AGENDA FOR BOARD OF EDUCATION MEETING
COMMUNITY HIGH SCHOOL DISTRICT #154
HELD AT THE COMMUNITY HIGH SCHOOL DISTRICT #154 AT 7:00 PM
MONDAY, MAY 11, 2026

A. Call to Order

B. Introduction of Guests

C. Public Comments (3-5) minutes.

D. Consent Agenda

1. Read and approve the April 27, 2026, minutes of the regular and executive sessions.
2. Recommend approval of the SkillsUSA student to attend the National Competition in Atlanta, Georgia, on June 1–6, 2026.

E. New Business

1. Recommend approval of the personnel report as presented.

- Resignations
- Hires
- Leaves

2. Recommend a first reading of changes, additions, and deletions to Board Policy.
3. Recommend approval of Partnering for Prevention Contract.
4. Recommend placing the tentative amended FY2026 budget on display for thirty days for the public to view, starting May 27, 2026, at 7:45 am in the district conference room located at 110 Franks Road, Marengo, IL 60152, with the public hearing on said budget at 7:15 pm on the 29th of June at the same location.

F. Executive Session to discuss Litigation. 5 ILCS 120/2(c)(11), Student disciplinary cases. 5 ILCS 120/2(c)(9), Personnel 5 ILCS 120/2(c)(1). The purchase or lease of real property. 5 ILCS 120/2(c)(5)The setting of price for sale or lease of property owned by a public body. 5 ILCS 120/2(c)(6). Safety and Security 5 ILCS 120/2(c)(8).

G. Returned from Executive Session at

H. Recommend possible action as a result of executive session.

1. Recommend approval of Principal Jason Mullens' contract for FY26 through FY29, with an annual salary of $154,787.49 for the 2026-2027 contract year, $159,585.90 for the 2027-2028 contract year, and $164,533.07 for the 2028-2029 contract year.

I. Superintendent Report

- Upcoming Dates
  - May 13 — SIP day 11:25 am dismissal
  - May 20-22 — Finals
  - May 22 — Last day of school
  - May 31 — Graduation

- June 1 — Summer school session 1 begins

J. Adjournment

BOARD OF EDUCATION MEETING

Monday, April 27, 2026, 7:00 PM

Marengo Community High School District #154
110 Franks Road
Marengo, IL 60152

Jodie Kanaly: Present, Anthony Martin: Present, Farrah Ranzino: Absent, Candice Samuelson: Present, David Schultz: Absent, Shane Spring: Present, Todd Volkening: Present. Present: 5, Absent: 2.

Staff attendance: David Englebrecht, Superintendent; Danielle Rudsinski, Business Manager

A. Call to Order at 7:03 pm

B. Introduction of Guests

C. Public Comments (3-5) minutes.

D. Consent Agenda
Motion to approve the consent agenda items as presented. This motion, made by Jodie Kanaly and seconded by Anthony Martin, Carried.
Farrah Ranzino: Absent, David Schultz: Absent, Jodie Kanaly: Yea, Anthony Martin: Yea, Candice Samuelson: Yea, Shane Spring: Yea, Todd Volkening: Yea
Yea: 5, Nay: 0, Absent: 2

D.1. Read and approve the minutes of the regular and executive sessions of April 13, 2026

D.2. Read and approve the financial obligations of the District and Treasurer's report

D.3. Recommend acceptance of the John Swanson Trust, Kooi and Pingel Educational Loan Trust Summary Report, Union American Legion Scholarship, and Franks Family Fine Arts Fund of March 2026

David Schultz: Present. Present: 6, Absent: 1.

E. New Business

E.1. Motion to approve the adoption of the 2026-2027 annual schedule of regular meeting dates and times. This motion, made by Anthony Martin and seconded by David Schultz, Carried.
Farrah Ranzino: Absent, Jodie Kanaly: Yea, Anthony Martin: Yea, Candice Samuelson: Yea, David Schultz: Yea, Shane Spring: Yea, Todd Volkening: Yea
Yea: 6, Nay: 0, Absent: 1

E.2. Recommend approval of changes to the Parent/Student Handbook.
Motion to approve changes to the Parent/Student Handbook. This motion, made by Shane Spring and seconded by David Schultz, Carried.
Farrah Ranzino: Absent, Jodie Kanaly: Yea, Anthony Martin: Yea, Candice Samuelson: Yea, David Schultz: Yea, Shane Spring: Yea, Todd Volkening: Yea
Yea: 6, Nay: 0, Absent: 1

F. Executive Session to discuss Litigation. 5 ILCS 120/2(c)(11), Student disciplinary cases. 5 ILCS 120/2(c)(9), Personnel 5 ILCS 120/2(c)(1). The purchase or lease of real property. 5 ILCS 120/2(c)(5)The setting of price for sale or lease of property owned by a public body. 5 ILCS 120/2(c)(6). Safety and Security 5 ILCS 120/2(c)(8).
Motion to go into Executive Session at 8:07 pm. This motion, made by Shane Spring and seconded by Candice Samuelson, Carried.
Farrah Ranzino: Absent, Jodie Kanaly: Yea, Anthony Martin: Yea, Candice Samuelson: Yea, David Schultz: Yea, Shane Spring: Yea, Todd Volkening: Yea
Yea: 6, Nay: 0, Absent: 1

