

PERFORMANCE-BASED SUPERINTENDENT'S CONTRACT
(July 1, 2026, through June 30, 2030)

THIS AGREEMENT is made by and between the Board of Education (the "Board") of Rock Island-Milan School District 41, Rock Island County, Illinois (the "School District") and Dr. Sharon Williams (the "Superintendent").

The Board and the Superintendent agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8 of *The Illinois School Code* (105 ILCS 5/10-23.8), the Superintendent is hereby employed as Superintendent of Schools of the School District under this contract for the period beginning July 1, 2026, and extending through June 30, 2030. The contract year under this contract is July 1 through the succeeding June 30 of each year.

This performance-based contract replaces the employment contract currently in effect between the Board and Superintendent as of the commencement date of this contract, above. In accordance with 105 ILCS 5/10-23.8, the Superintendent and Board confirm that the Superintendent met the goals and indicators of student performance and academic achievement in the previous contract.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT.** This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 13, a primary measure of the performance and effectiveness of the Superintendent each contract year shall be whether the Superintendent has accomplished the goals for that contract year and has made adequate progress toward completion

of the goals which are to be accomplished in a later contract year, as such goals are set by the Board in consultation with the Superintendent.

By June 30 of each contract year in consultation with the Superintendent, the Board will review and may revise, where it deems 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 Performance Goals," which shall be signed and dated by the Board President and the Superintendent and considered a part of this contract.

The Board and the Superintendent 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 the Superintendent also recognize that circumstances beyond the control of the Board and/or the Superintendent 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 the Superintendent, may modify or delete any of the goals as appropriate. The modified goals, if any, shall be signed and dated by the Board President and Secretary and placed in the Superintendent's personnel file. A copy shall also be given to the Superintendent.

3. **DUTIES.** The duties of the Superintendent shall be those duties prescribed by federal and state law and regulations and by the policies, regulations, job description and directions of the Board, all as may be amended or modified from time to time, and such duties as are reasonably incidental thereto.

4. **SALARY.** As compensation for the duties set forth in this contract, the Superintendent shall be paid an annual base salary each contract year beginning July 1, 2026, in

the amount of \$240,723. The salary shall be payable in equal installments in the same manner as the salaries of other twelve (12) month administrators in the School District are paid.

Each subsequent contract year, the Board, in its sole discretion after consultation with the Superintendent, shall establish the Superintendent's annual base salary, and adjust other benefits payable hereunder, based upon performance evaluation, without entering into a new contract or extending the term of this contract. In each subsequent contract year, the Superintendent's annual base salary shall include an increase of no less than the average percentage increase provided to licensed employees in their collective bargaining agreement over the Superintendent's annual base salary provided for in the immediately previous contract year. Moreover, the Superintendent's annual salary shall not be reduced, nor shall the benefits provided for in this contract be reduced from the immediately previous contract year, except as provided in paragraphs 9, 10 and 19 below.

5. **TRS CONTRIBUTION.** In addition to the salary and all other TRS creditable earnings provided for in this contract, the Board shall pick up and pay, on behalf of the Superintendent, all retirement contributions to the Illinois Teachers' Retirement System (TRS) as required by TRS under Section 16-152.1 of the Illinois Pension Code and the Teacher Health Insurance Security Fund (THIS); provided, however, if the current TRS required employee contribution rate decreases or if legislation is implemented that limits the Board's ability to fulfill its obligations in this paragraph, the Board shall pay the difference to the Superintendent as salary to the extent the Board's total cost for salary and pick up of the TRS contribution equals the Board's total cost before the TRS contribution rate decrease or relevant legislation. Although designated by the Illinois Pension Code 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 the

Superintendent. The Superintendent shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on the Superintendent's 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. The Parties acknowledge that the Superintendent may be subject to a pensionable earnings cap as a TRS Tier II employee. To achieve a cost-neutral impact of such cap, the Board shall make a non-elective contribution to the Superintendent's 403(b) plan in an amount equal to the money the Board would have paid to TRS for a Tier I employee under this paragraph on the TRS creditable earnings which exceed the Tier II cap. The payment shall be made in a single lump-sum payment no later than June 30 of each contract year.

