

**BOARD OF EDUCATION OF
PROVISO TOWNSHIP HIGH SCHOOLS DISTRICT 209
COOK COUNTY, ILLINOIS**

**Assistant Superintendent of Human Resources, Athletics and Safety
EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made this 12th day of March, 2019 between the Board of Education of Proviso Township High Schools District 209, Cook County, Illinois ("Board") and Dr. Anthony Brazouski ("ASSISTANT SUPERINTENDENT").

WHEREAS, the Board and the ASSISTANT SUPERINTENDENT desire to enter into a mutually binding and mutually beneficial agreement by which Dr. Anthony Brazouski shall serve and act as the Assistant Superintendent of Human Resources, Athletics and Safety for Proviso Township High Schools District 209 pursuant to the terms, conditions and mutual considerations identified below; and

WHEREAS, the ASSISTANT SUPERINTENDENT is currently serving under a contract which runs between July 1, 2018 and June 30, 2019 ("the Original Agreement"); and

WHEREAS, the terms of this Employment Agreement were approved in open session of the March 12, 2019 meeting of the Board of Education and the March __, 2019 meeting of the Financial Oversight Panel, and are maintained in the personnel file of the ASSISTANT SUPERINTENDENT in the form of this Agreement;

NOW, THEREFORE, in consideration of the covenants set forth in this Agreement, the sufficiency of which are acknowledged by the parties hereto, the Board and ASSISTANT SUPERINTENDENT agree as follows:

1. EMPLOYMENT. The Board hereby employs Dr. Anthony Brazouski for the period of July 1, 2019 through June 30, 2021 as the Assistant Superintendent of Human

Resources, Athletics and Safety. The terms of the Original Agreement shall remain in effect until its expiration on July 1, 2019.

Dr. Brazouski shall be employed as the ASSISTANT SUPERINTENDENT in the District subject to the other conditions of this Agreement. It is understood and agreed that the Board of Education retains the right to transfer the ASSISTANT SUPERINTENDENT to any other position within the District for which he is qualified unilaterally and without cause provided that the term, salary and benefits set forth within this Agreement are not diminished. In addition, the Board may, by specific action and with the consent of the ASSISTANT SUPERINTENDENT, extend the termination date of this Agreement to the fullest extent permitted by State law.

2. DUTIES.

a. The duties and responsibilities of the ASSISTANT SUPERINTENDENT while employed as Assistant Superintendent of Human Resources, Athletics and Safety shall be those incidental to the office of the Assistant Superintendent of Human Resources, Athletics and Safety as set forth in the job description contained in Board Policy as amended from time to time, the job description attached hereto as Exhibit A as amended from time to time, those obligations imposed by federal or State law upon the ASSISTANT SUPERINTENDENT, and such other professional duties customarily performed by an ASSISTANT SUPERINTENDENT or as from time to time may be assigned to the ASSISTANT SUPERINTENDENT by the Superintendent or the Board of Education.

b. The ASSISTANT SUPERINTENDENT shall devote his time, attention and energy to the business of the School District and as is necessary in order to perform faithfully the duties set forth herein. However, the ASSISTANT SUPERINTENDENT may serve as a

consultant to other districts or educational agencies, lecture, engage in writing activities, speaking engagements, and engage in other activities that are of a short-term duration and with the approval of the Superintendent. Any work performed for individuals and/or entities outside of the School District by the ASSISTANT SUPERINTENDENT must not interfere with his performance of his duties as required under this Agreement. If such outside work is deemed to interfere with his performance of duties under this Agreement, the Superintendent shall notify him that the outside work must be terminated immediately.

c. The ASSISTANT SUPERINTENDENT understands and agrees that as an employee of the Board he is expected to act at all times: (1) in a manner of high integrity, (2) within the bounds of the law and board policy, (3) in a manner that does not endanger the safety of the students, faculty, or other administrators of the School District and (4) in a manner which does not bring the reputation of the School District into disrepute.

3. STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT. This Agreement is a performance-based contract. Student performance and academic improvement goals are attached hereto as Exhibit B. The foregoing goals shall be used by the Board and/or Superintendent to measure the performance and effectiveness of the ASSISTANT PRINCIPAL along with such other information as the Superintendent or Board may determine relevant and/or necessary.

4. COMPENSATION.

a. The ASSISTANT SUPERINTENDENT shall receive an annual salary of One Hundred Sixty Three Thousand Two Hundred Dollars (\$163,200) for the 2019-2020 school year. This annual salary shall be based upon a contractual year of July 1 through June 30.

