



BOARD OF EDUCATION AGENDA AND BOARD PACKET

*Special Board Meeting of Monday, April 27, 2026 at 6:00 p.m.
Peotone High School - Media Center*



AGENDA

PEOTONE BOARD OF EDUCATION
SPECIAL BOARD MEETING - MONDAY, APRIL 27, 2026 AT 6:00 P.M.
PEOTONE HIGH SCHOOL - MEDIA CENTER

- I. CALL TO ORDER:
- II. PLEDGE OF ALLEGIANCE:
- III. ROLL CALL:
- IV. OPPORTUNITY FOR VISITORS TO SPEAK:
- V. FOR ACTION:

Report No. 71: Approval of Updated Job Description (Superintendent of Schools)

Report No. 72: Approval of Personnel: ***Certified Staff, Employment***, Superintendent of Schools, ***Resignation***, PJHS Math Teacher, PJHS Science Teacher, PJHS Student Council Sponsor, PJHS STEAM Club Sponsor, PJHS Science Teacher, PHS Dean/AD, PJHS PE Teacher, PHS Volleyball Coach, PJHS Volleyball Coach, PJHS Track Coach, PJHS Softball Coach ***Change In Status***, PES Music Teacher to PJHS Science Teacher, Fifth Grade ELA/Social Studies Teacher, PHS Math Teacher to Fifth Grade Math/Science Teacher, Fifth Grade Math/Science Teacher to Fourth Grade Math/Science Teacher, PJHS/PHS Music Teacher/Director of Peotone Choirs, PIC Music Teacher to PES Music Teacher, PJHS Permanent Sub to PJHS Science Teacher, PHS Permanent Sub to PJHS Girls PE Teacher, ***Classified Staff, Resignation***, PHS Admin Asst/Asst to Athletic Director, ***Change In Status***, PHS Head Wrestling Coach, ***Retirement***, PJHS Paraprofessional

VI. CLOSED EXECUTIVE SESSION:

For the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel; collective negotiating matters; student disciplinary cases and other matters relating to individual students; pending, probable, or imminent litigation; security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonable potential danger to the safety of employees, students, staff, or the public or public property. ***There May Be or May Not Be Any Action Following the Closed Executive Session.***

VII. ADJOURNMENT:

FOR ACTION:

REPORT NO. 71:

**FOR ACTION: APPROVAL OF UPDATED JOB DESCRIPTION
(SUPERINTENDENT OF SCHOOLS).**

The Board will need a motion to approve the *Updated Job Description (Superintendent of Schools)*.

MOTION REQUIRED: ROLL CALL VOTE

**REPORT NO. 72: APPROVAL OF PERSONNEL:
(*Contingent upon receipt and evaluation, and
employment documentation required by the District and
the Illinois State Board of Education*).**

The Board will need a motion to approve the *Personnel of Certified and Classified Staff*.

CERTIFIED STAFF

EMPLOYMENT:

- Dr. Mark Cohen - Superintendent of Schools (effective date of 7.1.26)

RESIGNATION:

- Mallory Martin - PJHS Math Teacher (effective date 6.3.26)
- Deanna Staley - PJHS Science Teacher (effective date 6.3.26)
- Deanna Staley - PJHS Student Council Sponsor (effective date 6.3.26)
- Deanna Staley - PJHS STEAM Club Sponsor (effective date 6.3.26)
- Rachel Bennett - PJHS Science Teacher (effective date 6.3.26)
- Michael McGovern - PHS Dean/AD (effective date 6.30.26)
- Morgan Fukar - PJHS PE Teacher (effective date 6.3.26)
- Morgan Fukar - PHS Volleyball Coach (effective date 6.3.26)
- Morgan Fukar - PJHS Volleyball Coach (effective date 6.3.26)
- Morgan Fukar - PJHS Track Coach (effective date 6.3.26)
- Kim Pagliarulo - PJHS Head Softball Coach (effective date of 9.15.25)

CHANGE IN STATUS:

