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TO: Board of Education
FROM: John R. Langton, Interim Superintendent
DATE: May 12, 2025
RE: Administrator Contracts and Stipend Recommendation

BACKGROUND

The Benjamin School District 25 licensed school administrators are employed as non-collective bargaining agreement employees and require Illinois State Board of Education (ISBE) licensure. Their annual salary determination, terms of employment, and job responsibilities are unique compared with other ISBE licensed employees.

SUMMARY

In addition to the Superintendent, our school district employs five school administrators to operate the school district following the Board of Education policies. These five individuals include:

1. Allison Agres, Assistant Principal
2. Dr. Joel Filas, Business Manager/CSBO
3. Dr. Michael Fitzgerald, Assistant Superintendent/Principal
4. Sarah Keysor (Smith), Principal
5. Dr. Julie Salamone, Director of Student Services

In addition to these five school administrators, the school district provides an Assistant to the Principal stipend to one licensed teacher, who is a member of the Collective Bargaining Agreement (CBA) with the Benjamin Education Association (BEA). This annual stipend is paid to:

1. April Tepe Assistant to the Principal

I have prepared new contracts with the five school administrators and recommend continuing the Assistant to the Principal stipend. The terms of these contracts and stipend are attached for these six individuals:

1. [Allison Agres, Assistant Principal - Contract](#)
2. [Dr. Joel Filas, Business Manager/CSBO - Contract](#)
3. [Dr. Michael Fitzgerald, Assistant Superintendent/Principal - Contract](#)
4. [Sarah Keysor \(Smith\), Principal - Contract](#)
5. [Dr. Julie Salamone, Director of Student Services - Contract](#)
6. [April Tepe, Assistant to the Principal - Stipend](#)

RECOMMENDATION(S)

I recommend the approval of the five administrator Contracts and the one annual Assistant to the Principal Stipend, as presented.