From the salary set forth above, the ASSISTANT SUPERINTENDENT may elect to reduce and contribute from his 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.

b. The Board shall pay the entire required contribution on behalf of the ASSISTANT SUPERINTENDENT to the Teachers' Retirement System of the State of Illinois by deducting it from the salary provided in Section 3(a) of this Agreement and remitting it to the Teachers' Retirement System of the State of Illinois. The ASSISTANT SUPERINTENDENT shall not have any right or claim to said amounts paid on his behalf by the Board to the Teachers' Retirement System, except as it may become available at the time of retirement, resignation or otherwise permitted from the Teacher's Retirement System. Both parties acknowledge that the ASSISTANT SUPERINTENDENT did not have the option of choosing to receive the contributed amounts directly instead of having such contribution paid by the School District to the Teachers' Retirement System, and further acknowledge that such contributions are made as a condition of employment to secure the ASSISTANT SUPERINTENDENT's future services, knowledge and experience.

c. The salary described above shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certificated/licensed members of the professional staff, less such amounts as provided for in this Agreement, and other amounts as may be required by law.

5. EVALUATION. The Board and ASSISTANT SUPERINTENDENT agree that during each year of this Agreement, but typically no later than March 1, there shall be an evaluation of the ASSISTANT SUPERINTENDENT's performance under this Agreement by the Superintendent. The evaluation shall be based on a set of goals and objectives mutually agreed upon and developed by the Board and the ASSISTANT SUPERINTENDENT, including the performance goals attached hereto as Exhibit B, and other criteria typically utilized to evaluate the performance of central office administrators in the District. The performance of the ASSISTANT SUPERINTENDENT shall be appraised by the Superintendent and a written evaluation of that performance given to the ASSISTANT SUPERINTENDENT. Failure of the Superintendent and/or Board of Education to evaluate the ASSISTANT SUPERINTENDENT as set forth in this paragraph shall not be constructed as a breach of this contract and shall not serve to extend this Agreement in any fashion whatsoever.

6. CERTIFICATE/LICENSE. The ASSISTANT PRINCIPAL shall furnish to and maintain for the Board a valid and appropriate certificate/license to act as a school administrator in accordance with the laws of the State of Illinois and as directed by the Board. The ASSISTANT PRINCIPAL will further acquire and maintain any and all necessary credentials required by law or the Illinois State Board of Education in order to evaluate the performance of certified teachers and principals/assistant principals during the term of this Agreement. The parties expressly acknowledge and agree that this Agreement is contingent upon the ASSISTANT PRINCIPAL maintaining the foregoing certifications, credentials and licenses as specified in this Section and his failure to maintain these certifications renders this Agreement void.

7. TERMINATION OF AGREEMENT. This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Resignation provided the ASSISTANT SUPERINTENDENT gives the Board at least sixty (60) days written notice of the proposed resignation.

- C. Discharge for cause. "For cause" means any conduct, act, or failure to act by the ASSISTANT SUPERINTENDENT which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the ASSISTANT SUPERINTENDENT, who shall be entitled to notice and a hearing before the Board for it to determine whether such cause exists. If the ASSISTANT SUPERINTENDENT chooses to be accompanied by legal counsel, he shall bear any costs therein involved. The Board hearing shall be conducted in closed session.

The ASSISTANT SUPERINTENDENT may be suspended without pay between the time that the causes in writing are provided and up through the pendency of the termination proceedings. However, the term "termination proceedings" shall only include the period of time up to and including the hearing before the Board and does not include the period of time subsequent to the Board's decision to discharge the ASSISTANT SUPERINTENDENT. If the Board of Education determines that there are not sufficient grounds to discharge the ASSISTANT SUPERINTENDENT, any and all salary withheld during the period of suspension without pay shall be paid to him within fourteen days unless a suspension without pay is instituted as a disciplinary action against him.

- D. Disability which is established through either a written statement from a licensed physician setting forth that the ASSISTANT SUPERINTENDENT has a disability which precludes him from performing the material functions of his position with or without accommodation for a period of time of three (3) months or more in excess of his accumulated sick and vacation leave time. This determination will not be made until a meeting has been held between the ASSISTANT SUPERINTENDENT and the Board of Education to discuss alternative accommodations which may permit the ASSISTANT SUPERINTENDENT to perform the material functions of his position. It is understood and agreed upon by the parties, however, that the regular on-site attendance of the ASSISTANT SUPERINTENDENT on the grounds of the District and at District related functions, including meetings of the Board of Education, is a material function of his position.
- E. Failure to comply with the terms and conditions of this Agreement after notification and a reasonable opportunity to correct, where appropriate.
- F. Failure to obtain or maintain the certificate/license as set forth in Section 6 of this Agreement.