- Erica Amoni - (Retraction of Reduction in Force Notice) Fifth Grade ELA/Social Studies Teacher
- Marisa Banowski - PHS Math Teacher to PJHS Fifth Grade Math/Science Teacher (effective date 8.20.26)
- Jeremy Snowden - PIC Fifth Grade Math/Science Teacher to PES Fourth Grade Math/Science Teacher (effective date 8.20.26)
- Emily Megan Marshall - (Retraction of Reduction in Force Notice) PJHS/PHS Music Teacher/Director of Peotone Choirs



**Approval of the Updated Job Description
(Superintendent of Schools)**

JOB TITLE: SUPERINTENDENT OF SCHOOLS

Supervises: Assistant Superintendent, Principals, Director-level administrators, Business Office staff, and all district personnel directly or through delegation.

Job Summary: The Superintendent serves as the Chief Executive Officer of the school district and is responsible for the leadership, management, and operation of all educational, financial, and operational functions of the district.

The Superintendent implements the vision and policies of the Board of Education while maintaining a strong focus on student achievement, fiscal responsibility, staff development, operational effectiveness, and community engagement.

Reports to: Board of Education

Qualifications:

- Illinois Professional Educator License with Superintendent endorsement (or ability to obtain prior to start date)
- Master's Degree required; Doctorate preferred
- Minimum of eight (8) years of successful experience in education including leadership roles
- Demonstrated experience in district leadership, school improvement, and financial management
- Knowledge of Illinois School Code, Illinois State Board of Education regulations, and federal education law
- Successful completion of required background checks

Responsibilities:

1. Strategic Leadership:
 - Lead the development and implementation of the district's strategic vision and continuous improvement efforts.
 - Promote a culture of high expectations, accountability, collaboration, and innovation.

- Utilize data and research to guide instructional and organizational decision-making.
- Ensure district programs align with the Board's goals and priorities.

2. Board Governance:

- Serve as the chief advisor to the Board of Education.
- Implement policies adopted by the Board and recommend new or revised policies as needed. • Provide the Board with timely information and recommendations regarding district operations, personnel, programs, and finances.
- Attend and participate in all regular and special meetings of the Board except when matters related to the Superintendent's employment are being considered.
- Ensure compliance with the Illinois Open Meetings Act and other governance requirements.

3. Personnel Leadership:

- Recommend the hiring, assignment, promotion, and dismissal of district personnel.
- Supervise and evaluate district administrators and ensure appropriate evaluation systems for all employees.
- Oversee labor relations and collective bargaining agreements and provide guidance to the Board regarding negotiations.

4. Financial Management:

- Develop and present the annual district budget for Board review and approval.
- Monitor revenues, expenditures, and fund balances to ensure financial stability.
- Provide regular financial reports and long-range financial projections to the Board.
- Ensure compliance with all Illinois school finance laws, reporting requirements, and audit procedures.
- Oversee the annual district audit and financial transparency reporting.
- Ensure accurate financial recordkeeping and internal controls.

- Ensure compliance with bidding laws, purchasing regulations, and Board policies.
- Oversee contracts, vendor agreements, and service providers.

5. Community Relations:

- Serve as the primary spokesperson for the district.
- Build and maintain strong relationships with families, community members, local government, and business partners.
- Promote transparency and communication regarding district initiatives, performance, and finances.
- Lead public engagement efforts to support district goals.

6. Compliance and Legal Responsibilities:

- Ensure district compliance with Illinois School Code, ISBE regulations, and federal education laws.
- Oversee required reporting to state and federal agencies.
- Work with legal counsel on governance, personnel, and regulatory matters.

7. Safety and Student Support:

- Ensure implementation of district-wide school safety plans and emergency procedures.
- Support student services including special education, social-emotional supports, and health services.
- Promote a safe, supportive learning environment for all students and staff.