6. **VACATION**. The Superintendent shall receive twenty-five (25) working days of paid vacation time for each contract year. Saturdays, Sundays and legal holidays when the offices of the District are closed shall not require the use of vacation days. Unless otherwise approved by the Board, all vacation must be used in the contract year for which vacation is granted or it shall be deemed lost, except for the 2026-2027, 2027-2028, and 2028-2029 contract years, the Superintendent may carry over up to ten (10) unused vacation days for use during the next contract year. Unless specified herein or otherwise approved by the Board, vacation which is not used during the contract year earned or carried over into shall not be compensated and any unused days shall be lost and not accumulated. If this contract is terminated during a contract year, vacation for that year which has not been used at the time of termination shall be compensated to the extent required by law and paid within thirty (30) days after the later of the Superintendent's last regular paycheck or last day of work so as to avoid the payment by the Board of any penalties to TRS. Payment shall be at the Superintendent's per diem rate of pay

using the then-current base salary and the per diem divisor applicable to licensed central office administrators. The Superintendent shall give prior notice to the Board President, or the Board Vice-President in the absence or unavailability of the President, before taking vacation. The Superintendent shall receive prior approval by the Board President, or in the President's absence or unavailability, by the Vice-President, before taking any vacation which is more than three (3) consecutive working days in length.

7. **SICK LEAVE AND DISABILITY.** The Superintendent shall be granted the same number of days of sick and personal leave days each contract year, and may accumulate unused sick leave days and convert unused personal leave days to sick leave, on the same basis as provided to teachers in the District. On the execution date of this Contract, the Superintendent shall receive a one-time grant of thirty (30) sick leave days in addition to the Superintendent's normal annual allotment.

Should the Superintendent 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 the Superintendent's employment upon thirty (30) days' written notice to the Superintendent 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 the Superintendent for any accumulated but unused sick leave at the Superintendent's then current per diem rate of pay, 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 sixty (60) days after termination. This sixty-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.

8. **MEDICAL EXAMINATION.** The Superintendent shall submit to a comprehensive health examination by no later than January 15 of each contract year. The examination shall be performed by doctor(s) approved by the Board and include tests deemed necessary by the doctor or required by the Board. Any cost in excess of SEVEN HUNDRED FIFTY AND NO/100 (\$750.00) DOLLARS must be approved in advance by the Board President. A report of the comprehensive health examination, generally describing the Superintendent's health and fitness to perform the duties of the superintendency, shall be presented to the Board, filed separately from the Superintendent's personnel file, and treated as confidential information by the Board.

The Superintendent 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.

9. **HEALTH BENEFITS PROGRAM.** The Board shall provide for the participation of the Superintendent and the Superintendent's immediate family in the Board's health, dental and vision insurance programs, as may be modified by the Board from time to time, on the same basis as provided to the Board's other licensed central office administrators.

10. **LIFE AND DISABILITY INSURANCE.** The Board, at its cost, shall provide the Superintendent with group term life insurance with a death benefit equivalent to the Superintendent's base annual salary set forth in paragraph 4 above, and with disability insurance, on the same basis as provided to licensed central office administrators, provided the Superintendent meets the ordinary requirements of the insurers. These insurance coverages may

be modified from time to time by the Board on the same basis as modified for the Board's other licensed central office administrators.

11. **RESIDENCY**. The Superintendent shall maintain residency in the School District for the duration of this contract, in order to satisfy the Board's expectation of the Superintendent's active participation in the affairs of the schools and the school community.

12. **LICENSURE**. The Superintendent shall furnish to the Board, before beginning employment under this contract, a valid and appropriate license to act as Superintendent of Schools. Such license shall be maintained in force at all times during the term of this contract.

13. **EVALUATION**. Annually, on or before June 1 of each contract year, the Board shall review with the Superintendent the Superintendent's progress toward meeting established goals and assess the working relationships among the Superintendent, the Board, the faculty, the staff, and the community; provided, however, in the last year of this contract, the review shall take place on or before January 31. An evaluation instrument selected by the Board, in consultation with the Superintendent, shall be used in the evaluation of the Superintendent's performance by the Board. The Board's obligations under this paragraph are contingent on the Superintendent providing notice of such obligations by April 1 of each contract year, except that in the last contract year notice shall be given by November 1.

The Board and the Superintendent shall also strive to conduct, if needed, a mid-year evaluation, as the business of the Board permits. The Superintendent shall initiate this informal evaluation in December of the first contract year and thereafter as established by the Board.

