

DIRECTOR OF BUILDING AND GROUNDS CONTRACT

(2017 - 2021 School Years)

This Contract is made on the date(s) stated below by and between the Board of Education of Norridge School District No. 80, Cook County, Illinois ("District" or "Board"), and Mr. Peadar Hurley (the "Director"). It is agreed as follows:

1. Employment. The Director is employed beginning July 1, 2017 to June 30, 2021, subject to Section 7 below, as a Director of Buildings and Grounds. This Contract shall not be construed as a guarantee of continued employment beyond its termination. The Director of Building and Grounds Contract (2016-2018) is hereby rescinded.

2. Work Year. The normal full work year of the Director shall be 260 workdays.

3. Duties. The Director's duties and responsibilities are as set forth in the job description, as may be amended by the Board from time to time, and such other duties as may be assigned to the Director by the Board or the Superintendent.

4. Salary. In consideration of a salary of One Hundred and Twenty-One Thousand Four Hundred Fifty-Four and 74/100's Dollars (\$121,454.74) for the 2017-2018 school year of this Contract, the Director shall devote his time, skill, labor and attention to his employment during the term of this Contract and to perform faithfully the duties of Director. The Director's annual salary shall be paid in substantially equal installments in accordance with the policies, rules and regulations of the Board. For the 2018-2019 and later school years of this Contract, the Board hereby retains the right to adjust the annual salary of the Director, but in no event will the annual salary be less than the salary agreed to for the 2017-2018 school year unless reduced in accordance with Section 9. Medical, Dental, Vision and Term Life Insurance. Any adjustment in salary made during the life of this Contract shall be in the form of an amendment and shall become a part of this Contract, but it shall not be considered that the Board has entered into a new Contract with the Director or that the termination date of the existing Contract has been extended.

5. IMRF Pension. The Director shall be responsible for payment of his required contribution to the Illinois Municipal Retirement Fund (IMRF) as a salary deduction.

6. Evaluation and Bonus. The Director's performance will be evaluated by the Superintendent by May 1 of each school year of this Contract.

7. Termination. The Director is deemed employed "at-will" and may be dismissed at any time with or without cause. This Contract may also be terminated by mutual agreement; resignation, provided the Director gives the Board at least thirty (30) calendar days prior written notice of the proposed resignation; or mental or physical incapacity which makes the performance of duties impossible as certified by a physician.

8. Vacation / Sick Leave. The Director shall be awarded eighteen (18) workdays of vacation at the commencement of this Contract. Vacation shall be used during the school year that vacation is awarded or will be forfeited. Vacation shall be subject to the prior approval of the Superintendent. Vacation and sick leave shall be subject to School District policies, rules and regulations with respect thereto.

9. Medical, Dental, Vision and Term Life Insurance. The District has offered to the Director, at the District's expense, single coverage for medical, dental and vision insurance, and term life insurance. The Director hereby represents that he has secured alternative single major medical, dental and vision coverages and therefore declines such District-offered coverages and shall receive the salary provided under Section 4 Salary in lieu of such District-provided insurance. In the event that the Director requests to participate in the District's single coverage for medical, dental, and vision insurance during the term of this Contract, such request shall be subject to the approval of the District's insurers and the District's open enrollment requirements and shall result in a concurrent reduction of the Director's Salary under Section 4 based on the then-current cost of single coverage for medical, dental, and vision insurance.

If the Director chooses to enroll in family coverage for medical, dental and/or vision insurance at any time during this Contract, the Director shall be responsible for the cost of such coverage.

10. District-Provided Vehicle. The Director shall be provided a District-owned or leased vehicle for District business use. The Director shall operate and maintain the vehicle according to the District's standards. The Board shall be responsible for operating and maintenance expenses pursuant to the District's policies, rules and regulations. The District may withdraw the assignment of a District-owned or operated vehicle at any time.

11. Background Investigation. The Director will be subject to a criminal background investigation in accordance with 105 ILCS 5/10-21.9. If the criminal background investigation required is not completed at the time this Contract is signed and the subsequent investigation report reveal there has been such a conviction, this Contract shall immediately become null and void.

12. Notice. Any notice or communication permitted or required under this Contract shall be in writing and shall become effective on the day of mailing thereof by registered or certified mail, addressed:

If to the Board, to:	President, Board of Education Norridge School District No. 80 8151 West Lawrence Avenue Norridge, Illinois 60706
----------------------	---

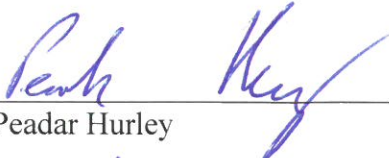
If to the Director, to:	At the last address listed in the records of the District Business Office
-------------------------	--

13. Miscellaneous. This Contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect. 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 caused this Contract to be executed on the day and year written below.

Director of Building and Grounds



Peadar Hurley

Date: 09/20/17

**Board of Education, Norridge School
District No. 80, Cook County, Illinois**



President

Attest: 

Secretary

Date: 9-9-17

firm\sd080c\agr\Hurley\Director B & G Contract 09 12 17