G. Death of the ASSISTANT SUPERINTENDENT.

8. **VACATION.** The ASSISTANT SUPERINTENDENT shall receive twenty (20) work days of vacation annually based upon an employment year of July 1 through June 30. All vacation dates shall be approved by the Superintendent in advance of the ASSISTANT SUPERINTENDENT taking vacation. The ASSISTANT SUPERINTENDENT shall also be entitled to compensated days off on all school holidays. Spring, summer and winter non-student attendance periods shall constitute work days unless specifically scheduled and credited toward the vacation listed above. Any vacation days not used during each year between July 1 and June 30 shall be deemed forfeited and will not be available to be rolled over or paid. If vacation days remain accrued at the conclusion of the ASSISTANT SUPERINTENDENT's employment with the Board, these days will be paid in conformity with Illinois law based upon a per diem (1/260) rate of pay. It is understood and agreed, however, that should this payment create a creditable earnings increase in excess of six percent (6%) for the ASSISTANT SUPERINTENDENT (or otherwise require a penalty to be paid by the Teachers' Retirement System), the parties agree that the payment due shall be considered a post-severance payment which shall be made thirty (30) days after the ASSISTANT SUPERINTENDENT's last day of service for the Board of Education (or any other type of payment that would not result in a penalty to be paid to the Teachers' Retirement System).

9. **SICK LEAVE.** The ASSISTANT SUPERINTENDENT shall be entitled to fourteen (14) The Assistant Superintendent shall be entitled to fourteen (14) days per year of sick leave with a maximum accumulation of unused sick leave days permitted by Illinois law. In addition, the Assistant Superintendent shall be entitled to three (3) "personal

business days” which may be used for purposes other than illness of the Assistant Superintendent or other family members as defined by the School Code. Accrued sick or personal leave shall not be eligible for reimbursement under any circumstances.

10. HOSPITALIZATION/MAJOR MEDICAL INSURANCE. The Board shall provide and pay the entire premiums for hospitalization, major medical and dental insurance for the ASSISTANT SUPERINTENDENT, his spouse and the dependent members (as defined by the contract of insurance then in effect) of his immediate family during the term of this Agreement. The benefits of such coverage shall be in accordance with the basic insurance coverage provided to certified staff pursuant to the collective bargaining agreement between the Board of Education and the Proviso Teachers Union Local 571 as amended from time to time. Should the Board, during the term of this Agreement, no longer provide insurance coverage for the certificated/licensed staff and/or be subject to an excise tax or penalties, this paragraph shall become null and void and the Board shall immediately meet with the ASSISTANT SUPERINTENDENT to determine a monetary equivalent for this benefit or to provide an alternative benefit that does not incur an excise tax or penalty.

11. TERM LIFE INSURANCE. The Board shall provide and pay the premiums for a term life insurance policy for the ASSISTANT SUPERINTENDENT during the term of this Agreement in the amount of One Hundred Thousand Dollars (\$100,000). The Board shall assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT SUPERINTENDENT, and upon termination of this Agreement shall allow the owner to continue the life insurance at his own expense, provided the assignment is

permitted by the insurance carrier. It is understood and agreed that the ASSISTANT SUPERINTENDENT is not entitled to obtain the cash equivalent of this policy in lieu of receiving the policy.

12. TRANSPORTATION EXPENSE. The ASSISTANT SUPERINTENDENT shall be required, as a condition of employment, to use an automobile to visit the sites of schools, attend the Board and community functions, and to attend conferences, meetings and workshops. The ASSISTANT SUPERINTENDENT shall be entitled to reimbursement for any necessary automobile travel. Automobile travel expenses shall be determined at the Internal Revenue Service mileage rate. The ASSISTANT SUPERINTENDENT shall submit appropriate substantiation of all expenses incurred in all business travel for which reimbursement is sought and in conformity with Board Policy.

13. RENEWAL. The Board shall notify the ASSISTANT SUPERINTENDENT of its intent to renew this Agreement no later than April 1, 2021. In the event that such notice is not sent to the ASSISTANT SUPERINTENDENT by this date, it shall be deemed that the School District has renewed this Agreement for a period of one (1) school year extending the termination date set forth herein but leaving any and all other benefits at the same level as the previous year.

