

**PERFORMANCE BASED  
ASSOCIATE SUPERINTENDENT'S/SUPERINTENDENT'S CONTRACT  
(March 23, 2021 through June 30, 2025)**

THIS AGREEMENT is made by and between the Board of Education (the "Board") of Plainfield Community Consolidated School District Number 202, Will and Kendall Counties, Illinois (the "School District") and Dr. Glenn Wood (the "Associate Superintendent/Superintendent" or "Dr. Wood").

In consideration of the mutual promises herein contained, the Board and Dr. Wood agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Sections 10-23.8 and 10-23.8a of the School Code of Illinois (105 ILCS 5/10-23.8 and 10-23.8a), Dr. Wood is hereby employed under this multi-year performance-based contract for the period beginning March 23, 2021 and extending through June 30, 2025. For the period March 23, 2021 through June 30, 2022, Dr. Wood will serve as the School District's Associate Superintendent and thereafter through June 30, 2025, as the School District's Superintendent. Should a vacancy arise in the Superintendent position prior to June 30, 2022, Dr. Wood would assume the position of Superintendent prior to June 30, 2022, and his salary for the 2022-2023 school year would be prorated for that earlier time period. The contract year under this contract is July 1 through the immediately following June 30.

This is a performance-based contract, the goals of which are set forth in the attached Exhibit A. Achievement of the goals will enhance student performance and achieve academic improvement. By no later than June 30, 2022, the Board President and Dr. Wood will review and revise, where appropriate, the goals to be accomplished during the remaining contract years. Any modified goals shall be incorporated into a document to be entitled "Superintendent's

2881065.1

Performance Goals” which shall be signed and dated by the Board President and Dr. Wood and become Dr. Wood’s new and/or additional goals for purposes of this contract.

By no later than October 31, 2022, Dr. Wood will prepare, for review by and agreement with the Board, refined and/or additional goals and a program for achievement of the goals within a recommended period of time. The program for achievement of the goals will also refine and identify in greater detail the indicators of student performance and academic improvement for assessment purposes. It is expected that this step will be completed by no later than December 15, 2022, and that all of the goals will be achieved within the period of time as established by Dr. Wood and the Board, unless otherwise agreed by Dr. Wood and the Board due to unexpected circumstances or a decision to delete or substantially modify any of the goals.

Beginning with the 2022-2023 contract year, the Board shall, as part of the annual evaluation of Dr. Wood’s performance, determine the degree of progress made by him toward achievement of the goals. At the request of Dr. Wood and/or the Board and as the business of the Board permits, the Board and Dr. Wood will also have the option each contract year of conducting an informal interim review of Dr. Wood’s performance, including progress toward achievement of the goals. If the Board determines, as part of the annual evaluation that the goals have been achieved and student academic performance improved, the Board may, in its sole discretion, consider and approve an extension or rollover of this contract, although nothing prevents the entry into a new contract or terminating this contract, at the end of the term of this contract.

The Board and Dr. Wood recognize that achievement of the goals and improvement of student academic performance is dependent on continued Board support of the goals and the provision of adequate financial support within available resources. The Board and Dr. Wood

also recognize that circumstances beyond the control of the Board and/or Dr. Wood may prevent attainment, or require modification, of any of the goals. In such circumstances or where the Board is unwilling or unable to support the goals, either financially or in principle, the Board, in consultation with Dr. Wood, may modify or delete any of the goals as appropriate.

2. **DUTIES**. The duties of Dr. Wood shall be those duties prescribed by the laws and regulations of the State of Illinois and by the policies, regulations and directions of the Board, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the positions of Dr. Wood.

3. **EVALUATION**. During the 2021-2022 school year, Dr. Wood will be evaluated by the Superintendent. Provided Dr. Wood notifies the Board during the month of January of each subsequent contract year of the Board's evaluation obligations, the Board shall thereafter, at such time as the business of the Board reasonably permits, meet with Dr. Wood to review his performance, including the progress toward achievement of the performance goals as provided in paragraph 1 of this contract, assess the working relationship of Dr. Wood with the Board, the faculty, the staff, students and the community and consider a salary increase and benefit adjustments for subsequent years. The Board shall make a good faith effort to begin the evaluation process by May 1 each contract year and complete the process by June 30 of the same contract year; provided, however, in the last year of this contract, Dr. Wood shall notify the Board by October 1 and the Board shall complete the process by January 15.