G. Returned from Executive Session at 8:10 pm

H. Recommend possible action as a result of the executive session.

I. Superintendent Report

Graduation Attendance of Board Members

J. Adjournment at 8:50 pm

Signed:

_____ _____

Todd Volkening, President Jodie Kanaly, Secretary

To: Board of Education

From: Vince Long

Date: May 11, 2026

RE: SkillsUSA National Competition - Atlanta, Georgia

Below is the request for the multiple overnight stays for the SkillsUSA National competition

Students: 2 students from Mr. Long's Auto Refinishing class Staff: Vince Long

Trip Dates: June 1 through June 6, 2026

Rooms: 2 rooms: 1 for students, 1 for Vince Long

Meals: Meals will be covered by the District. Meal reimbursement is based upon verifiable receipts with an allowance up to $15.00 per meal, not to exceed $40.00 Per Diem. Overages paid by the SkillsUSA activity account.

Airfare: 1 student and Mr. Long's airfare paid by the District. 2nd student will cover his own airfare as he is only observing the competition.

Transportation: One support van to/from the airport provided by the District transportation.

A student from MCHS qualified for the SkillsUSA National competition in Atlanta, Georgia, after securing first place at the state conference held in Peoria, Illinois, in April 2026. SkillsUSA gives students a platform to demonstrate the expertise they've gained through Career and Technical Education (CTE) programs in a practical, hands-on setting. The competition not only shows their technical skills but also encourages leadership, healthy competition, and pride in their craft. Each event is crafted and judged by industry experts, giving participants valuable exposure and professional insight. For students exploring careers in their chosen fields, this experience offers real-world opportunities that extend far beyond the traditional classroom environment.

We thank you for your consideration of this event.

Vince Long, Carrie Martin, Dan Schirmer

MCHS CTE Teachers

POLICY #	REFERENCE	ACTION	TITLE 5/11/26	READING	Assigned to
2:140-E	March, 2026	Update	Guidance for Board Member Communications, Including Email Use	05/11/2026	Jodie
2:150-AP	March, 2026	Update	Superintendent Committees	05/11/2026	Jodie
2:200	March, 2026	Update	Types of School Board Meetings	05/11/2026	Jodie
2:200-AP	March, 2026	Update	Types of School Board Meetings	05/11/2026	Jodie
2:220	March, 2026	Update	School Board Meeting Procedure	05/11/2026	Jodie
2:250	March, 2026	Update	Access to District Public Records	05/11/2026	Jodie
2:250-AP1	March, 2026	Update	Access to and Copying of District Public Records	05/11/2026	Jodie
2:250-AP2	March, 2026	Update	Protocols for Record Preservation and Development of Retention Schedules	05/11/2026	Jodie
2:250-E2	March, 2026	Update	Immediately Available District Public Records and Web-Posted Reports and Records	05/11/2026	Jodie
2:260	March, 2026	Update	Uniform Grievance Procedure	05/11/2026	Tony
2:265	March, 2026	Update	Title IX Grievance Procedure	05/11/2026	Tony
4:40	March, 2026	Update	Incurring Debt	05/11/2026	Tony
4:140-E4	March, 2026	Update	Resolution to Increase Driver Education Fees	05/11/2026	Tony
4:165	March, 2026	Update	Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors	05/11/2026	Tony
4:170-AP6, E2	March, 2026	Update	Notification to Staff and Parents/Guardians of CPR and AED Video	05/11/2026	Tony
5:30	March, 2026	Update	Hiring Process and Criteria	05/11/2026	Tony
5:30-AP1	March, 2026	Update	Interview Questions	05/11/2026	Tony
5:30-AP2	March, 2026	Update	Investigations	05/11/2026	Tony
5:30-AP2, E1	March, 2026	Update	Notice of Preliminary Hiring Decision Based on Conviction Record	05/11/2026	Tony
5:30-AP2, E2	March, 2026	Update	Notice of Final Hiring Decision Based on Conviction Record	05/11/2026	Tony
5:50	March, 2026	Update	Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition	05/11/2026	Farrah
5:90-AP1	March, 2026	Update	Coordination with Children’s Advocacy Center	05/11/2026	Farrah
5:250	March, 2026	Update	Leaves of Absence	05/11/2026	Farrah
5:330	March, 2026	Update	Sick Days, Vacation, Holidays, and Leaves	05/11/2026	Farrah
6:20-AP	March, 2026	Update	Remote and/or Blended Remote Learning Day Plan(s)	05/11/2026	Farrah
6:50	March, 2026	Update	School Wellness	05/11/2026	Farrah
6:65	March, 2026	Update	Student Social and Emotional Development	05/11/2026	Candice
6:100	March, 2026	Update	Using Animals in the Educational Program	05/11/2026	Candice
6:100-AP	March, 2026	Update	Dissection of Animals	05/11/2026	Candice
6:100-E1	March, 2026	Update	AP-SubstiGuidelines and Application for Using Animals in School Facilities for Educational Purposestute Teachers	05/11/2026	Candice
6:100-E2	March, 2026	Update	Student Permission for Exposure to Animals	05/11/2026	Candice
6:145	March, 2026	Update	Migrant Students	05/11/2026	Candice