14. TUITION REIMBURSEMENT. The ASSISTANT SUPERINTENDENT shall be entitled to tuition reimbursement under the terms set forth herein. Eligibility for tuition reimbursement shall be contingent on prior approval of the class or education program (i.e., Masters of Special Education) by the Superintendent and when said class or program is in the field of education and provides a benefit to the services provided to the District. The reimbursement amount shall be 75% of the tuition cost when a grade of "A" is earned

by the ASSISTANT SUPERINTENDENT and 50% of the tuition cost when a grade of “B” is earned by the ASSISTANT SUPERINTENDENT (“Reimbursement Rates”). There shall be no reimbursement for any uncompleted class and no reimbursement for any class where a grade lower than a “B” was earned by the ASSISTANT SUPERINTENDENT. Tuition reimbursement requests shall be submitted within sixty (60) days of receipt of a final grade and shall be accompanied by an official record or records indicating the course taken, the grade received and the cost of said course.

In order to be eligible for tuition reimbursement, the ASSISTANT SUPERINTENDENT agrees that he shall not voluntarily resign his employment with the Board for a period of three (3) years of the conclusion of any school year in which a tuition reimbursement is received. The ASSISTANT SUPERINTENDENT will execute a separate addendum to this effect upon request for reimbursement. In addition, the ASSISTANT SUPERINTENDENT agrees to voluntarily execute any and all documents necessary to withhold any amounts due from his final paycheck which become due as a result of his voluntary resignation within the three (3) year period described in this paragraph. Should the ASSISTANT SUPERINTENDENT refuse to execute such a withholding agreement and/or otherwise fail to repay the District for any reimbursement owed to it by way of this paragraph, he agrees that he shall be liable for any and all costs, including reasonable attorneys’ fees, incurred by the District in instituting any action to recover the amount due hereunder.

The reimbursement amount for approved and eligible coursework shall be paid at 100% of the Reimbursement Rate for classes taken within the last school year, 66% of the

Reimbursement Rate for classes taken within the last two (2) school years and 33% of the Reimbursement Rate for classes taken within the last three (3) school years.

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 mail, or certified mail, postage prepaid, addressed:

If to the BOARD, to:

BOARD OF EDUCATION
8601 Roosevelt Rd.
Forest Park, IL 60130

If to the ASSISTANT
SUPERINTENDENT, to:

Dr. Anthony Brazouski
(at the last address of the
ASSISTANT SUPERINTENDENT contained in
official records of the Board.)

16. PROFESSIONAL LIABILITY. The Board agrees that it shall defend, hold harmless, and indemnify the ASSISTANT SUPERINTENDENT from any and all demands, claims, suits, actions and legal proceedings brought against the ASSISTANT SUPERINTENDENT in his individual capacity, or in his official capacity as agent and employee of the District provided the incident arose while the ASSISTANT SUPERINTENDENT was acting within the scope of his employment and excluding criminal litigation. Except that, in no case, will individual Board members be considered personally liable for indemnifying the ASSISTANT SUPERINTENDENT against such demands, claims, suits, actions and legal proceedings.

17. MISCELLANEOUS

- A. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect. The parties agree that any dispute arising under this Agreement shall be brought in the Circuit Court of Cook County, Illinois or the United States District Court for the Northern District of Illinois regardless of the residences of any parties at the time of any dispute arising based upon the employment relationship expressed herein.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Agreement, the text shall control.
- C. This Agreement 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.
- D. This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement shall be binding upon and inure to the benefit of the ASSISTANT SUPERINTENDENT, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon, and inure to the benefit of the Board, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel. The Board has relied upon the advice and representation of counsel selected by it respecting the legal liabilities of the parties, if any. If the ASSISTANT SUPERINTENDENT decides to act without the advice of counsel or against the advice of his counsel, his conduct was voluntary and without threat or coercion.
- G. Except as may otherwise be provided, no subsequent alteration, change, or addition to this Agreement shall be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The Board retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject, however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. 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 shall be deemed removed herefrom, and the remainder of this Agreement shall continue to have its intended full force and effect.

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.