The Board may terminate or non-renew this contract even if the evaluation requirements of this contract have not been satisfied.

4. **SALARY AND BENEFIT INCREASES, DECREASES AND MODIFICATIONS**. The Board may not unilaterally reduce Dr. Wood's annual salary below

the annual salary for the immediately preceding contract year. Without entering into a new contract or modifying the term of this contract, the Board reserves the right, in its discretion, to:

1) increase the annual salary and other compensation and benefit items; and 2) modify or decrease, effective at the beginning of any contract year or benefit plan year, those items of compensation or benefits that are linked in this contract to the compensation or benefits of another group, such as 12-month administrators, teachers or certified central office administrators. Any such modification or decrease shall be made for Dr. Wood on the same basis as made for the group to which the compensation or benefits are linked in this contract.

5. **SALARY**. The Board, as compensation for the duties set forth in this contract, will pay Dr. Wood an annual salary as follows:

<u>Contract Year</u>	<u>Annual Salary</u>
2020-2021	\$41,061.30 (prorated from March 23, 2021 through June 30, 2021)
2021-2022	3% increase from 2020-2021 salary
2022-2023	\$197,000
2023-2024	3% increase from 2022-2023 salary
2024-2025	3% increase from 2023-2024 salary

In addition to the salary above, Dr. Wood will receive a \$6,000 stipend for the 2020-2021 school year (prorated from March 23, 2021 through June 20, 2021) and a \$6,000 stipend for the 2021-2022 school year.

The annual salary shall be payable in equal installments in the same manner as the salaries of other certified central office administrators in the School District are paid. The annual

salary may be increased as provided for in paragraphs 3 and 4 above based on the evaluation of performance as the Superintendent.

6. **BENEFITS**

A. **TRS and THIS Contribution.** In addition to the salary stated in paragraph 5 above, the Board shall pick up and pay on Dr. Wood's, his entire contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 of the Illinois Pension Code and to the Illinois Teachers' Health Insurance Security Fund (THIS). Although designated by law as employee contributions, the amounts herein required to be picked up by the Board shall be paid by the Board in lieu of contributions by Dr. Wood.

It is the intention of the parties to qualify all such payments picked up and paid by the Board on Dr. Wood's behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. Dr. Wood shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on his behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Pension Code and TRS rules and regulations.

B. **Sick, Personal and Other Leave.** Each contract year, Dr. Wood shall be entitled to the same number of sick leave days as provided to certified central office administrators, the unused number of which, when combined with any unused sick leave from previous contract years, shall be cumulative to the maximum allowable for certified central office administrators. Dr. Wood shall also be provided with personal and other leave on the same basis as is provided to other certified central office administrators.

C. **Disability.** Should Dr. Wood become physically or mentally disabled from performing any substantial duty permanently or for a period of ninety (90) calendar days in any 180 calendar-day period, the Board may, at its option, terminate Dr. Wood's employment upon thirty (30) days' written notice to Dr. Wood and the opportunity for a hearing before the Board on the issues of disability and performance. Upon termination for this reason, the Board shall pay Dr. Wood for any accumulated but unused sick leave, up to a maximum amount of TWENTY THOUSAND AND NO/100 (\$20,000.00) DOLLARS, and, if permitted by the District's health and life insurance program, continue such insurance at its expense for a period of ninety (90) days after termination. This ninety-day period shall be included in the calculation of the time period available for continuation coverage (commonly referred to as COBRA coverage) under the Internal Revenue Code of 1986.