POLICY #	REFERENCE	ACTION	TITLE 5/11/26	READING	
6:170	March, 2026	Update	Title I Programs	05/11/2026	Candice
6:170-AP1	March, 2026	Update	Checklist for Development, Implementation, and Maintenance of Parent and Family Engagement Compacts for Title I Programs	05/11/2026	Candice
6:170-AP1, E1	March, 2026	Renamed	District-Level Parent and Family Engagement Plan ~~Compact~~	05/11/2026	Candice
6:170-AP1, E2	March, 2026	Renamed	School-Level Parent and Family Engagement Plan ~~Compact~~	05/11/2026	Candice
6:170-AP2	March, 2026	Reformatted	Notice to Parents Required by Elementary and Secondary Education, McKinney-Vento Homeless Assistance, and Protection of Pupil Rights Laws	05/11/2026	Candice
6:180	March, 2026	Update	Extended Instructional Programs	05/11/2026	Candice
6:235-AP1, E1	March, 2026	Update	Student Authorization for Access to the District's Electronic Networks	05/11/2026	David
6:235-AP1, E2	March, 2026	Update	Staff Authorization for Access to the District's Electronic Networks	05/11/2026	David
6:235-AP2	March, 2026	Update	Web Publishing Guidelines	05/11/2026	David
6:235-E3	March, 2026	Update	Online Privacy Statement	05/11/2026	David
7:20	March, 2026	Update	Harassment of Students Prohibited	05/11/2026	David
7:50	March, 2026	Update	School Admissions and Student Transfers To and From Non-District Schools	05/11/2026	David
7:100	March, 2026	Update	Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students	05/11/2026	David
7:185	March, 2026	Update	Teen Dating Violence Prohibited	05/11/2026	David
7:190-E2	March, 2026	Update	Student Handbook Checklist	05/11/2026	David
7:220	March, 2026	Update	Bus Conduct	05/11/2026	Shane
7:230	March, 2026	Update	Misconduct by Students with Disabilities	05/11/2026	Shane
7:240	March, 2026	Update	Conduct Code for Participants in Extracurricular Activities	05/11/2026	Shane
7:240-AP2, E1	March, 2026	Update	Consent to Participate in Extracurricular Drug and Alcohol Testing Program	05/11/2026	Shane
7:260	March, 2026	Update	Exemption from Physical Education	05/11/2026	Shane
7:280	March, 2026	Update	Communicable and Chronic Infectious Diseases	05/11/2026	Shane
7:285-AP,	March, 2026	Update	Anaphylaxis Prevention, Response, and Management Program	05/11/2026	Shane
7:300	March, 2026	NEW	Extracurricular Athletics	05/11/2026	Todd
7:300-E2	March, 2026	Update	Certificate of Physical Fitness for Participation in Athletics	05/11/2026	Todd
7:305-AP	March, 2026	Update	Program for Managing Student Athlete Concussions and Head Injuries	05/11/2026	Todd
7:340-AP1	March, 2026	Update	School Student Records	05/11/2026	Todd
7:340-AP1, E1	March, 2026	Update	Notice to Parents/Guardians and Students of Their Rights Concerning a Student's School Records	05/11/2026	Todd
7:340-AP1, E3	March, 2026	Update	Letter to Parents and Eligible Students Concerning Military Recruiters and Postsecondary Institutions Receiving Student Directory Information	05/11/2026	Todd
7:340-AP1, E4	March, 2026	Update	Frequently Asked Questions Regarding Military Recruiter Access to Students and Student Information	05/11/2026	Todd
8:90	March, 2026	Update	Parent Organizations and Booster Clubs	05/11/2026	Todd

AGREEMENT

This Agreement is entered into this _1st_ day of July, 2026 by and between Partnering for Prevention, LLC, ("PFP"), an Illinois limited liability company, and its sole owner, Dawn Schoen, and Marengo Community High School District 154 (Marengo CHSD 154), ("the School").

RECITALS

Whereas, the School seeks to provide students at Marengo Community High School District 154, an alternative to expulsion for certain drug related offenses, and to offer students and families effective drug and alcohol prevention and assessment, intervention, treatment, and referral services; and

Whereas, PFP is a provider of drug and alcohol abuse prevention and treatment services and employs Dawn Schoen, a certified alcohol and drug counselor ("CADC") with 28 years of experience in addressing substance abuse prevention and treatment issues; and

Whereas, the School desires to have PFP provide drug and alcohol abuse prevention and treatment services to the School and its students;

Now therefore, in consideration of the mutual promises and covenants contained herein, the Parties agree as follows:

1. **Scope of Services**. PFP will make available the services of Schoen from July 1, 2026 through June 30, 2027 as follows:

-up to 11 hours per week at Marengo Community High School District 154 (located at 110 Franks Road, Marengo, IL 60152) – Mondays 10am to 4pm & Wednesdays or Fridays 8am-noon or 10-2pm based on client (student) schedule needs

-up to 5 hours per week at PFP Office (located at 453 Coventry Lane, Ste 103, Crystal Lake, IL 60014) – Days and times to be determined by need

-PFP will also provide services outside of these days/hours and/or at different locations as indicated and when available, including telehealth services

Services will be delivered up to 16 hours per week while school is in session and up to 9 hours per week when school is not in session (Summer, Winter and Spring break). A total of 691 hours will be used to address the needs of the school. The number of hours and/or specific days each week can change and/or be flexible to meet the needs when indicated and agreed upon by PFP. Schoen will communicate with the school if she will not be available during any given week (illness, vacation, etc). Delivery of services, In-person vs Telehealth, will be at the discretion of Schoen.

