

7.4 APPROVAL OF FIRST AMENDMENT TO SUPERINTENDENT'S EMPLOYMENT CONTRACT DATED AUGUST 12, 2025

A. SUBJECT

This item is included on the agenda so the Board of Education can approve a first amendment to the Superintendent's employment contract.

B. INFORMATION

The Superintendent's contract dated August 12, 2025 expires June 30, 2030. The Board and Superintendent have mutually agreed to modify the method by which the contract is extended by allowing extension by amendment rather than by termination of the existing contract. With Board approval, the first amendment will extend the Superintendent's contract by one contract year to terminate on June 30, 2031.

C. SUGGESTED MOTION

Move to approve the first amendment to Superintendent's employment contract between the Board of Education of Woodstock Community Unit School District 200 and Dr. Michael Moan, dated August 12, 2025.

**FIRST AMENDMENT
TO
SUPERINTENDENT’S EMPLOYMENT CONTRACT
BETWEEN THE BOARD OF EDUCATION OF
WOODSTOCK COMMUNITY UNIT SCHOOL DISTRICT NO. 200
AND
DR. MICHAEL MOAN
DATED AUGUST 12, 2025**

WHEREAS, Dr. Moan (hereafter “Superintendent”) is currently employed as the Superintendent by the Board of Education of Woodstock Community Unit School District No. 200, McHenry County, Illinois, (hereafter “Board”) under a Superintendent’s Employment Contract commencing on July 1, 2025, and terminating on June 30, 2030, (“Superintendent’s Contract” or “Contract”); and

WHEREAS, paragraph E.3 of the Contract states that Prior to January 1 of the Contract Year in which this Contract expires, the Board and Superintendent may mutually agree to extend the employment of the Superintendent for a period not to exceed the maximum permitted by law, provided all the performance and improvement goals contained in paragraph D.3 have been met. In such event, the Board shall take specific action to discontinue this Contract and enter into a new multi-year contract of employment; and

WHEREAS, pursuant to paragraph F of the Contract the Superintendent and Board maintain the power to modify the method of termination of the Contract by mutual agreement; and

WHEREAS, the Board and Superintendent have mutually agreed to modify the method by which the Contract is extended each Contract Year by allowing extension by amendment rather than by termination of the existing Contract; and

WHEREAS, the Board having found that the Superintendent has met the performance goals and indicators for the 2025-2026 school year, wishes to extend the Contract by one (1) Contract Year to terminate on June 30, 2031.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, including securing the continued services of the Superintendent, the parties agree as follows:

1. Effective immediately, paragraph E.3 of the Contract is amended by deleting the phrase, “discontinue this Contract and enter into a new multi-year contract of employment” and replacing it with, “amend this Contract to reflect the extension.”

2. Effective July 1, 2026, all references to the 2025-2026 Contract Year (and school year) are deleted from the Contract and the Contract shall have an effective date of July 1, 2026.

3. Effective July 1, 2026, paragraph A.1 is amended by deleting the sentence, “The

annual salary shall be increased by 3.75% for the 2027-2028 Contract Year and 3.0% for the 2028-2029 Contract Year and 3.0% for the 2029-2030 Contract Year” and replacing it with, “The annual salary shall be increased by 3.75% for the 2027-2028 Contract Year and 3.0% for the 2028-2029 Contract Year and 3.0% for the 2029-2030 and 2030-2031 Contract Years.”

4. Effective July 1, 2026, paragraph C. 4 is amended by deleting the sentence, “For the 2029-2030 Contract Year he will be entitled to a paid vacation of thirty (30) working days” and replacing it with, “For the 2029-2030 and 2030-2031 Contract Years he will be entitled to a paid vacation of thirty (30) working days.”

5. Effective July 1, 2026, paragraph C.10 is amended by deleting “2029-2030” in the last paragraph and replacing it with, “2030-2031”.

6. Effective immediately, the reference to “2025-2026” on Exhibit A of the Contract is deleted.

7. All other provisions of the Superintendent’s Contract dated August 12, 2025, shall remain in full force and effect.

SIGNATURE PAGE FOLLOWS

IN WITNESS WHEREOF, the Board having approved this Amendment on the ____ day of ____, 2026, and the parties having executed this Amendment on the dates set forth below.

SUPERINTENDENT

**BOARD OF EDUCATION
WOODSTOCK COMMUNITY UNIT
SCHOOL DISTRICT NO. 200,
MCHENRY COUNTY, ILLINOIS**

Dr. Michael Moan

By: _____
President, Board of Education

ATTEST:

Secretary