D. **Vacation.** Beginning with the 2021-2022 school year, Dr. Wood shall receive twenty-five (25) working days of vacation each contract year at full pay, in addition to school holidays. The Board President, or Vice President in the absence of the President, shall be advised in advance of all vacations, and prior approval of the Board President, or Vice President in the absence of the President, is required for all vacations which are more than three (3) consecutive working days in length. Up to ten (10) days of vacation from the first contract year may be carried over to be used by no later than October 1 of the immediate subsequent contract year; otherwise all vacation must be taken in the contract year earned, and thereafter shall not be carried over, taken, compensated, or considered as accumulated without the approval of the Board. Should this contract be terminated for any reason or in any manner whatsoever, Dr. Wood shall

be paid for all earned and accumulated but unused vacation days from the contract year in which termination takes place at the then current per diem rate of salary. Payment shall be made within thirty (30) days after the later of Dr. Wood's last day of work or his regular paycheck.

E. **Deferred Compensation.** Dr. Wood may elect that a portion of the salary set forth in paragraph 5 above be paid into a tax sheltered annuity pursuant to the Board's Section 403(b) Plan. The cost of the contribution to the annuity or plan shall be deducted from Dr. Wood's annual compensation and shall not require an expenditure of funds by the Board above the amount paid to Dr. Wood in the form of salary.

F. **Professional Memberships, Expenses and Periodicals.** Membership fees in Board approved community service organizations, the Illinois Association of School Administrators, the American Association of School Administrators as well as other organizations and associations to which the Dr. Wood is expected to belong, shall be paid by the Board, to the extent provided for in the Board's annual budget. Dr. Wood shall be expected to attend appropriate professional meetings at the local, state and national levels. To the extent provided in the Board's annual budget or as otherwise approved in advance by the Board, the reasonable and necessary costs of attendance shall be paid by the Board. The Board shall pay, or reimburse Dr. Wood for, reasonable expenses approved by the Board and incurred by Dr. Wood in the continuing performance of his duties. The Board shall provide Dr. Wood with professional periodicals to the extent provided in the Board's annual budget. Dr. Wood shall inform the Board in writing each contract year of professional memberships, conferences attended, and professional periodicals purchased at the Board's expense.

G. **Life Insurance.** The Board shall provide, at its cost, Dr. Wood with term life insurance coverage in the amount of TWO HUNDRED THOUSAND AND NO/100 (\$200,000.00) DOLLARS, provided Dr. Wood meets the ordinary qualification requirements of the Board's insurer. At the Board's discretion, the insurance may be group term insurance generally provided to the Board's certified central office administrators, except that the amount shall not be less than the amount set forth above.

H. **Health and Dental Insurance.** The Board shall provide for Dr. Wood and members of his immediate family the health and dental benefit program, as may be amended from time to time, during the term of this contract, in accordance with the basic benefit program provided by the District for its certified central office administrators. Dr. Wood shall pay the employee share of the health and dental premiums and, alternatively, shall have the option not to participate in the health and dental program, on the same basis as provided for the District's certified central office administrators.

I. **Transportation Expenses.** The Board shall provide a monthly automobile stipend of \$300.00 per month for travel within the School District and in the vicinity of the School District, such as in connection with WILCO, Three Rivers IASB, and special education cooperative meetings. The Board shall reimburse Dr. Wood's travel expenses as established by Board policy for his intra-District and outside-District expenses.

7. **MEDICAL EXAMINATION.** Dr. Wood shall submit to a comprehensive health examination before June 30, 2022, and thereafter by January 15 of each contract year. The examination shall be performed by doctor(s) approved by the Board. Such health examination shall include tests deemed necessary by the doctor or required by the



Board. The cost of such health examination in excess of the cost covered by the Board's health benefit program shall be borne by the Board up to a maximum amount of SEVEN HUNDRED AND NO/100 (\$700.00) DOLLARS or such greater amount as is necessary to meet the cost of the examination required by the Board. A report as to Dr. Wood's health, in a form satisfactory to the Board, shall be presented to the Board, filed separately from Dr. Wood's personnel file, and treated as confidential information by the Board. Dr. Wood shall further submit to, and furnish the Board with reports of, such health examinations as the Board may from time to time require at its expense. This contract is contingent on the initial health report demonstrating Dr. Wood's fitness, with reasonable accommodation to the extent required by law, to perform fully under this contract.