If a barrier of obtaining mental health counseling services arises for current MCHS students whom are also PFP clients, with priority given if it impacts the MCHS students ability to establish and/or maintain sobriety as a result of the untreated mental health symptoms, PFP can subcontract with an Illinois Licensed Clinical Professional Counselor (LCPC) to provide these services for up to 3 hours per week while the MCHS student is a PFP client. The delivery of these mental health counseling services (in person at the school, in person at their office or virtually) will be at the discretion of Schoen and the LCPC providing services.

Services by Schoen to be provided include but are not limited to: assessment, intervention, therapy sessions (individual and/or family), consultation, drug screening and clinical documentation. Additional services (ie. consultation, groups, a wellness center, prevention-based programming, gathering and reporting of statistics) will be provided as requested by the School when time allows. Consultation and planning services as arranged between the administration and PFP can take place at any time during the length of this Agreement at the request of the School or PFP.

The clinical services provided by PFP are strictly to assess substance abuse symptoms and provide short and/or long-term intervention or level 1 treatment according to ASAM Criteria and Levels of Care; this will include referral with linkage to a higher level of care when indicated. Additionally, PFP will provide statistics to the school as requested on the number of students that accessed the services along with the outcome of services.

2. **Qualifications of Service Provider**. All services provided by PFP under this Agreement shall be provided by Dawn Schoen, who is a CADC in good standing and who has passed a criminal background check.

3. **Compensation**. PFP will be compensated as follows:

1. 691 hours at $99.00 per hour. This includes, but is not limited to, time spent providing the services set forth in Paragraph 1.
2. Drug Screening: Drug screening testing will be determined and administered based on client need utilizing the following options with said associated expense to the school:

- Clinical laboratory Testing Services – SAP – 9-20, W/OPI, MDMA5, EXPBZ, TS: $67.00
- Clinical laboratory Testing Services – SAP 10-20, W/OPI, MDMA5, EXPBZ, TS: $67.00
- Clinical laboratory Testing Services – MSAP9-20-A+6A/MDA/FN: $67.00
- Clinical laboratory Testing Services – SYNTHETIC STIMULANTS: $67.00
- Clinical laboratory Testing Services – SYNTHETIC CANNABINOIDS II or III: $67.00
- Clinical laboratory Testing Services – POC0040 OED A150 Saliva Alcohol Kit: $31.00
- Clinical laboratory Testing Services – Anabolic Steroids Expand (21791N): $115.00
- Clinical laboratory Testing Services – LSD Screen $103.00
- Clinical laboratory Testing Services – LSD confirmation $113.00 (only to be charged if LSD screen is positive)

The School shall only pay for drug screens used during treatment services or as requested. Drug Screening that takes place at the school or at PFP office will do so within the hours allotted per week. The school will be billed separately for the drug screen itself at the rate indicated above. Drug Screening that takes at the Quest Diagnostic Lab will be billed only for the drug screen itself at the rate indicated above. PFP will bill the school monthly for said completed drug screens.

The total compensation for services shall not exceed $68,409.00 for the school year without written approval from the administration of the school. Drug Screen expenses will be billed as indicated above in addition to the compensation billed for services.

4. **Billing**. Compensation for services will be equally distributed over the 12 month agreement period and billed as such. PFP will bill the School on the first day of each month in the amount of $5,700.75 for services. Each month will also include any drug screening that was completed in the prior month. Drug screening for the month of June 2027 will be billed on June 30, 2027. Payment is due to PFP within 30 days of invoice date. Any outstanding balances beyond 30 days will incur 1.8% interest per month compounded per month.

5. **Term**. This Agreement shall be effective July 1, 2026 – June 30, 2027 unless earlier terminated in accordance with Section 6.

6. **Termination**. In the event Schoen loses her CADC certification, the Agreement shall terminate immediately. Further, either party shall have the right to terminate this Agreement at any time upon 120 days' written notice to the other party.

7. **Schoen Status**. Schoen is an employee of PFP and as such shall not be entitled to any rights and privileges established for employees of the School such as salary, vacation, sick leave with pay, paid days off, or any benefits offered to school employees. Nor shall she be entitled to severance pay or unemployment compensation upon termination of this Agreement. PFP enters into this Agreement as an independent contractor only, and the parties acknowledge that neither PFP nor Schoen is a representative, agent, official, or employee of the School. Nothing in this Agreement shall be construed to create a joint venture between PFP and the School.