8. Additional Responsibilities

- Conduct district administrative leadership meetings.
- Represent the district in professional and regional organizations.
- Remain informed of legislative, educational, and operational developments affecting the district.
- Perform other duties as assigned by the Board of Education.

Note: The job description may vary depending on the specific needs and requirements of the school district.

Terms of Employment:

- 261-Day Contract
- Salary to be established by the Board of Education

*NOTE: The Board of Education of Peotone Community Unit District#207-U reserves the discretionary powers to change (add or delete) any or all of the components of the aforementioned job description to comply with mandates set by the General Assembly of the State of Illinois, the State of Illinois School Code, and the Illinois State Board of Education and it is the right of said Board of Education through its administrative discretion to update this job description to be in the concurrence with the recognition standards and current educational practices.

Evaluation: The Superintendent shall be evaluated annually by the Board of Education in accordance with Board policy and Illinois requirements.

Board Authority: The Board of Education reserves the right to revise or modify this job description to ensure compliance with applicable laws and to meet the evolving needs of the district.

Board Approved:



Administrators Contract

SUPERINTENDENT'S CONTRACT

THIS CONTRACT is made this 27th day of April, 2026, by and between the BOARD OF EDUCATION, PEOTONE COMMUNITY UNIT SCHOOL DISTRICT NO. 207-U, WILL COUNTY, ILLINOIS (the "BOARD"), and MARK COHEN (SUPERINTENDENT"), and has been approved at the meeting of the BOARD held on April 27, 2026.

IT IS AGREED:

1. **EMPLOYMENT** - The SUPERINTENDENT is hereby hired and retained from July 1, 2026, through and including June 30, 2029, and, as it may be later agreed to by the parties, thereafter, as Superintendent of Schools and Chief Executive Officer of the School District.

2. **DUTIES** - The duties and responsibilities of the SUPERINTENDENT will be those incidental to the office of the Superintendent of Schools, those set forth in the job description of Superintendent of Schools (contained in Board Policy, as adopted, and which may be amended from time to time), those obligations imposed by the laws of the State of Illinois upon the SUPERINTENDENT, and to perform other professional duties customarily performed by a Superintendent of Schools as from time to time may be assigned to the SUPERINTENDENT by the BOARD. The SUPERINTENDENT will have charge of the administration of the School District under the policies of the BOARD; he will direct and assign, place and transfer all employees, and will organize and administer the affairs of the School District as best serves the School District consistent with Board Policy and Board directives; and will from time to time suggest policies and procedures deemed necessary for the well-ordering of the School District. The BOARD reserves the right to reassign the SUPERINTENDENT to different duties which require certification and are recognized by the Illinois Teachers Retirement System from time to time during the life of this Contract, without a loss of pay, term of contract, or notice or hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Contract is a performance-based contract. The SUPERINTENDENT will address and fulfill student performance and academic improvement goals which are set forth below. Annually, the SUPERINTENDENT, with the assistance of his administrative team, shall:

- (a) foster academic achievement among all learners in a student-centered learning environment;
- (b) establish a collaborative culture District-wide that improves the climate for learning in all schools; and
- (c) align organization structure and resources to improve efficiency, effectiveness, and the financial health of the School District.

GOAL I:

Student growth and academic improvement will be facilitated through new

and/or improved programs designed to coordinate curriculum, instruction, and assessment.

GOAL II: Student growth and academic improvement will be facilitated through budgetary recommendations structured to preserve the quality of facilities, staff, and programs.

GOAL III: Student growth and academic improvement will be facilitated through continuing efforts to cultivate and maintain collaborative relationships with the Peotone Teachers Union as well as with non-union staff.

GOAL IV: Student growth and academic improvement will be facilitated through the Superintendent's work with building principals to establish and maintain (a) a positive building culture, (b) safety and security of buildings and (c) outside maintenance of each building.