8. **LICENSE**. Dr. Wood shall furnish to the Board, before beginning employment under this contract, a valid and appropriate license to act as Superintendent of Schools. Such certificate shall be maintained at all times during the term of this contract.

9. **OUTSIDE ACTIVITIES**. Dr. Wood shall confine professional and employment activities to the business of the School District, except as provided in this paragraph or as otherwise approved by the Board. On an occasional, short-term basis approved by the Board's President, Dr. Wood shall be permitted to undertake writing, teaching and speaking engagements. Any consulting work undertaken by Dr. Wood for compensation must be accomplished on Dr. Wood's vacation days, holidays or other non-duty days. The Board's President and the Superintendent, while Dr. Wood is Associate Superintendent, shall be notified of the nature of the consulting activities, which shall not interfere with the performance of Dr. Wood's duties.

10. **RESIDENCY IN DISTRICT 202.** Dr. Wood shall reside in sufficient proximity to the School District to be an active participant in school and community activities, but in any event no more than 15 miles from the central administrative office, unless otherwise approved by the Board.

11. **TENURE.** By accepting this contract, Dr. Wood waives any rights to acquire tenure in the School District under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time.

12. **BACKGROUND INVESTIGATION.** This contract is contingent on completion by no later than December 15, 2021, and, thereafter, from time to time as designated by the Board, of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question Dr. Wood's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract on ten (10) days' written notice to Dr. Wood.

13. **TERMINATION**

A. **Termination for Cause During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give Dr. Wood written notice of such intention, together with a statement of the reasons for termination. Within five (5) days after receipt of such notice, Dr. Wood may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the

date specified in the Board's notice. Pending any hearing requested by Dr. Wood, the Board may suspend him with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and Dr. Wood's employment.

**B. Non-Renewal Without Cause at the End of the Term of the Contract.** In the event the Board or Dr. Wood decides not to renew this contract at the end of its term, notice of such intention and an opportunity for a closed session hearing shall be given by April 1 of the last year of this contract in accordance with Section 10-21.4 of the Illinois School Code; provided, however, if Dr. Wood notifies the Board in writing by no later than December 15 of the last year of this contract of the Board's obligations under Section 10-21.4, then the date in the last year of this contract by which the Board shall give Dr. Wood notice of such intention shall be February 15. Otherwise, Dr. Wood shall notify the Board of its obligations by March 1, and the Board shall give notice of intention not to renew this contract by April 1, of the last year of this contract. If Dr. Wood timely gives notice of the Board's obligations and the Board then fails to give him timely notice in accordance with this paragraph, this contract shall be automatically extended for one additional year as provided in Section 10-21.4.

**C. Unilateral Termination by Board of Education.** The Board may, at its option, and by a minimum of ninety (90) days' notice to Dr. Wood, unilaterally terminate this contract during its term without cause effective no earlier than the close of the 2022-2023 contract year. In the event of such termination, the Board shall pay to Dr. Wood, as severance pay, all of the aggregate salary Dr. Wood would have earned under paragraph 5 of this contract from the actual date of termination to the termination date set forth in this contract. Additionally, the Board shall provide and pay for health insurance as

provided herein for Dr. Wood and eligible dependents from the actual date of termination to the termination date set forth in this contract or, if earlier, Dr. Wood obtaining employment through which family health insurance coverage is available and to which the employer makes a contribution toward the premium cost.