8. **Responsibilities of the School**. To facilitate the services by PFP, the School shall:

a. The School will advise students of the services available and make appropriate referrals. Available services shall be limited to students of Marengo Community High School District 154. Priority shall be given to students facing expulsion for certain drug offenses, who have elected to undergo drug and alcohol abuse treatment services as part of a Student Behavior Contract in lieu of receiving a recommendation of expulsion, pursuant to applicable School disciplinary policies and procedures. In the School's discretion, it may also refer students for services in non-disciplinary circumstances. Under Illinois law, students seeking services for alcohol or drug abuse as result of their behavior or of a family member, are entitled to an unlimited number of services without parental consent or permission. PFP will obtain parental consent/permission when it is indicated to be in the best interest of the student. Notwithstanding the foregoing, parental consent for services shall be required for any student receiving services pursuant to a Student Behavior Contract.

b. Provide information on each student as requested so to provide services, subject to the Illinois School Student Records Act, the Family Educational Rights and Privacy Act, or other State or federal laws pertaining to the confidentiality of student records.

c. Provide an appropriate space for Schoen to see students and a locked file cabinet/drawer for her to use in each space. Additionally, Schoen shall have access to a district network connection for internet computer use, use of the telephone, fax, and copier as needed. All access to School networks and devices shall be subject to the School's Internet Acceptable Use Policy, as well as any other policy regarding the use of electronic networks and devices.

d. Share Illinois Youth Survey data and other data relevant to programming and services completed. With the School's written consent PFP can release data.

e. Provide Schoen with a detailed written list of what statistics/information she is to track during course of this Agreement.

f. If desired, assist in the construction of identified outcomes and tools which will be used to evaluate if treatment will be considered successful/unsuccessful.

9. **Confidentiality**. All records generated by PFP in providing services to the School shall belong to PFP. PFP and Schoen shall comply with all state and federal laws, including 42 CFR Part 2, and other laws related to confidentiality of student records, including, but not limited to, the Illinois School Student Records Act, the Family Educational Rights and Privacy Act, and the Illinois Mental Health and Developmental Disabilities Confidentiality Act. In addition, and without regard to the foregoing, the parties agree that information will not be disseminated to the school unless a valid release exists allowing disclosure and PFP and Schoen will not share specific information regarding the counseling of students without the student's written consent, except in an emergency situation. The student and their family will sign an Authorization for Release of Information to allow PFP to inform the School if a student fails to complete any services as may be required by a Student Behavior Contract, or in any way violates the terms of the Student Behavior Contract.

10. **Student Mental Health Problems or Crisis Situation**. Students who exhibit mental health concerns will be referred to the Schools Student Services Team and/or a mental health therapist. Any crisis situation with a student that arises while services are being provided at the school will be referred to the Schools Student Services Team or to a school administrator if a member of the Schools Student Services Team is not available.

11. **Professional Liability Insurance**. Prior to performing any services, PFP will provide to the school verification of its professional liability coverage in an amount of not less than $1,000,000 per occurrence and $1,000,000 annual aggregate which will cover the services PFP provides to the School. The School will indemnify, defend, and hold PFP and Schoen harmless as a result of any claim brought that was due to the negligence or omission of the school or any of its employees or agents. PFP will indemnify, defend, and hold the School harmless from any claim brought due to the negligence or omission of PFP or its employees. PFP will indemnify, defend, and hold harmless the School from any claim arising out of the performance of services to parents and guardians of students pursuant to paragraph 13 of this Agreement.

12. **Notices**. All notices shall be in writing and sent by mail or email to:

Partnering for Prevention, LLC
Dawn Schoen
801 W. Algonquin Rd. #7094
Algonquin, IL 60102
dawn@partneringforprevention.net

Marengo CHSD 154
Att: Jay Mullens
110 Franks Road
Marengo, IL 60152
email: mullensj@mchs154.org

13. **Additional Services**. In addition to those services provided for herein, PFP shall provide drug screening services to students whose parents or guardians request such services privately or in response to disciplinary action due to drug offenses. Such services will be provided at the parent or guardian's sole cost and expense, and PFP shall bill the parents or guardians directly for such costs and expense. The School shall have no obligation to pay for such services and shall not be liable for the results. The School may provide financial assistance in situations where the student qualifies for such. Parents or guardians will have the option to obtain drug screening services through PFP, completed at a Quest Diagnostic location, at PFP office, Crystal Lake location, or at Marengo CHSD 154, for the following fee as indicated:

- Clinical laboratory Testing Services – SAP – 9-20, OPI, MDMA5, EXPBZ, TS: $67.00
- Clinical laboratory Testing Services – SAP 10-20, W/OPI, MDMA5, EXPBZ, TS: $67.00
- Clinical laboratory Testing Services – MSAP9-20-A+6A/MDA/FN: $67.00
- Clinical laboratory Testing Services – SYNTHETIC STIMULANTS: $67.00
- Clinical laboratory Testing Services – SYNTHETIC CANNABINOIDS ll or lll: $67.00
- Clinical laboratory Testing Services – POC0040 OED A150 Saliva Alcohol Kit: $31.00
- Clinical laboratory Testing Services – Anabolic Steroids Expand (21791N): $129.00
- Clinical laboratory Testing Services – LSD Screen $103.00
- Clinical laboratory Testing Services – LSD confirmation $113.00 (only to be charged if LSD screen is positive)

(Note: SYNTHETIC STIMULANTS and/or SYNTHETIC CANNABINOIDS ll or lll completed in addition to a MSAP9-20-A+6/MDA/FN, SAP – 9-20, OPI, MDMA, EXPBZ, TS, or SAP 10-20, W/OPI, MDMA5, EXPBZ, TS will be added for the fee of $52.00 each to the testing fee).