INDICATORS:

The SUPERINTENDENT shall annually cause a written report to be prepared for the BOARD OF EDUCATION with respect to each of the goals identified. The purpose of these reports will be to assess whether the specific programs, plans and actions initiated have been effective in increasing student performance and obtaining academic improvement in the District schools. Such reports may include, as appropriate:

- Information from other Superintendents and staff.
- Results of State or District tests and assessments.
- Annual rates of attendance, retention, expulsions, graduation, student mobility.
- Parent, student and community surveys.
- Such other information as the SUPERINTENDENT determines relevant.

The SUPERINTENDENT will discuss each report with the BOARD and make recommendations with respect to further actions. The BOARD and the SUPERINTENDENT agree that the above indicators will be used to measure the SUPERINTENDENT'S efforts at achievement of the stated goals. Prior to the end of June 2027 and the end of June of each subsequent year of this Contract, the BOARD and the SUPERINTENDENT shall either extend the current goals or, if the BOARD determines that the goals have been met, establish new

student performance and improvement goals (including the indicators of student performance and academic improvement determined to measure such goals) for the next contract year, a copy of which shall be included in a new or amended Contract. Once the student performance and academic improvement goals have been attained, this Contract may also be extended.

In addition, the parties agree that in the initial three and one-half months of the first full year of this Contract, July 1, 2026 through October 15, 2026, the SUPERINTENDENT shall develop goals to enhance District-wide student performance and academic achievement as well as the indicators to measure same. The goals and indicators will be submitted to the BOARD not later than the October 2026 BOARD meeting for discussion and approval.

4. **SALARY** - In consideration of a gross annual salary of One Hundred Seventy Thousand Dollars (\$170,000) for July 1, 2026, through June 30, 2027, the SUPERINTENDENT hereby agrees to devote his entire time, skill, labor, and attention to his employment, during the term of this Contract, in order to faithfully perform the duties of Superintendent of Schools. Salary will be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the professional administrative staff, less such amounts as provided for in this Contract, and other amounts required by law. On July 1, 2027 and July 1, 2028, the Superintendent's current annual salary shall be increased by the 12-month percentage change in the Consumer Price Index – All Urban Consumers, measured over the calendar year prior to the year the salary increase is to be applied (for example, for the 2027-2028 contract year, the Superintendent's salary shall be increased by no less than the 12-month percentage increase in the Consumer Price Index – All Urban Consumers measured from January 1, 2026 through December 31, 2026) plus one percent (1%), or five percent (5%), whichever is less. The BOARD retains the right to provide additional increases to the annual salary of the SUPERINTENDENT during the term of this Contract. Any adjustment in salary made during the life of this Contract shall be or presently is in the form of an amendment and shall become a part of this Contract; provided, however, that it shall not be considered that the BOARD has entered into a new agreement with the SUPERINTENDENT nor that the termination date of his Contract has been in any way extended. The BOARD and the SUPERINTENDENT, however, may enter into subsequent agreements for additional periods of time if the student performance goals have been met, both parties agree, and the agreement is reduced to writing.

5. **DEFERRED COMPENSATION** - The SUPERINTENDENT may elect that a portion of his salary (as stated in Section 4) be used to purchase a tax-sheltered annuity pursuant to Section 403(b) of the Internal Revenue Code of 1986 (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan will be deducted from the SUPERINTENDENT'S annual salary and will not require an expenditure of funds by the BOARD above the amount paid to the SUPERINTENDENT in the form of salary. The amount contributed by the BOARD will not exceed an amount equal to the maximum allowable contribution under the Code. This provision is intended to be a Salary Reduction Agreement as defined by the Code.

6. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** - In addition to the

salary paid to the SUPERINTENDENT by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the SUPERINTENDENT'S behalf, the SUPERINTENDENT'S entire contribution to the Illinois Teachers' Retirement System ("TRS") pursuant to the Illinois Pension Code, to a maximum annual contribution of 9.0% of creditable earnings.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the SUPERINTENDENT'S behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The SUPERINTENDENT will have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from TRS. The SUPERINTENDENT does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to TRS. These contributions are made as a condition of the SUPERINTENDENT'S employment for his future service, knowledge and experience.