Assistant Superintendent for Human
Resources, Athletics and Safety

Dr. Anthony Brazouski

BOARD OF EDUCATION OF PROVISIO
TOWNSHIP HIGH SCHOOLS DISTRICT 209

BY:

President, Board of Education

ATTEST:

Secretary, Board of Education

Exhibit A
PROVISO TOWNSHIP HIGH SCHOOLS
POSITION JOB DESCRIPTION

POSITION TITLE: Assistant Superintendent for Human Resources, Safety and Athletics

REPORTS TO: Superintendent

EXEMPT/NON: Exempt/Administration/12 Months

SUMMARY:

The Assistant Superintendent for Human Resources, School Safety and Athletics is responsible for the development, organization and direction of the Human Resources, School Safety and Athletic departments. In addition, s/he is responsible for staffing/recruiting/orientation, compensation and benefits administration, employee relations, discussions/negotiations, grievance processing and training in areas related to personnel issues. The Assistant Superintendent for Human Resources, School Safety and Athletics is also responsible for reduction in force/reorganization/terminations, unemployment compensation, and compliance with all Human Resource Board Policies and Procedures. The Assistant Superintendent of Human Resources, Safety, and Athletics shall work collaboratively with Security Managers and Assistant Principals (Athletic Directors) in charge of athletics at each school to ensure a positive culture and climate as well as a state of the arts athletic program.

Essential Job Functions:

- Evaluates certified administrative and teaching staff.
- Provides leadership in planning, coordinating and implementing all human resources programs and processes for the district.
- Develop and utilize a process for building and programing enrollment projections to determine needed personnel to carry out the mission of the district.
- Develop, review and implement a systematic program for the assignment of all personnel across the district.
- Provide knowledge and leadership in the hiring of all district positions to ensure a fair process for all applicants and the highest possibility of hiring the best available candidates.
- Provide guidance and leadership in the establishment and implementation of all district human resources policies.
- Assist in the administration of the district's benefits policies.
- Develop and implement recruitment and retention programs for the district.
- Develop processes to evaluate and assess the effectiveness of the district's human resources policies including hiring procedures.

- Support and equip principals to be knowledgeable of the district's policies and collective bargaining agreements and their application to building working conditions.
- Provide leadership in collective bargaining and contract administration.
 - Administrate all aspects of the collective bargaining agreements.
 - Address educational and personnel issues in the collective bargaining agreements.
- Assist with staff development activities as they overlap with personnel and collective bargaining policies.
- Attend meetings of the Board of Education and attend other district and community committees, at the request of the Superintendent.
- Establish and maintain appropriate personnel records for all staff members, which include reports, transcripts, health documents, evaluations, contracts, and certifications.
- Serve as the district's Americans with Disabilities Act Coordinator and Affirmative Action Officer.
- Prepare required personnel reports for the Superintendent of Schools.
- Prepare and maintain statistical information on all personnel and submit the necessary reports to the Superintendent of Schools.
- Participate in the supervision and evaluation process of certified and non-certified staff.
- Create and monitor the induction process at the District level for all new hires.
- Monitor and communicate any changes in working conditions for all employees.
- Monitor unemployment claims.
- Serves as a complaint manager for the district.
- Assist building and district supervisors with determining staffing levels for professional and support staff.
- Stay informed of legislation and regulations that impact the human resources function.
- Determine and communicate security policies and procedures to Security Managers to ensure a safe and secure learning and working environment.
- Meet with Security Managers to conduct weekly walkthroughs in all three schools.
- Coordinate a district wide Climate Survey in all three schools.
- Meet monthly with Assistant Principals (Athletic Directors) from all three schools to create a plan to enhance the athletic departments.
- Attend district athletic events.
- Assist the Assistant Principals (Athletic Directors) with coordinating the districts' sports programs.
- Oversee, advise, and approve the athletic budget.
- Responsible for annual review of recommendations for changes in the athletic programs.
- Work with Assistant Principals (Athletic Directors) to recommend new ideas and departmental directions for the athletic programs tailored for the school.
- Responsible for providing a clear and consistent articulation for all athletic and physical education programming for the district.
- Evaluate all programs seeking to improve athletic/activities in the schools.
- Other duties as assigned.

Qualifications/Requirements:

The Assistant Superintendent for Human Resources, School Safety and Athletics evaluates both certified and non-certified staff. When required s/he will assume the duties of the Superintendent of Schools in their absence. To fulfill these requirements, the Assistant Superintendent is required to possess:

- A minimum of a Master's degree in education; Doctorate degree preferred.
- Previous experience as high school Principal preferred.
- Illinois Professional Educator License with a Superintendent endorsement.
- PERA training qualified for teacher and administrative evaluations.
- A minimum of 3 years of successful experience in human resources administration.

