENDIX A

To: Board of Education of River Trails School District No. 26

I hereby tender my voluntary, unconditional, and irrevocable resignation as an employee of the BOARD OF EDUCATION, RIVER TRAILS SCHOOL DISTRICT NO. 26, COOK COUNTY, ILLINOIS, effective June 30, 2029.

Very truly yours,

SARAH HOGAN

Dated: _____

APPENDIX B

2026-2027 Goals

Will be established by October 1, 2026 and each year thereafter of the terms of the contract