All drug screening completed as outlined above will be subject to a Drug Screen Intake Session fee of $125.00. This session is to review Informed Consent, obtain signed Releases of Information, and collect information necessary to complete drug screen. Intake session fee includes follow up contact to provide drug screen results to client/client guardian. PFP utilizes Quest Diagnostics for all drug screen testing. Should said lab change, PFP will notify the School.

14. **Complete Agreement**. This Agreement which is incorporated herein and made a part hereof, reflects the complete agreement of the Parties related to the services of PFP and Schoen. The Agreement may only be modified in writing and signed by both Parties. It is not assignable and is enforceable under the laws of the State of Illinois in the Circuit Court of McHenry County, Illinois.

Executed this ___ day of April, 2026.

Partnering for Prevention, LLC: _____ _____ _____
Authorized Representative Title Date Signed

Marengo CHSD 154: _____ _____ _____
Authorized Representative Title Date Signed

Marengo CHSD 154: _____ _____ _____
Authorized Representative Title Date Signed

COMMUNITY HIGH SCHOOL
MARENGO, ILLINOIS
Principal
JASON R. MULLENS
2026-2029

This Agreement made this 11th day of May, 2026, between the Board of Education of Marengo Community High School District No. 154, McHenry County, Illinois, hereinafter referred to as the "Board," and **Jason Mullens**, hereinafter referred to as the "Principal," ratified at the meeting of the Board on May 11, 2026, and found in the minutes of the meeting.

IT IS AGREED:

1. EMPLOYMENT – The Principal is hereby hired and retained from July 1, 2026, to June 30, 2029 (twelve months each year), as Principal of Schools for Marengo Community High School District No. 154, McHenry County, Illinois, and hereby accepts employment upon the terms and conditions hereinafter set forth.

2. DUTIES – The Principal, in consideration of his election by the Board, hereby promises and agrees to devote his time, energy, skill, and ability to assist with the management, direction, and operation of School District #154 and to the approval of the Board. The Principal's duties are as follows:

    a. To help provide leadership in the ongoing development and improvement of the district's School Improvement Plan, discipline, and attendance programs.
    b. To establish and maintain an effective learning climate in the school.
    c. To attend no less than 12 school board meetings in addition to school board meetings where the Principal's attendance is required due to the nature of the meeting.
    d. To evaluate certified and non-certified faculty and staff in accordance with the law, the collective bargaining agreement, the evaluation plan, and Board policy.
    e. To help establish guidelines for proper student conduct and to supervise student conduct within the school.
    f. To provide for general supervision throughout the building.
    g. To provide for supervision at extra-curricular events as needed.
    h. To recommend to the Superintendent the selection, retention, dismissal of, and the direction and assignment of teachers and other employees of the School District under his supervision.
    i. To organize and direct the administrative and supervisory staff under his supervision.
    j. To make recommendations to the Superintendent concerning material and courses of study.
    k. To recommend to the Superintendent rules, regulations, and procedures deemed necessary for the welfare of the School District.
    l. As listed in the job description. Other duties that may be assigned by the board or the Superintendent.

3. SALARY – The Principal's annual salary shall be no less than $154,787.49 for the 2026-2027 contract year, $159,585.90 for the 2027-2028 contract year, and

$164,533.07 for the 2028-2029 contract year.

The Principal hereby agrees to devote such time, skill, labor, and attention to his employment, during the term of this Agreement, except as otherwise provided in this Agreement, and to perform the duties of the Principal for this District faithfully as outlined in this Agreement. The annual salary shall be paid in equal installments in accordance with the Board's policy governing payment of salary to other certificated members of the professional staff, beginning July 1, 2026, and ending June 30, 2029.

During each year for the term of this Agreement, the gross salary of the Principal may be increased at the sole discretion of the Board over the previous year's gross salary amount, but in no case shall such salary and benefits be less than the Principal's salary and benefits for the preceding contract year. Any increase in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new arrangement with Principal nor that the termination date of this Agreement has been in any way extended. The Board and the Principal, however, may enter into subsequent agreements or extensions of this Agreement for additional periods of time if both agree and said agreement is reduced to writing.

4. TEACHER RETIREMENT CONTRIBUTION – In addition to the annual salary stated herein, the Board shall pick up and pay on the Principal's behalf, the Principal's entire member contribution to the Illinois Teachers' Retirement System (TRS). The Principal is responsible for 100% of the THIS Member contribution. The District is responsible for 100% of the THIS Employer contribution.

The Principal does not have any right of claim to said amount except as it may become available at the time of retirement or resignation from the State of Illinois Teachers' Retirement System. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois Teachers' Retirement System, and those contributions are made as a condition of employment to secure the Principal's future services, knowledge, and experience.

The Principal shall not receive a TRS creditable earnings increase in excess of that allowed by law in the last 4 years of employment or any creditable earnings increase that requires the Board to pay an additional contribution or penalty to the TRS.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each party will be responsible for any miscalculations for which it is legally responsible without indemnification or any other recourse from the other party. That is, if it is subsequently determined that the Principal should have paid taxes on any portion of the contribution limit for which he did not pay

taxes, the interest and penalties are the Principal's responsibility alone. If the Board is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution limit, those penalties are the Board's responsibility alone. Both the Board and the Principal expressly waive the right to seek indemnification or reimbursement from the other as a result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the Principal owes more taxes, he has no right to seek additional sums from the Board.