The Board may terminate, or not extend, the contract under any provision of this contract, even if the evaluations provided for in this paragraph have not occurred.

14. **OTHER WORK.** The Superintendent's full time, attention, and energy shall be devoted to the business of the School District and related professional activities. The Superintendent may teach university courses, seminars, or other professional growth activities; serve as a consultant to another district or educational agency for a short-term duration; lecture and engage in writing activities and speaking engagements; and undertake professional development activities leading to a formal degree or other recognition. The Superintendent shall not jeopardize the functioning of the School District by any significant absence for, or participation in, such professional activities. The Superintendent may participate in the foregoing activities for up to and including six (6) business days each contract year with notice to the Board President; any additional days must be approved in advance by the Board. Any compensation received by the Superintendent for such days which are normally work days for the Superintendent in the School District shall be turned over to the School District, unless otherwise approved by the Board.

15. **PROFESSIONAL MEMBERSHIPS AND ACTIVITIES.** The Superintendent is expected to attend appropriate professional meetings, and to belong to appropriate professional organizations, at the local, state, and national levels. The Board shall pay the costs of attendance at state and local professional meetings and for membership in the following professional organizations: the Illinois Association of School Administrators, the American Association of School Administrators, and the National Alliance of Black School Educators. Within budget constraints as approved by the Board, the cost of attendance at national professional meetings and membership in other professional organizations shall be paid by the Board.

16. **MEMBERSHIP IN CIVIC ORGANIZATIONS.** The Board shall pay the fees for the Superintendent's membership in local civic organizations as approved by the Board.

17. **AUTOMOBILE/TRAVEL EXPENSES.** The Board shall reimburse the Superintendent for automobile and other transportation costs on the same basis as for other certified licensed central office administrators and within the constraints established by the annual budget of the Board. In lieu of mileage for in-district travel, the Board shall pay a stipend of Five Hundred and No/100 Dollars (\$500.00) each month to the Superintendent.

18. **ELECTRONIC WORK AND COMMUNICATIONS EQUIPMENT AND SERVICE.** The Board shall provide and retain ownership of a laptop computer with appropriate data and broadband access services to facilitate the Superintendent's work and business communications. The Board, having determined that the Superintendent needs to be immediately reachable by the Board and other District administrators and staff in the event of emergencies outside normal work hours and/or when the Superintendent is away from the District, shall provide the Superintendent with a District cell phone for business use. The Superintendent's use of the laptop computer and the mobile telephone shall be subject to the Board's electronic network policy, except that personal use of the computer and the mobile telephone are permitted.

19. **BENEFITS.** The Superintendent shall be provided such additional benefits as are set forth in the Board's Benefit Summary for Administrators, if any, subject to modification from time to time in the Board's discretion. Additionally, the benefits provided for in this contract which reference the benefits for administrators or teachers may be modified from time to time in the Board's discretion on the same basis as modified for such administrators or teachers.

20. **TENURE.** By accepting this contract, the Superintendent waives any rights to tenure pursuant to Section 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time.

21. **TERMINATION FOR CAUSE AND NON-RENEWAL WITHOUT CAUSE.**

In the event the Board intends to terminate this contract before its expiration for good cause, the Board shall give the Superintendent written notice of such intention, together with a statement of the reasons for termination. Within ten (10) business days of receipt of such notice, the Superintendent may request in writing a hearing before the Board, which shall be in closed session. The Superintendent is entitled to a hearing if requested. 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 the Superintendent, the Board may suspend the Superintendent with or without pay in accordance with the Board's employee suspension policy, if any. At the conclusion of the hearing, the Board shall determine whether to terminate this contract and the Superintendent's employment.

In the event the Board or the Superintendent 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 in accordance with Section 10-21.4 of the Illinois School Code; provided, however, if the Superintendent 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 and requests notice by February 1 of the last year of this contract, then the date in the last year of this contract by which the Board shall give the Superintendent notice of such intention shall be February 1. Otherwise, the Superintendent shall notify the Board of its obligations by March 1, and Board shall give notice of intention not to renew this contract by April 1, of the last year of this contract. If the Superintendent timely gives notice of the Board's obligations and the Board then fails to give the Superintendent timely notice in accordance with this paragraph, this contract shall be automatically extended for one additional year as provided in Section 10-21.4, except that the

Superintendent may be assigned to another licensed administrative position. Otherwise, this contract shall terminate and not be extended.