Note: This job description is designed to provide guidelines and direction for accomplishing goals and objectives. It covers the essential responsibilities and activities involved in the effective execution of this position. It is not all encompassing or all exhaustive.

The information contained in this job description is for compliance with the Americans with Disabilities Act (ADA) and is not an exhaustive list of the duties performed for this position. The individual currently holding this position may perform additional duties.

EXHIBIT B

PERFORMANCE GOALS AND INDICATORS FOR DR. ANTHONY BRAZOUSKI

Goal I: The Assistant Superintendent of Human Resources, Safety and Athletics shall be responsible for the improvement of student performance and academic achievement. The Assistant Superintendent will establish a relationship with local colleges in order to enhance post- secondary goals for all students. The Assistant Superintendent of Human Resources, Safety and Athletics for shall implement process to ensure that the evaluations of the District's Administrators and Non-Instructional staff provide useful feedback and targeted support which assists them in obtaining prescriptive, individualized support designed to assist growth.

The indicators of success for this goal shall be as follows:

1. An annual increase in the District-wide graduation rate of 1.5%. For purposes of this indicator, "graduation rate" shall be defined as set forth in 34 CFR §200.19(b)(1)-(9).
2. The Assistant Superintendent of Human Resources, Safety and Athletics will work with the Assistant Superintendent of Academics and Family Services to produce an annual examination of programs of study leading to an increased in industry certifications. For purposes of this indicator FY 19 data will be use as baseline data.
3. An annual increase of 50 points on the combined FY20 – FY21 SAT average score total from January 2020 and January 2021.
4. The Assistant Superintendent of Human Resources, Safety and Athletics will expand equity in Human Resource Administration, Safety and Athletics designed to deepen cultural awareness and equitable practices for all schools and departments.

Goal II: The Assistant Superintendent of Human Resources, Safety and Athletics shall be responsible for ensuring the financial stability and well-being of his Office and Departments and shall institute measures to ensure the efficient and efficient operation of the District.

The indicators of success for this goal shall be as follows:

1. The Assistant Superintendent of Human Resources, Safety and Athletics shall work collaboratively with the superintendent in order to develop and implement a five-year Financial Plan that adheres to a long-range financial outlook and shows a sustainable revenue/expense ratio over the life of the 5-year plan.
2. The Assistant Superintendent of Human Resources, Safety and Athletics will work on creating and maintaining balanced budgets to ensure that the district budget is responsibly and appropriately allocated and utilized each year in order to most effectively reach the educational goals of the District.
3. The Assistant Superintendent of Human Resources, Safety and Athletics will work with the Superintendent, Principals, and CFO and community in order to secure exemplary execution of the Facilities Master Plan.
4. The Assistant Superintendent of Human Resources, Safety and Athletics will work with the Assistant Superintendents and Principals to recruit and retain highly qualified and effective staff

throughout the year. For purposes of this indicator all instructional positions that are vacant for more than 45 days must be documented and shared with the Superintendent of Schools before October 15th, December 15th, March 15th, and May 15th.

5. The Assistant Superintendent of Human Resources, Safety and Athletics will develop a strategic plan for athletics with a minimum of three major milestones and five strategic initiatives per year.

Goal III: The Assistant Superintendent of Human Resources, Safety and Athletics shall implement programs and practices to empower families and the community to be engaged in dialogue, deliberation and collaborative thinking around common interests for the District's schools and for the development and implementation of ideas, programs and services that improve the District.

The indicators of success for this goal shall be:

1. The Assistant Superintendent of Human Resources, Safety and Athletics shall ensure alignment of District goals, objectives, strategies and initiatives among all stakeholders in order to increase capacity and engagement in the District designed to meet student needs and remove barriers to student success. This shall include, but not be limited to, working on articulation with foundational schools.

2. The Assistant Superintendent of Human Resources, Safety and Athletics will refine and implement a District-wide communication plan focus on human capital and non-instructional leadership designed to promote the District as a professional, responsive and well-managed organization dedicated to student achievement and articulation.

3. The Assistant Superintendent of Human Resources, Safety and Athletics will create a process for ensuring the utilization of School- Parent compacts to promote the required parent meetings, increased parental engagement at all three schools, and create a standard of care focus on customer care or legendary service.

Evaluation Rubric:

- **Student Achievement value: 30%**
- **Financial Goals value: 30%**
- **Collaboration value: 40%**