5. DEFERRED COMPENSATION – The Principal may elect that a portion of salary to be paid by the Board may be used to purchase a tax-sheltered annuity pursuant to Section 403(b) of the Internal Revenue Code of 1986, as amended, or a TRS Supplemental Savings Plan 457(b) in accordance with applicable law. It is understood and agreed that the cost of the purchase of the annuity shall be deducted from the Principal's annual salary and shall not require an expenditure of funds by the Board above the amount paid in the form of salary.

6. WAIVER OF TENURE – By accepting this Agreement, the Principal waives any rights pursuant to Section 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time.

7. EVALUATION - STUDENT PERFORMANCE AND ACADEMIC AGREEMENT The Superintendent shall annually discuss and evaluate their working relationship, rapport, and understanding. By March 1 of each year of the Agreement, the Superintendent shall provide a written evaluation of the performance of the Principal. After such evaluation, the parties shall schedule a meeting to review the evaluation and determine, if necessary, the terms and conditions of the continued future employment of the Principal, including annual salary for the next subsequent year of the Agreement. This Agreement is performance-based, and as a result, annually, the Principal, with the assistance of the administrative team, shall:

   a. Evaluate student performance, which shall include, but not be limited to, student performance on standardized tests such as performance on the state assessments and related local assessments;

   b. Review the curriculum and instructional services of the District;

   c. Review annually the student attendance and student discipline status as related to overall school climate; and

   d. Report to the Board on his findings as to (i) student performance, and (ii) recommendations, if any, for curriculum or instructional changes as a result of his evaluation of student performance, and (iii) report the analysis of student attendance and discipline conditions as related to the District.

8. LICENSURE – The Principal shall furnish to the Board during the term of this Agreement a valid and appropriate licensure to act as Principal in accordance with the laws of the State of Illinois and as directed by the Board. A General Administrative Endorsement shall be required.

9. OTHER WORK – The Principal shall devote his time, attention, and energy to the business of the School District and related professional activities. With approval of the Board, the Principal may attend university courses, seminars, other professional growth activities, lectures, and engage in writing activities and speaking engagements ("Engagements"). The Principal may not jeopardize the functioning of the School District by any length and conspicuous absence for such professional activities. In the event the Principal receives remuneration for Engagements, the Principal shall be required to use the allocated paid vacation days to attend each day of engagements unrelated to his duties as Principal.

10. DISCHARGE FOR CAUSE – Throughout the term of this Agreement, the Principal shall be subject to discharge for good cause, provided, however, that the Board does not arbitrarily or capriciously call for dismissal and that the Principal shall have the right to service of written charges, notice of hearing, and a fair hearing with all rights of due process under law before an independent hearing officer selected by the parties herein following the procedure provided to certified teachers under the Illinois Teachers' Tenure Laws in executive session with any final decision to be made by the Board in any such matter. If the Principal chooses to be accompanied by legal counsel at such hearing, the Principal shall pay all such personal legal expenses. Any failure to comply with the terms and conditions of this Agreement after written notice of any such failure to comply and a reasonable opportunity to correct the failure shall also be sufficient cause for the purpose of discharge as provided in this Agreement. This provision shall not be construed to limit in any way the Principal's right to review of the Board's action in any applicable state or federal court or other administrative forum.

11. DISABILITY – Should the Principal be permanently incapable of performing the duties and obligations covenanted herein by reason of personal illness, accident or other disability, and such disability is continuous for a period of time in excess of accumulated sick leave and vacation benefits due and owing the Principal, then the Board shall continue the Principal's full pay for a period of ninety (90) days after the exhaustion of said benefits. The Board may, after receipt of advice from such physician or physicians as it may reasonably require, temporarily relieve the Principal from duties during his illness or incapacity in accordance with applicable law.

    The Board may require the Principal to submit to a physical examination in accordance with applicable law. Such examination shall be performed by a physician chosen by the Board and paid for by the Board. The Principal may request and receive a hearing before the Board prior to any duties being removed from him for reasons of temporary illness or incapacity.

12. RENEWAL OF CONTRACT – Notice of intent not to renew this Agreement shall be given to the Principal by the Board by March 1 of the year in which the Agreement expires. Said notice shall be in writing and state the specific reason(s)

for non-renewal. Failure of the Board to provide timely notice of non-renewal shall extend this Agreement for one (1) additional year.

13. TERMINATION BY AGREEMENT – During the term of this Agreement, the Board and Principal may mutually agree, in writing, to terminate this Agreement.

14. PROFESSIONAL ACTIVITIES – The Principal shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, as approved by the Superintendent and Board of Education, the Board shall pay such costs of attendance.

15. MEMBERSHIPS - The board shall pay the annual cost of the Principal's membership dues to the Association for Supervision and Curriculum Development, Illinois Principal Association, and other appropriate memberships as approved by the board. Additional Board-paid memberships shall be brought to the Superintendent for approval.