7. **TEACHERS' HEALTH INSURANCE SECURITY FUND CONTRIBUTION** The Board will pick up and pay on the SUPERINTENDENT'S behalf, the SUPERINTENDENT'S entire retirement contribution to the Teachers' Health Insurance Security ("THIS") fund. The BOARD will remit this contribution to the Illinois Teachers' Retirement System ("TRS") as the THIS fund's collection agent.

8. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** - The BOARD will provide and pay the entire premiums for hospitalization, major medical, vision and dental insurance for the SUPERINTENDENT, his spouse and the dependent members (as defined by the contract of insurance then in effect) of his immediate family during the life of this Contract, in accordance with the basic insurance coverage provided to professional administrative personnel. If the provision of health insurance or dental insurance contemplated by this contract provision could result in the BOARD being obligated to pay a penalty, excise tax, or other fee due to changes and/or interpretations of the *Internal Revenue Code* or other laws affecting the provision of insurance benefits, or rules and regulations thereunder, the BOARD, in consultation with the Superintendent, shall convert such insurance benefit to another form of non-creditable compensation or combination of non-creditable compensation and insurance to the extent necessary to avoid the imposition of such penalty, excise tax, or fee.

9. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the SUPERINTENDENT during the term of this Contract in the face amount of One Hundred Fifty Thousand Dollars (\$150,000).

10. **SICK AND PERSONAL LEAVE** – On July 1, 2026, the SUPERINTENDENT shall be credited with thirty (30) sick days. Each July 1 of this Contract thereafter, the SUPERINTENDENT shall be credited with fifteen (15) sick days. Upon retirement, the SUPERINTENDENT may utilize any accumulated leave days for those purposes as may be permitted by law. The SUPERINTENDENT shall annually receive two (2) days of personal leave to attend to personal business that could not be scheduled outside the regular work hours, on weekends, holidays or vacation days, or to be used as sick days. Unused personal days shall convert to sick days at the conclusion of each contract year.

11. **VACATION** - The SUPERINTENDENT will receive twenty (20) work days of vacation annually, exclusive of weekends, school non-attendance days and legal holidays, for use during the contract year in which it is earned. Up to five (5) unused vacation days earned during a given year may be carried over for use during the first six (6) months of the succeeding contract year, and any unused vacation days remaining at the end of this carry-over period will be forfeited. The parties expressly acknowledge and agree that this carry-over period provides the SUPERINTENDENT with a reasonable opportunity to take said unused vacation days. By executing this Contract, the SUPERINTENDENT acknowledges and agrees that he has received notice of this provision. The scheduling of more than five (5) consecutive vacation days will be by agreement between the BOARD President and the SUPERINTENDENT. Winter, Spring and Summer student non-attendance periods will constitute work days unless specifically scheduled and credited toward the vacation days set forth herein. The BOARD may require the SUPERINTENDENT to use vacation days. The BOARD will be provided with a quarterly report regarding used vacation days.

12. **TRANSPORTATION ALLOWANCE** - As a condition of employment the SUPERINTENDENT is required to have a personally owned automobile or other vehicle for use in his duties. The SUPERINTENDENT will bear all costs associated with the upkeep and maintenance of said vehicle including, but not limited to, license, sticker fees, fuel, repairs, parking, tolls and insurance. The BOARD will reimburse the SUPERINTENDENT during the term of this Contract for necessary business travel at the then applicable IRS reimbursement rate upon submission of appropriate substantiation of those expenses by the SUPERINTENDENT.

13. **BUSINESS EXPENSES** - It is anticipated and agreed that the SUPERINTENDENT will be required to incur certain personal expenses for the official business of the DISTRICT. The BOARD agrees to reimburse the SUPERINTENDENT for any such expenses, incurred by him on behalf of the BOARD, subject, however, to the SUPERINTENDENT'S substantiation and the BOARD'S approval of such expenses.