D. **Unilateral Termination by Dr. Wood.** Dr. Wood may, at his option, and by a minimum of ninety (90) days' notice to the Board, unilaterally terminate this contract during its term. In the event of unilateral termination with at least one-hundred-eighty (180) days' notice to the Board and an effective date at the end of the school year, Dr. Wood shall pay to the Board TWENTY FIVE THOUSAND AND NO/100 (\$25,000.00) DOLLARS, which relates to some of the aggregate costs to the Board of the search to obtain his successor and any interim replacement. In the event of unilateral termination with less than one-hundred-eighty (180) days' notice or an effective date not at the end of the school year, Dr. Wood shall pay to the Board, as liquidated damages, THIRTY- FIVE THOUSAND AND NO/100 (\$35,000.00) DOLLARS, which relates to much of the aggregate costs to the Board of the search to obtain his successor and any interim replacement. The payment of liquidated damages by Dr. Wood under this paragraph shall be the Board's exclusive remedy for any claims of breach of this contract due to the Dr. Wood's unilateral termination. However, this paragraph does not apply in the event that the parties mutually agree to end this contract or to termination for disability which qualifies Dr. Wood for disability benefits from TRS.

14. **MISCELLANEOUS**

A. **Notice.** Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof

by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail, as provided above, shall be deemed made upon deposit in the mail.

If to the Board:

President, Board of Education  
Plainfield Community Consolidated School District 202  
15732 Howard Street  
Plainfield, Illinois 60544

With a copy to:

President, Board of Education  
Plainfield Community Consolidated School District 202  
[at his or her last known home address]

If to the Associate Superintendent/Superintendent:

Dr. Glenn Wood  
Associate Superintendent/Superintendent  
Plainfield Community Consolidated School District 202  
15732 Howard Street  
Plainfield, Illinois 60544

With a copy to:

Dr. Glenn Wood  
[at his last known home address]

B. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

C. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

D. This contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.


E. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.


F. This contract contains all the terms and benefits 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. No modification or amendment of this contract shall be valid or binding on the parties unless it is in writing and executed by the Board and Dr. Wood..

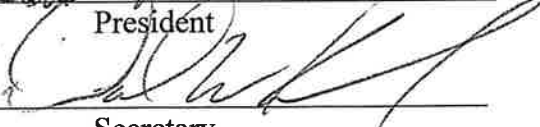
G. This contract shall become effective and be deemed dated as of the date the last of the parties signs this contract as set forth below.

BOARD OF EDUCATION  
PLAINFIELD COMMUNITY  
CONSOLIDATED SCHOOL DISTRICT 202,  
Will and Kendall Counties, Illinois

ASSOCIATE SUPERINTENDENT/  
SUPERINTENDENT

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Dr. Glenn Wood

Attest:   
\_\_\_\_\_  
Secretary

Dated: 03/22/21

Dated: 03/22/21

**EXHIBIT 1**


**AGREEMENT TERMINATING JULY 1, 2020 - JUNE 30, 2022**  
**PERFORMANCE BASED ASSOCIATE SUPERINTENDENT'S CONTRACT**

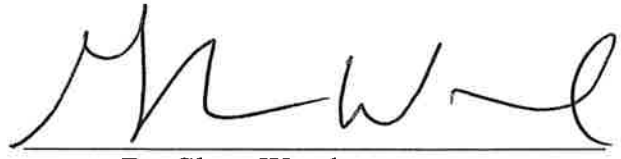
The Board of Education of Plainfield Community Consolidated School District 202, Will and Kendall Counties, Illinois, and Dr. Glenn Wood hereby agree to terminate the current July 1, 2020 - June 30, 2022 Performance Based Administrator Contract effective at the close of the day on March 22, 2021, with such contract to be replaced by a new performance based contract effective March 23, 2021 through June 30, 2025.


This Agreement shall be deemed dated and become effective on the date the last of the parties signs as set forth below.

BOARD OF EDUCATION,  
PLAINFIELD COMMUNITY  
CONSOLIDATED SCHOOL DISTRICT 202,  
Will and Kendall Counties, Illinois

ASSOCIATE SUPERINTENDENT

By:   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Dr. Glenn Wood

Attest:   
\_\_\_\_\_  
Secretary

Dated: 03/22/21

Dated: 3/22/21

**EXHIBIT A  
TO THE MARCH 23, 2021 THROUGH JUNE 30, 2025  
PERFORMANCE-BASED ASSOCIATE SUPERINTENDENT'/SUPERINTENDENT'S  
CONTRACT BETWEEN THE BOARD OF EDUCATION OF  
PLAINFIELD COMMUNITY CONSOLIDATED SCHOOL DISTRICT 202  
AND DR. GLENN WOOD**

**ASSOCIATE SUPERINTENDENT/SUPERINTENDENT GOALS**

The parties agree the following goals and indicators are linked to student performance and academic improvement of the schools within the District:

1. Develop, in cooperation with the Board's current Superintendent, a transitional plan for the transfer of information and responsibility from the current Superintendent to the Association Superintendent/Superintendent.
2. The Associate Superintendent/Superintendent's long-range goals are set forth in the Five Year Strategic Plan that the Board will finalize and adopt in the Fall 2021 and as may be further revised from time to time by the Board in consultation with the Associate Superintendent/Superintendent, which is incorporated into the Exhibit A by reference. The Associate Superintendent/Superintendent's short-term goals are those tasks set forth in the "Program of Work" document to be approved each school year by the Board.



**RESOLUTION AUTHORIZING MARCH 23, 2021 - JUNE 30, 2025  
PERFORMANCE BASED SUPERINTENDENT'S CONTRACT  
BETWEEN THE BOARD OF EDUCATION AND DR. GLENN WOOD**

BE IT RESOLVED, by the Board of Education of Plainfield Community Consolidated School District 202, Will and Kendall Counties, Illinois, as follows:

1. The Board hereby finds that Dr. Glenn Wood has met the goals attached as Exhibit A to the current July 1, 2020 - June 30, 2022 Performance-Based Associate Superintendent Contract (the "Current Contract") between Dr. Wood and the Board. The Board further determines that the Board is, therefore, authorized by law to enter into a new multi-year Performance Based Superintendent's Contract with Dr. Wood.

2. The Board hereby approves, and authorizes the President and Secretary to sign, an agreement with Dr. Wood terminating the Current Contract, substantially in the form of the attached Exhibit 1, and establishing a new multi-year Performance Based Administrator Contract with Dr. Wood, substantially in the form of the attached Exhibit 2, for the period March 23, 2021 through June 30, 2025.

3. This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 22 day of March, 2021, by a roll call vote, as follows:


YES: 6 Ms. Howard-Collins, Mr. Koch, Ms. Roach, Mr. Smith, Mr. Westfall,  
Mr. Kirberg

NO: 1 Mr. Robey

ABSENT: \_\_\_\_\_

  
\_\_\_\_\_  
President, Board of Education

ATTEST:

  
\_\_\_\_\_  
Secretary, Board of Education

# Superintendent Goals

**1. Student Achievement and Growth/Academic Indicators**

Maintain a comprehensive educational program that continues to increase post-pandemic student learning gains begun in 2021-2022 and support college and career readiness for all students. In the interest of establishing a post-pandemic baseline, near the end of the first semester of the 2022/2023 school year an analysis and presentation to the public and the Board of Education on the academic performance of the students enrolled in District 202.

**2. Finance and Facilities**

Update and maintain a comprehensive short and long term financial and facility plan to position the district to provide our community with a high caliber education infrastructure equivalent to meet the long term needs of preparing our learners for the future. Provide the Board with a yearly update and status of the District Financial profile to maintain Financial Recognition Status and provide the Board with the facilities project plans for the current and 5 years into the future.

**3. Strategic Planning, Student and Community Focus, Culture and Climate**

Lead the development of the district-wide strategic planning process leading to the creation of a proposed 5-year strategic plan to be presented to the Board of Education for review during the first semester of the 2022-2023 school year.

**4. Staff Relations, Staff Development, and Professional Growth**

Strive to attract and retain the most qualified and diverse staff feasible for District 202. Continue to revise the plan of professional growth of staff pursuing innovative and data driven opportunities. Provide the Board with quarterly reports on progress.

**EXHIBIT 2**

***[NEW MULTI-YEAR PERFORMANCE BASED  
ASSOCIATE SUPERINTENDENT/SUPERINTENDENT'S CONTRACT]***