

UNION RIDGE SCHOOL DISTRICT 86
EMPLOYMENT AGREEMENT FOR
Julie Mensik, Principal

AGREEMENT MADE THIS 16th day of November 2017 between the BOARD OF EDUCATION, Elementary School District 86, Cook County, Illinois ("BOARD") and Ms. Julie Mensik, Principal ("Ms. Mensik")

IT IS AGREED AS FOLLOWS:

1. Employment: Ms. Mensik shall be employed from July 1, 2018 through June 30, 2021 as principal for School District 86, Cook County, Harwood Heights, Illinois.
2. Duties: Ms. Mensik's duties and responsibilities shall be all those duties incidental to the office of principal, those imposed by the laws of the State of Illinois and, in addition, to perform such other duties as from time to time may be assigned by the superintendent.
3. Length of Work Year: Ms. Mensik's work year shall be twelve (12) MONTHS. In addition, Ms. Mensik will not work school or legal holidays with the exception of Election Day.
4. Compensation: In consideration of a base salary of \$105,678 with a percentage raise equal to the negotiated teacher base salary increase for the 2018-2019 school year, Ms. Mensik hereby agrees to devote such time, skill, labor, and attention to her employment during the term of this AGREEMENT in order to faithfully perform her duties. Ms. Mensik's salary shall be paid in equal installments on a semi-monthly basis beginning in July in accordance with the policies and procedures of the BOARD. The BOARD retains the right to adjust the annual compensation, salary, and/or fringe benefits of Ms. Mensik during the term of this AGREEMENT and thereafter, provided that any such adjustments shall not result in any lower payments of compensation, salary, and/or fringe benefits paid by the BOARD to Ms. Mensik as set forth in the AGREEMENT. Any adjustment in salary and fringe benefits made during the life of the AGREEMENT shall be in the form of an amendment and shall become a part of this AGREEMENT. However, if an amendment is made to the AGREEMENT, it is expressly understood that the BOARD has not entered into a new AGREEMENT with Ms. Mensik and that the expiration date of the AGREEMENT has not been extended. The BOARD reserves the right to reassign Ms. Mensik to other duties without the loss of pay.
5. Professional Expense: Ms. Mensik is expected to attend appropriate professional meetings at the local and state levels subject to the approval of the superintendent. All actual and necessary expenditures incurred thereby shall be paid by the BOARD.
6. Sick Leave: Ms. Mensik will be entitled to fourteen (14) days of sick leave, including three (3) personal days to be taken pursuant to the provisions of the law, and such leave shall accumulate to a maximum of two hundred (200) days or as otherwise provided by BOARD policy.
7. Vacation: Ms. Mensik shall receive twenty (20) workdays of vacation annually, exclusive of weekends and school holidays as defined in the school code.

8. Insurance/Hospitalization: The BOARD shall provide Board paid family hospitalization and major medical insurance for Ms. Mensik during the term of this AGREEMENT.
9. Term Life Insurance: The BOARD shall provide and pay for \$30,000 of term life insurance for Ms. Mensik during the term of this AGREEMENT.
10. Dental Insurance: The BOARD shall provide family dental insurance for Ms. Mensik during the term of this AGREEMENT.
11. Other Benefits: Ms. Mensik shall be entitled to at least the same benefits as are extended to other licensed personnel.
12. Graduate Courses: Ms. Mensik shall be encouraged to enroll in graduate courses for an advanced degree, and, subject to prior BOARD approval, may take at least one graduate course per semester at the BOARD'S expense.
13. TEACHERS' RETIREMENT SYSTEM CONTRIBUTION: In addition to the salary paid to Ms. Mensik by the BOARD as expressed in Paragraph 3, the BOARD shall pick up and pay on Ms. Mensik's behalf, Ms. Mensik's entire contribution to the Illinois Teachers' Retirement System pursuant to the *Illinois Pension Code*.

It is the intention of the parties to qualify all such payments picked up and paid for by the BOARD on behalf of Ms. Mensik as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. Ms. Mensik shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the Illinois Teachers' Retirement System. These contributions are made as a condition of Ms. Mensik's employment for her future service, knowledge, and experience.

14. TEACHERS' HEALTH INSURANCE AND SECURITY FUND CONTRIBUTION: In addition to the salary paid to Ms. Mensik by the BOARD as expressed in Paragraph 3 herein, the BOARD shall pick up and pay on Ms. Mensik's behalf, Ms. Mensik's entire contribution to the Teachers' Health Insurance Security ("THIS") fund.
15. Notice: Any notice or communication permitted or required under this AGREEMENT shall be in writing and shall 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
School District 86
4600 N. Oak Park Avenue
Harwood Heights, IL. 60706

if to Ms. Mensik, to:

Ms. Julie Mensik


(Or, to the last known address for Ms. Mensik contained in the official school business records.)

IN WITNESS WHEREOF, the parties have caused this AGREEMENT to be executed in their respective names, and in the case of the BOARD, by its President and Secretary on this 16th day of November 2017.

BOARD OF EDUCATION
SCHOOL DISTRICT 86
COOK COUNTY, ILLINOIS

By: [REDACTED]
Julie Mensik, Principal
Union Ridge School

By: [REDACTED]
Helen Pissios, President
Board of Education

ATTESTED: By: [REDACTED]
Andy Clemente, Secretary
Board of Education