14. **MEMBERSHIP DUES** - The BOARD, upon proper substantiation, will pay for all dues and membership fees for those organizations to which the SUPERINTENDENT belongs with prior BOARD approval. The BOARD will cover the full cost of membership to AASA (American Association of School Administrators), IASA (Illinois Association of School Administrators), and IASBO (Illinois Association of School Business Officials (IASBO)).

15. **OTHER WORK** - With the prior agreement of the BOARD, the SUPERINTENDENT may undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations. Provided, however, that this other work will not interfere in a material and substantial manner with the SUPERINTENDENT'S obligations set forth in this Contract.

16. **PROFESSIONAL ACTIVITIES** - The SUPERINTENDENT will be encouraged to attend appropriate professional meetings and continuing education at the local, state and, with Board approval, national levels. Within budget constraints, the costs of attendance will be paid by the BOARD.

17. **LICENSE** - The SUPERINTENDENT will furnish to the BOARD, during the term of this Contract, a valid, appropriate, and properly registered license to act as Superintendent of Schools, in accordance with the laws of the State of Illinois and as directed by the BOARD.

18. **WAIVER OF TENURE** - By accepting the terms of this Contract, the SUPERINTENDENT waives all rights of tenure granted under the Illinois School Code during the term of this Contract.

19. **TERMINATION OF CONTRACT** - This employment Contract may be terminated prior to its expiration by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, that the SUPERINTENDENT gives the BOARD at least ninety (90) days written notice of the proposed resignation.
- D. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the SUPERINTENDENT which is detrimental to the best interests of the School District, as determined by the BOARD. Reasons for discharge for cause will be given in writing to the SUPERINTENDENT, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the SUPERINTENDENT chooses to be accompanied by legal counsel, he will bear any costs involved therein. The BOARD hearing will be conducted in closed session.
- E. Failure to comply with the terms and conditions of this Contract after notification and a reasonable opportunity to correct, where appropriate.
- F. Permanent Disability. The Board may terminate this Agreement for reasons of permanent disability or incapacity at any time after the Superintendent has exhausted his accumulated sick leave and vacation benefits and either has been absent from employment for a continuous period of three (3) months or presents to the Board upon Board request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Superintendent shall be entitled to a hearing before the Board if he so requests.

Nothing will prohibit the BOARD from suspending the SUPERINTENDENT without pay pending completion of the requirements of Paragraph D of this Section. After the effective date of dismissal, the SUPERINTENDENT will not be entitled to any further payments or compensation of any kind under this Contract, except that the SUPERINTENDENT will be

entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

20. **EVALUATION** - The BOARD and SUPERINTENDENT agree that there will be an annual evaluation of the SUPERINTENDENT'S performance under this Contract. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Contract, administration of personnel, rapport with the School Board, staff and community and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the BOARD, or its designee, and given to the SUPERINTENDENT. The parties may elect to meet and confer on the evaluation prior to the preparation of the written summary. Failure by the BOARD to complete an evaluation does not preclude the SUPERINTENDENT'S dismissal, or non-renewal of this Contract.

21. **NOTICE OF NON-RENEWAL** - Should either the BOARD or SUPERINTENDENT decide not to renew this Contract at its conclusion, notice of such determination of non-renewal will be given in writing to the SUPERINTENDENT or the BOARD, as the case may be no later than February 15 of the final year of this contract.

22. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the SUPERINTENDENT from any and all demands, claims, suits, actions and legal proceedings brought against the SUPERINTENDENT in his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the SUPERINTENDENT was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case will individual BOARD members be considered personally liable for indemnifying the SUPERINTENDENT against such demands, claims, suits, actions and legal proceedings.

23. **NOTICE** - Any notice or communication permitted or required under this Contract will be in writing and will become effective on the day of mailing thereof by first class mail, registered, or certified mail, postage prepaid, addressed:

If to the BOARD, to:

BOARD OF EDUCATION
Peotone Community Unit
School District 207-U
212 West Wilson
Peotone, Illinois 60468

If to the SUPERINTENDENT, to:

MARK COHEN

(at the last address of the SUPERINTENDENT contained in official Business Office records of the BOARD).

