

**RESOLUTION TO MODIFY THE EMPLOYMENT CONTRACT OF DR. NICOLE HOWARD**

WHEREAS, the Board of Education of Proviso Township High Schools District 209 (“the Board”) currently employs Dr. Nicole Howard (“Dr. Howard”) as an Assistant Superintendent pursuant to an Employment Agreement (“the Employment Agreement”) dated January 10, 2017.

WHEREAS, the Board desires to retain Dr. Howard as an Assistant Superintendent and wishes to modify the Employment Agreement; and

WHEREAS, pursuant to the terms of the Employment Agreement and state law, the Board and Dr. Howard are permitted to mutually amend the Employment Agreement; and

WHEREAS, the Board and Dr. Howard have determined that it is in their respective best interests to modify and amend the Employment Agreement as set forth below; and

WHEREAS, the remaining language of the Employment Agreement shall remain in full force and effect and shall not be deemed modified by this Amendment.

**NOW, THEREFORE,** in consideration of the covenants set forth below, the consideration and sufficiency of which are acknowledged by the parties hereto, the Board and Superintendent agree to amend the Employment Agreement as set forth herein.

**Section 1.** The foregoing recitals are incorporated into and made part of this Resolution.

**Section 2.** The following sections of the Employment Agreement shall be modified as follows:

1. Section 4(a) of the Employment Agreement shall be modified to read as follows:

“**COMPENSATION.** The Assistant Superintendent shall receive an annual salary of One Hundred Sixty Thousand Ninety Nine Dollars (\$160,099) for the 2017-2018 school year.

This annual salary shall be based upon a contractual year of July 1 through June 30. The Board of Education and the Assistant Superintendent may meet to determine the Assistant Superintendent's salary for each subsequent year of this Agreement, however, the Assistant Superintendent's salary amount may not be reduced from the amount set forth above without her consent.

From the salary set forth above, the Assistant Superintendent may elect to reduce and contribute from her salary to a tax sheltered annuity pursuant to Section 403(b) of the Internal Revenue Code of 1986 (the "Code"), as amended. It is understood and agreed that the cost of any 403(b) contributions which are from a salary withholding agreement shall be deducted from the Assistant Superintendent's annual salary and shall not require an expenditure of funds by the Board above the compensation paid to the Assistant Superintendent in the form of salary.

**Section 3.** It is agreed by the parties that the amendments set forth in Section 2 of this Resolution shall be incorporated in the Employment Agreement by reference and shall be binding upon the parties effective upon Board approval of the Amendment to the Superintendent Contract attached hereto as Exhibit A in open session of a properly noticed meeting of the Board and execution by Mr. Cunningham.

**Section 4.** This Resolution shall be in full force and effect immediately upon its adoption. All prior resolutions, or portions thereof, which are inconsistent or in conflict with the terms of this Resolution are hereby repealed.

Member \_\_\_\_\_ moved the adoption of the Resolution, and Member \_\_\_\_\_ seconded the motion. Upon a roll call vote being taken, the members voted as follows at a meeting on July \_\_\_\_, 2017:

**AYES:** \_\_\_\_\_

**NAYS:** \_\_\_\_\_

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

The President declared the motion carried and the Resolution duly adopted.

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

ATTEST:

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

**CERTIFICATE**

I, \_\_\_\_\_, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of Proviso Township High Schools District, Cook County, Illinois, and as that official, I am the keeper of the records and files of the Board of Education of the School District.

I do further certify that the foregoing Resolution to Modify the Employment Contract of Dr. Nicole Howard is a true, correct, and complete copy of that Resolution as adopted by the Board of Education of the School District at a meeting held on the \_\_\_\_ day of June, 2017.

I do further certify that the deliberations of the members of the Board of Education on the adoption of the Resolution were conducted openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the Open Meetings Act, 5 ILCS 120/1, *et seq.*, and the applicable provisions of the School Code of the State of Illinois, and the Board of Education has complied with all of the applicable provisions of that Act and Code with all of the procedural rules of the Board of Education.

IN WITNESS WHEREOF, I hereunto affix my official signature this \_\_\_\_ day of July, 2017.

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