16. TUITION REIMBURSEMENT – Administrative personnel who are working toward an advanced degree or certification beyond the Masters will receive tuition reimbursement. The rate will be determined by the Aurora University per credit hour rate, not including fees, and will include one required textbook per course if the book is given to MCHS upon completion of the course. This rate will be set by September 1st of the initial contract year and remain throughout the duration of the current contract. The Superintendent must be given information that demonstrates that the individual is following a planned course leading to a master's degree. Reimbursement for graduate coursework will be limited to a total of 8 credit hours per fiscal year.

    The principal must complete a minimum of three years of service with the district after receiving reimbursement for coursework.

    a. If the principal completes only one year of service after receiving reimbursement for coursework will reimburse the district 100% of the total cost.
    b. If the principal completes only two years of service after receiving reimbursement for coursework will reimburse the district 50% of the total cost.

17. BREACH OF AGREEMENT – Failure by the Principal to fulfill the obligations outlined in this Agreement shall be considered to be a violation of the Administrator's Code of Ethics and may be reported by the Board to the appropriate state and national associations of school administrators and state educational authorities.

18. VACATION AND LEGAL HOLIDAYS – The Principal shall receive twenty (20) calendar days of vacation annually, exclusive of legal and school holidays as recognized by the Board. If the Principal wishes to be absent from work during spring break and winter break, he shall be required to use vacation days. To incentivize vacation use during student non-attendance days, excluding summer break, the Principal shall have only one half day of vacation deducted for each day used during non-student attendance. Vacation days shall not accumulate and shall

be used in the contract year (July 1-June 30) earned. The Principal shall not be reimbursed for lost vacation days.

19. SICK AND PERSONAL LEAVE DAYS – All full-time certified personnel are granted sick leave provisions in the amount of ten (10) days for each of the first five (5) years in this district, fifteen (15) days each year of the next twenty (20) years, and twenty (20) days each year thereafter, three of which may be used as personal days. Personal days are non-accumulative. Sick days are to be used for purposes of illnesses or for medical reasons pertaining to the immediate family, as well as birth, adoption, or placement for adoption. Immediate family shall be inclusive of the following: self, spouse, domestic partner, siblings, spouse's or domestic partner's siblings, children, stepchildren, parents, grandparents, and parental in-laws. Sick days may be used for the loss of immediate family members to attend or to make arrangements for appropriate services. The unused sick and/or personal days shall accumulate to a maximum of 347 days. In the event of an extended illness, the district may require proof of a current physical exam by a physician of their choice. Domestic partner shall be defined as in Exhibit F of the PN Agreement - Blue Cross Blue Shield of Illinois definition.

20. HOSPITALIZATION/MEDICAL/DENTAL – The Board shall pay the full cost of hospitalization, major medical, and dental insurance for the Principal and the members of the Principal's immediate family during the term of this Agreement in accordance with the basic insurance coverage provided by the School District to certificated members of the professional staff. Existing disability insurance will be paid by the district.

    The Principal will participate in the HSA health insurance plan. Funding of the HSA will be as follows:

    Single- $2,500
    Employee and Spouse - $5,000
    Employee and Children- $5,000
    Family - $5,000

21. EXPENSES – The Superintendent shall approve such expenses in advance. Travel expenses incurred by the Principal for business travel in and beyond the School District boundaries shall be reimbursable at the rate per mile established each year by the Internal Revenue Service upon adherence to established procedures for submission and approval of such expense each month. The Principal shall maintain a log of such expenses as verification for the reimbursement. Such reimbursement shall not include mileage between the District Office and the Principal's home. The Principal may have access to the school's vehicles for use in the performance of his duties.

22. MEDICAL EXAMINATION - The Principal shall submit to an annual physical examination and shall provide the Board with evidence of physical fitness to perform the duties as articulated herein. A sick day will not be deducted from the Principal for the annual medical exam. The Principal also agrees to comply with all health requirements established by law.

23. PROFESSIONAL LIABILITY – The Board agrees that it will defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions and legal proceedings brought against the Principal in his individual capacity, or in his official capacity as agent and employee of the District provided the incident arose while the Principal was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the Board to provide under state law. Except that, in no case, will individual Board members be considered personally liable for indemnifying the Principal against such demands, claims, suits, actions, and legal proceedings.

24. TELEPHONE –The Board of Education shall provide a $1,200 yearly stipend for the purpose of the Principal providing his own cell telephone and service for use by the Principal for business and personal use.

25. NOTICES – 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 or certified mail, postage prepaid, addressed to:

If to the Board, to:	President, Board of Education Marengo Community High School District No. 154 110 Franks Road Marengo, IL 60152
If to the Principal, to:	Jason Mullens (Home address on file with district)

26. MISCELLANEOUS-

a. This Agreement 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 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 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. Except as may otherwise be provided herein, no subsequent alteration, amendment, change,

or addition to this contract shall be binding upon the parties unless reduced in writing and duly authorized and signed by each of the parties.

e. This Agreement shall inure to the benefit of and be binding upon the Board, its successors, and assigns.

f. The Principal shall be allowed other privileges, leaves, and fringe benefits as are commonly extended to other administrative personnel.

g. If any portion of this Agreement is deemed to be illegal or unenforceable, the remainder thereof shall remain in 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, on the day and year first written above.

Principal

_____
JASON R. MULLENS

Board of Education
Marengo Community High School
District No. 154
McHenry County, Illinois

_____
PRESIDENT

ATTEST:

_____
SECRETARY