22. **UNILATERAL TERMINATION BY BOARD OF EDUCATION.** The Board may, at its option, and by a minimum of sixty (60) days' notice to the Superintendent, unilaterally terminate this contract during its term without cause, no earlier than the close of the second contract year. In the event of such termination, the Board shall pay to the Superintendent an early termination benefit of the lesser of the amount of the base annual salary set forth in paragraph 4 above or the amount the Superintendent would have earned under paragraph 4 of this contract from the effective date of termination to the date of expiration of this contract as set forth in paragraph 1 above. The applicable amount shall be paid within thirty (30) days after the later of the Superintendent's last day of work or the last regular paycheck. The Board shall also provide, at its expense through COBRA, insurance coverage as provided under paragraph 9 for the Superintendent and eligible dependents for the lesser of one year from the effective date of termination, or from the effective date of termination to the date of expiration of this contract as set forth in paragraph 1 above, or such time as the Superintendent becomes eligible for insurance coverage for the Superintendent and eligible dependents from another employer.

23. **UNILATERAL TERMINATION BY THE SUPERINTENDENT.** The Superintendent may unilaterally terminate this contract during its term, subject to the following conditions. 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 second contract year, the Superintendent shall pay to the Board FIFTEEN THOUSAND AND NO/100 (\$15,000.00) DOLLARS, which relates to some of the aggregate costs to the Board of the search to obtain the Superintendent's successor and any interim replacement. In the event of unilateral termination

with less than one-hundred-eighty (180) days' notice, an effective date not at the end of the school year or an effective date earlier than the end of the second contract year, the Superintendent shall pay to the Board, as liquidated damages, THIRTY THOUSAND AND NO/100 (\$30,000.00) DOLLARS, which relates to much of the aggregate costs to the Board of the search to obtain the Superintendent's successor and any interim replacement. The payment of liquidated damages by the Superintendent under this paragraph shall be the Board's exclusive remedy for any claims of breach of this contract due to the Superintendent'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 the Superintendent for disability benefits from TRS.

24. **BACKGROUND INVESTIGATION.** This contract is contingent on completion, from time to time as required 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 Faith's Law and a DCFS, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Superintendent'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 the Superintendent.

25. **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, 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
Rock Island-Milan School District #41
Administrative Center
2000 7th Avenue
Rock Island, IL 61201

With a copy to: President, Board of Education
[at his or her last known home address]

If to the Superintendent: Dr. Sharon Williams
Rock Island-Milan School District #41
Administrative Center
2000 7th Avenue
Rock Island, IL 61201

With a copy to: Dr. Sharon Williams
[at the Superintendent's last known home address]

26. **MISCELLANEOUS.**

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

B. 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.

C. 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.

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

E. This contract contains all 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. No amendment of this contract shall be valid or binding on the parties unless it is in writing and executed by the Board and the Superintendent.

F. This contract shall be binding on the heirs, executors, and successors of the parties.

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,
ROCK ISLAND-MILAN SCHOOL
DISTRICT #41,
Rock Island County, Illinois

SUPERINTENDENT

By: _____
President


Dr. Sharon Williams

Attest: _____
Secretary

Dated: _____

Dated: 8/4/26

EXHIBIT 1
TO PERFORMANCE BASED SUPERINTENDENT'S CONTRACT
(July 1, 2026, through June 30, 2030)

SUPERINTENDENT GOALS AND INDICATORS

The superintendent will identify and implement strategic actions that involve all stakeholders in the process and are designed to achieve the following priorities aligned to the District's Strategic Plan.

Goal 1: We will provide all district team members with consistent, role-specific, ongoing professional learning and resources.

Indicator: Establish and measure a district-wide professional development plan.

Goal 2: We will provide high-quality instruction, resources, and targeted support.

Indicator: Year over year improvement in ELA, Math, Attendance and Graduation Rate.

Indicator: Maintain or improve the district's financial profile score.

Goal 3: We will foster clear and consistent communication with all school community members.

Indicator: Establish and measure the effectiveness of the district's communication tools.

Goal 4: We will build and maintain a community that supports all school community members.

Indicator: Establish and measure the effectiveness of the district's family and community engagement plan.

Goal 5: We will nurture relationships and connections with all school community members.

Indicator: Year over year improvement in 5Essentials scores and participation rates.