24. **LIQUIDATED DAMAGES** – The SUPERINTENDENT acknowledges that the BOARD has expended considerable time and money in securing the SUPERINTENDENT’S employment and that it would be difficult to precisely determine those costs. Therefore, in further consideration of the compensation, salary and fringe benefits paid by the BOARD as stated in this Contract, the SUPERINTENDENT agrees to devote his entire time, attention and energies to the performance of his duties under this Contract; not to commence employment with any other person or entity for the entire term of this Contract without the prior written consent of the BOARD; and, not to resign or otherwise voluntarily terminate his employment with the BOARD prior to the expiration of this Contract. If the SUPERINTENDENT voluntarily terminates his employment between July 1, 2026, and June 30, 2028, then he shall immediately become obligated to repay to the BOARD an amount equal to Ten Thousand Dollars (\$10,000) as liquidated damages for the SUPERINTENDENT’S breach of this section. If the SUPERINTENDENT voluntarily terminates his employment between July 1, 2028, and June 30, 2029, then he shall immediately become obligated to repay to the BOARD an amount equal to Five Thousand Dollars (\$5,000) as liquidated damages for the SUPERINTENDENT’S breach of this section.

The SUPERINTENDENT will pay the liquidated damages through one or more of the following methods: (1) Work without compensation during vacation/personal leave time. The amount of compensation credited towards the payment of liquidated damages will be one day [8 hours] of vacation time worked equals one day of current per diem salary; (2) have the liquidated damages deducted from paycheck(s) (the BOARD will determine the number of paychecks over which deductions would be made); or (3) pay the liquidated damages prior to the effective date of resignation. This Section shall not apply to dismissal by mutual agreement or disability. The liquidated damages provided in this paragraph shall be the BOARD’s exclusive remedy for any voluntary termination by the SUPERINTENDENT.

25. **MISCELLANEOUS**

- A. This Contract has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there will be any conflict between such headings or numbers and the text of this Contract, the text will control.
- C. This Contract may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. 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.

- E. Except as may otherwise be provided, no subsequent alteration, amendment, change, or addition to this Contract will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. The BOARD retains the right to repeal, change or modify any policies or procedures which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- H. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Contract will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

BOARD OF EDUCATION
PEOTONE COMMUNITY UNIT
SCHOOL DISTRICT NO. 207-U
WILL COUNTY, ILLINOIS

SUPERINTENDENT

President

Mark Cohen

ATTEST:

Secretary

CHANGE IN STATUS(continued):

- Josh Stefans - PIC Music Teacher to PES Music Teacher (effective date 8.20.26)
- Larry Deweese - PES Music Teacher to PJHS Science Teacher (effective date 8.20.26)
- Teresa Bauer - (Retraction of Reduction in Force) PHS Permanent Substitute Teacher to PJHS Girls PE Teacher (effective date 8.20.26)
- Stephanie Wilda - PJHS Permanent Substitute Teacher to PJHS Science Teacher (effective date 8.20.26)

CLASSIFIED STAFF:

RESIGNATION:

- Lyda Widmayer - PHS Admin Asst/Asst to Athletic Director (effective date 6.3.26).

CHANGE IN STATUS:

- Steven Pane - PHS Assistant Wrestling Coach to PHS Head Wrestling Coach (effective date 5.18.26)

RETIREMENT:

- Deborah Mazurkiewicz - PJHS Paraprofessional (effective date 5.29.26)

MOTION REQUIRED: ROLL CALL VOTE.

CLOSED EXECUTIVE SESSION:

For the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel; collective negotiating matters; student disciplinary cases and other matters relating to individual students; pending, probable, or imminent litigation; security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonable potential danger to the safety of employees, students, staff, or the public or public property. ***There May Be or May Not Be Any Action Following the Closed Executive Session.***

ADJOURNMENT: