

Online Application - School Exec Connect

Personal Data

Name: Dr. Carol K Baker
 (Title) (First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: Ms. Carol C Keene
 (Title) (First) (Middle Initial) (Last)

Email Address: [REDACTED]

Postal Address

Home Address

Number & Street: [REDACTED]
 City: [REDACTED]
 State: [REDACTED]
 Zip Code: [REDACTED]
 Home Phone: [REDACTED]
 Cell Phone: [REDACTED]

Business Address

Number & Street:
 City:
 State:
 Zip Code:
 Phone Number:
 Organization:

Employment Desired

Assistant Superintendent of Curriculum and Instruction/Chief Academic Officer Hinsdale THSD 86
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Current Data

Employer:	Lyons Elementary School District 103	Position:	Superintendent
Years In Position:	1	Enrollment:	2500
Nbr Of Staff:	425	Annual Budget:	33,000,000
Gross Income:	[REDACTED]	District Type:	Elementary
Most Recent Degree:	Ed.D.	Earned From:	National Louis University

Experience

Please list ALL relevant work experience beginning with the most recent.

Current or Most Recent Position	Employer Contact Information	References or Supervisor (List Current Phone #)	
Lyons Elementary School District 103 Superintendent	4100 Joliet Ave Lyons, IL 60534 7087834100		
Actual Work Date From - Actual Work Date To:	07/2016 -	Full or Part Time:	Full
Reason for Leaving:	Currently employed		
Responsibilities/Accomplishments at this Position	Superintendent responsibilities		
Last Annual Salary:	[REDACTED]		

Online Application - School Exec Connect

Experience Continued

Previous Position Held		Employer Contact Information		References or Supervisor (List Current Phone #)	
Community High School District 218 Director of Curriculum for Science and Music		10701 S. Kilpatrick Oak Lawn, IL 60453 708-424-2000		[REDACTED]	
Actual Work Date From - Actual Work Date To:	07/2006 - 07/2016	Full or Part Time:	Full time	Last Annual Salary:	[REDACTED]
Reason for Leaving:	Hired as a superintendent				
Responsibilities/Accomplishments at this Position	Curriculum and assessment content, monitoring and implementation Interviewing and hiring teachers Evaluation of teachers Grant proposal writing Managing budgets for two departments Participation in district and school leadership teams Supervise 47 staff members Approximately 30,000 in benefits: Full TRS, Full medical and dental; life insurance; transportation reimbursement				

Teaching Experience

Employer and Position Title	Location: City, State	Dates: From - To	References or Supervisor
Community High School District 218	Oak Lawn, IL	08/88 06/06	[REDACTED]
Grade/Subject(s) Taught: 9-12, physics			

Other Experience

Employer and Position Title	Location: City, State	Dates: From - To	Current Phone:
Achieve	Washington D.C.,	2011 present	[REDACTED]
Description: Contract work: One of 41 chosen nationwide to write the Next Generation Science Standards. Additional ongoing project work related to the standards			
ACT: Consultant, Science test writer	Iowa City, IA	2007 2013	[REDACTED]
Description: [REDACTED] I wrote science passages and questions for the PLAN and EXPLORE exams.			

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Other Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Current Phone:
Pearson/Prentice Hall	Glenview, IL	08/14 present	██████████
Description: ██████████ Consultant for the development of books and materials for NGSS science.			

Education

Name and location	Major	Degree	Date Conferred
National-Louis University, Chicago, IL	Educational Leadership	Doctorate	04/2012
Governors State University, University Park, IL	Educational Administration	Masters	06/1994
Loyola University, Chicago, IL	Physics	Bachelors	05/1988

Certifications

Do you hold the appropriate certification for this position?		Yes		
Type	State	Certificate Number	Expiration Date	Active?
PEL-Superintendent	IL	██████████	7/2022	Yes

Approved teaching/administration endorsements and/or verifications:

Superintendent, General Administrative, Physics, Secondary Education

Open Questions

<p>ALL1. Please list honors, awards and special recognition you have received.</p> <p>2014-2016 Museum of Science and Industry, Chicago: Exhibit Advisory Board</p> <p>2013-2016 VWR/Wards: Advisory Board</p> <p>2011-Present Next Generation Science Standards One of 41 individuals selected for the writing team of the multi-state led effort to create a new set of national science standards. More info and biography at http://www.nextgenscience.org</p> <p>2011-2013 President of Illinois Science Teachers Association President-Elect: Elected by over 1000 members</p> <p>2007^ϕ < 2013 Item Writer - ACT Writing Physics content passages and questions for the ACT testing program.</p> <p>2/2007^ϕ < 12/2007 Content Area Review Team - Illinois State Board of Education One of twelve educators charged with the task of reorganizing the state science standards, science testing framework and student performance descriptors for science K-12 education.</p> <p>2006^ϕ < 2013 Item Writer ^ϕ < PSAE</p>

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Question Continued

Write earth science and physics questions for the ISBE science test given on day two of the Illinois PSAE.

2005-2013 Advisory Committee Member
QuarkNet
Group of nine international scientists and college professors working to bring the knowledge and study of cosmic rays to the classroom.

Multiple years Who's Who of American High School Teachers

1988 Sallie Mae Outstanding New Teacher Award

Multiple Board Recognitions from Community High School District 218

ALL2. Please list your professional memberships - please indicate leadership roles you may have had with any of them.

2006-2013 Present Illinois Science Teachers Association (ISTA)* President 2011-2013

2006-2013 Present National Science Teachers Association (NSTA)

2006-2013 Present Association for Supervision and Curriculum Development (ASCD)

2014 - Present Northern Illinois Science Educators *Founding Director

2016 - Present Illinois Association of School Administrators

ALL3. Please list your community and civic memberships.

Former Board Member, Consolidated High School District 230, 2009-2013

Member of the Board of Directors, Northern Illinois Science Educators, 2014-present

ALL4. Please list any publications you may have.

Dissertation: From the Other Side of the Table: An Autoethnography of a District Administrator's Experience as a Board Member
Next Generation Science Standards

ACI Journal: Impact of the Next Generation Science Standards in Illinois

Pearson Textbook Series: Elevate Science

ALL5. Please list major presentations made to national, state or regional audiences.

2017 National Science Teachers Association (NSTA), Los Angeles, CA
Transitioning Middle School Science to NGSS

2016 Raising Student Achievement Conference (RSAC), St Charles, IL
Featured Speaker

2016 Illinois Math and Science Academy (IMSA), Aurora, IL
Keynote for POP Fusion Program

2015 Northern Illinois Science Educators (NISE), Naperville, IL
Two presentations and a panel at the annual conference

2015 National Science Teacher Association (NSTA), Chicago, IL
Two presentations at the national conference in Chicago

2014 Science for the Next Generation, NISE Conference in Naperville, IL
Keynote and presenter

2014 NGSS Lessons and Activities Workshops, MVCC in Palos Hills, Illinois
Workshop developer and presenter

2013 NGSS Implementation Workshops at Argonne, Fermilab, UIUC

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Question Continued

Workshop developer and keynote speaker
2013 Illinois Principals Association (IPA)
Presenter at annual conference and Administrator Academy presenter
2013 Illinois Association for Supervision and Curriculum Development (IL-ASCD)
NGSS Conference presenter for Bloomington and Naperville
2013 Lake County Community College, S4 Mini-Conference, MERCK Summer Institute
Keynote, "Implementing the Next Generation Science Standards"
2013 Associated Colleges of Illinois (ACI)
Workshop presenter on various topics
2012 Illinois State Board of Education, De Paul University, ISELA, Chicago Public Schools
Five presentations
Next Generation Science Standards

ALL6. Please list significant workshops or conferences you have attended in the past three years.

2016 All Things PLC
2016 IASA Annual Conference
2016 Joint Conference IASA/IASB/IASBO
2014-2016 IL-ASCD Conference
2014-2016 NSTA National Conference
2014-2016 NISE Conference

Statement

ADM1. What skills and characteristics define you as a leader?

An excellent administrator must have many strong characteristics, but four personal traits that I feel that are essential to being a successful leader are: humanistic, affiliative, self-actualizing and achievement-oriented. Humanistic describes the ability of a leader to engage with others. A leader must be able to reach his counterparts and earn their respect and following. Leaders who are humanistic accept themselves and others for who they are and gain satisfaction in seeing others grow. They are willing to take the time needed to get to know, work with, and appreciate others. Being humanistic indicates that the leader pays attention to relationships and describes a willingness to be a part of the self-improvement process.

Affiliative administrators recognize the need to form and sustain relationships with coworkers. They are concerned for the well-being and needs of other staff members, and believe that personal satisfaction results in effective job performance. Affiliative leaders emphasize teamwork and have well developed interpersonal skills.

Self-actualized administrators have a positive outlook on life and have a high acceptance of self. They are typically creative and imaginative and are good problem solvers. They are open minded and are able to see new possibilities and opportunities for success. They are also intuitive and good judges of people.

Achievement-minded administrators have the ability to assess, plan, organize and complete tasks. It is essential for any administrator to evaluate a situation, plan for change, organize people and resources, and assure that the tasks are completed. They take a constructive approach to a problem and believe that situations can be improved. Achievement-oriented leaders are typically able to build support and inspire others by sharing responsibility and success.

To move an organization forward, a leader needs to have not only the necessary knowledge and resources, but must also be able to gain the belief and support from people within the organization; so while being achievement minded is essential, having a positive outlook

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Question Continued

and strong interpersonal relationship with staff members is just as important when leading an organization through change and improvement.

ADM2. Please list your significant educational achievements.

2018 Pearson: Primary consultant on textbook series, "Elevate Science"

2014- Present Museum of Science and Industry, Chicago- Exhibit Advisory Board

2013- Present Ward's Advisory Board

2011-Present Next Generation Science Standards

One of 41 individuals selected for the writing team of the multi-state led effort to create a new set of national science standards. More info and biography at <http://www.nextgenscience.org>

2009- Present Board Member - Consolidated High School District 230
Elected in April 2009 for a 4 Year Term
Three High School District: 8,800 Students, 650 Employees, \$125M Annual Budget

2009- Present President of Illinois Science Teachers Association
President-Elect: 2009-2011, President: 2011-2013.

2007- Present Item Writer - ACT
Writing Physics content passages and questions for the ACT testing program.

2/2007- 12/2007 Content Area Review Team - Illinois State Board of Education. One of twelve educators charged with the task of reorganizing the state science standards, science testing framework and student performance descriptors for science K-12 education.

2006- Present Item Writer - PSAE
Write earth science and physics questions for the ISBE science test given on day two of the Illinois PSAE.

2005- Present Advisory Board Member - QuarkNet
Group of nine international scientists and college professors working to bring the knowledge and study of cosmic rays to the classroom.

Language Skills

Do you know any language other than English? No

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Professional References

	Reference 1	Reference 2
Name:	[REDACTED]	[REDACTED]
School/Org:	Joliet School District 86	Consolidated High School District 230
Current Position:	Director of Human Resources	Superintendent
Home Phone:	[REDACTED]	[REDACTED]
Cell Phone:	[REDACTED]	[REDACTED]
Work Phone:	[REDACTED]	[REDACTED]
Mailing Address:		15100 S. 94th Avenue Orland Park, IL 60462
Email:	[REDACTED]	[REDACTED]
Relationship to Candidate:	Colleague	Colleague
Years Known:	10	8
	Reference 3	Reference 4
Name:	[REDACTED]	[REDACTED]
School/Org:	Northern Illinois Science Educators	Illinois State Board of Education (previous)
Current Position:	Board Member	Consultant, College and Career Readiness (previous)
Home Phone:	[REDACTED]	[REDACTED]
Cell Phone:	[REDACTED]	[REDACTED]
Work Phone:	[REDACTED]	[REDACTED]
Mailing Address:	IMSA 1500 Sullivan Road Aurora, IL 60506	
Email:	[REDACTED]	[REDACTED]
Relationship to Candidate:	Colleague	Colleague
Years Known:	5	6
	Reference 5	
Name:	[REDACTED]	
School/Org:	Lyons SD 103	
Current Position:	Director of Student Services	
Home Phone:	[REDACTED]	
Cell Phone:	[REDACTED]	
Work Phone:	[REDACTED]	
Mailing Address:		
Email:	[REDACTED]	
Relationship to Candidate:	Colleague	
Years Known:	2	

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General Information

- * Are you presently under contract? Yes
If yes, when does your contract expire? Lyons 103 June 30. 2019
- * Have you ever failed to be rehired, asked to resign a position, or resigned to avoid termination? No
If yes, explain:
- * Have you ever had a credential or certificate revoked, suspended or annulled in any state, territory or foreign country? No
If yes, explain:

Referrals

How did you hear about employment with us?

www.K12JobSpot.com

Legal Information

Please Note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest.

- * Are you eligible to work in the United States? Yes
- * Have you ever been convicted of any crime involving a sex offense or a controlled substance, whether a felony or not, which has not been sealed or expunged? No
If yes, explain, giving dates:
- * Have you ever had any indicated finding of child abuse filed in your name? No
If yes, explain, giving dates:

Confirmation

I authorize the School District and School Exec Connect to contact my references or any other references deemed necessary to ascertain the merits of my candidacy for this position. I authorize references to discuss my application and/or release information concerning me, and agree to hold them, the District, and the consultants harmless for providing and/or utilizing any information requested and/or provided.

I also request that my application and interest in the administrative position remain as confidential as possible under the applicable laws of the state. I understand that my candidacy may become a matter of public record when I am presented to the Board. I further understand that elements of my resume may be available to the public and the news media at such time. However, I request that reasonable effort be taken to maintain the confidentiality of this application and other documents and information which accompany my application for the position for which I am applying. (Note: In some states, such as Florida, there can be no confidential written correspondence. Please call a consultant if interested in one of these positions.)

If you answer "yes" to any of the above questions, you must submit official copies of court records including disposition of the case(s).

I hereby affirm that there are no misrepresentations, omissions or falsifications in the foregoing statements and answers, and that the entries made by me are true, complete and correct to the best of my knowledge and belief. I acknowledge that any misrepresentations, omissions or falsifications might be grounds for dismissal if employed for this position.

Carol K. Baker
(agreed online)

Order Placed Successfully

Confirmation

Thank you for your order. We've sent a confirmation to kkim@hinsdale86.org. If you have questions about your order, contact us at conference@nise.us

[Continue Shopping >](#)

Shipping #pyMF

Shipping Address

5500 South Grant Street
Hinsdale
IL 60521

Return Policy

You may cancel your registration before Oct 27, 2017 and receive a full refund by sending us an email with the attendee's name(s) to conference@nise.us. Unfortunately, we are unable to offer refunds for cancellations on or after Oct 27, 2017. You may transfer a registration to a colleague at any time (including the day of the conference) by emailing us the request.

1 x NISE Conf. Registration - Regular	\$175.00
Subtotal	\$175.00
Shipping	\$0.00
Tax	\$0.00
Total	\$175.00
	<small>MasterCard ending in 3132</small>

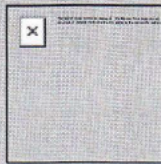
Save time at checkout by creating an account

[Create Account](#)

From: McDonald, Tracy
Sent: Wednesday, November 08, 2017 10:35 AM
To: Hacus, Greg; Gaubatz, Julie
Subject: FW: Order confirmation from Northern Illinois Science Educators--McDonald

Thank you, Julie! Here is my confirmation! The card is back in your drawer!

From: Northern Illinois Science Educators [<mailto:noreply@messaging.squareup.com>]
Sent: Wednesday, November 8, 2017 10:34 AM
To: McDonald, Tracy <tmcdonal@hinsdale86.org>
Subject: Order confirmation from Northern Illinois Science Educators



Northern Illinois Science Educators

Order Confirmation

Thanks for your purchase! Your order details are listed below. You'll receive an email when your order has been shipped.

Order Date
November 08, 2017
10:33 AM

Order Number
#VWS1



NISE Conf. Registration
Regular

\$175.00

Subtotal	\$175.00
Shipping	Free
Tax	\$0.00
Total	\$175.00

Northern Illinois Science Educators
PO Box 583 DeKalb, IL 60115

Hacus, Greg

From: Gaubatz, Julie
Sent: Thursday, October 04, 2018 8:30 AM
To: Hacus, Greg; Miller, Susan
Cc: Stacy, Gabriella
Subject: NISE registration on November 12

Hi Greg and Sue!

I just registered Gabby for a conference with our p-card. Here is the receipt if you need it for our records. She will need a sub for the whole day for this professional development. Thanks!

Julie

Confirmation

Thank you for your order. We've sent a confirmation to jgaubatz@hinsdale86.org. If you have questions about your order, contact us at conference@nise.us

[Continue Shopping >](#)

Shipping #PvMF

Shipping Address

7401 Clarendon Hills Rd, Science Departm
Science Dept Rm 101
Darien
IL 60551

1 x NISE Conf. Registration - Regular **\$165.00**

Subtotal **\$165.00**

Shipping **\$0.00**

Tax **\$0.00**

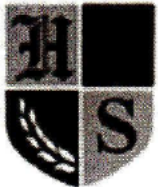
Total \$165.00

MasterCard ending in
4328

Return Policy

You may cancel your registration before Oct 26, 2018 and receive a full refund by sending us an email with the attendee's name(s) to conference@nise.us. Unfortunately, we are unable to offer refunds for cancellations on or after Oct 26, 2018. You may transfer a registration to a colleague at any time (including the day of the conference) by emailing us the request.

Julie Gaubatz, Ed.D.
Science Department Chair
Hinsdale South High School
630-468-4500



HINSDALE SOUTH

High School District 86

Hacus,Greg

From: Gaubatz,Julie
Sent: Thursday, October 04, 2018 8:28 AM
To: Hacus,Greg; Miller,Susan
Cc: McDonald,Tracy
Subject: registration for NISE on November 12!

Hi Greg and Sue!

I just registered Tracy for a conference with our p-card. Here is the receipt if you need it for our records. She will need a sub for the whole day for this professional development. Thanks!

Julie

Confirmation

Thank you for your order. We've sent a confirmation to jgaubatz@hinsdale86.org. If you have questions about your order, contact us at conference@rise.us

[Continue Shopping >](#)

Shipping #fwMF

Shipping Address

7401 Clarendon Hills Rd. Science Departm
Science Dept Rm 101
Darien
IL 60561

1 x NISE Conf. Registration - Regular **\$165.00**

Return Policy

You may cancel your registration before Oct 26, 2018 and receive a full refund by sending us an email with the attendee's name(s) to conference@rise.us. Unfortunately, we are unable to offer refunds for cancellations on or after Oct 26, 2018. You may transfer a registration to a colleague at any time (including the day of the conference) by emailing us the request.

Subtotal **\$165.00**
Shipping **\$0.00**
Tax **\$0.00**

Total \$165.00
MasterCard ending in
4328

Julie Gaubatz, Ed.D.
Science Department Chair
Hinsdale South High School
630-468-4500



HINSDALE SOUTH
High School District 86

Julie Gaubatz

Register Now

Confirmation

Thank you for registering for the **67th Annual NSTA National Conference on Science Education - St. Louis, MO, April 11-14, 2019**. A confirmation will be e-mailed shortly or may be printed out now by clicking on the printer icon.

Pick Your Favorite Sessions

Time to get excited! Log into the website and start browsing all the session titles and lining up your days. There's so much to choose from—use a buddy system if you're coming with colleagues.

Follow Us for Updates

Follow @NSTA on Twitter; use the #NSTA hashtag on FB, Instagram, and Twitter; and like us on Facebook at <https://www.facebook.com/NSTA.FB/> to find out what's new, get first notice of featured speakers, and see when our program partners and exhibitors are doing raffles and hosting special events.

Hotel Reservations

To make your hotel reservation visit our **Housing & Travel** page. Orchid is the **ONLY** NSTA designated housing provider for this event. **Beware of companies misrepresenting themselves as affiliated with NSTA or the 67th Annual NSTA National Conference on Science Education.**

Registration Materials

Pick-up your registration materials (final program, attendee badge and badge holder) onsite at Express Check-In located in the Plaza Lobby outside Hall 3 in the America's Center Convention Complex, 701 Convention Plaza, St. Louis, MO 63101.

Registration Hours:

Wednesday, April 10: 4:00 – 7:00 pm

Thursday, April 11: 7:00 am – 6:00 pm

Friday, April 12: 7:00 am – 5:00 pm

Saturday, April 13: 7:00 am – 5:00 pm

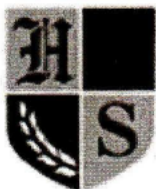
Sunday, April 14: 7:30 am - 12 Noon

Cancellations and Refunds

All cancellations and refund requests must be received in writing 10 days prior to the start of the conference. Ticketed events are non-refundable. Refunds will not be issued for cancellations made after this date regardless of registration date or for no-shows. Refunds will be issued within 45 days after the conference, and a \$20 processing fee will be deducted. Substitutions from the same company will be accepted in writing without penalty. Send requests to reg@nsta.org.

Questions? For questions regarding your registration or if you need to make changes, please call our Customer Service department at 703-243-7100 or 1-800-328-8998 between the hours of 9:00 a.m. and 5:00 p.m. Eastern, Monday - Friday, or email us at reg@nsta.org.

Julie Gaubatz, Ed.D.
Science Department Chair
Hinsdale South High School
630-468-4500



HINSDALE SOUTH

High School District 86

Hacus, Greg

From: Gaubatz, Julie
Sent: Tuesday, October 16, 2018 1:52 PM
To: Hacus, Greg
Subject: NSTA conference registration

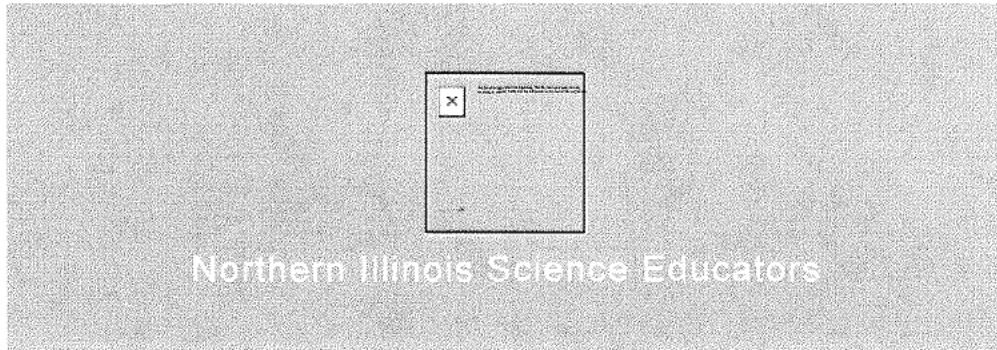
Hi Greg!

I registered for the NSTA conference in April of 2019 – I already have approval via IVEE, but here is the registration confirmation if you need it for the p-card. 😊

Julie

Bronsteader,Linda

From: Northern Illinois Science Educators <noreply@messaging.squareup.com>
Sent: Monday, October 15, 2018 10:59 AM
To: Bronsteader,Linda
Subject: Order confirmation from Northern Illinois Science Educators




Order Confirmation

Thanks for your purchase! Your order details are listed below. You'll receive an email when your order has been shipped.

Order Date	Order Number
October 15, 2018 10:59 AM	#dJKD

Buyer Note

Registering 5 teachers from Hinsdale Township High School District 86. Teachers are: Kimberly Kim, Joe Liaw, J.R. Paige, Molly Greenberg and Brigid Walsh.

 5 x NISE Conf. Registration (\$165.00 Each) Regular	\$825.00
Subtotal	\$825.00
Shipping	Free
Tax	\$0.00
Total	\$825.00

Travel - Joe
10-20-17
Printer Friendly Version

Registration Confirmation - Amt Due Paid By Credit Card

Thank you for your registration. The following information has been received by our system. To print this page, select print from your browser's file menu on the top toolbar.

Event Information

Event: 2017 SLATE Conference
Event Dates: Wednesday, 10/18/17 12:00 PM - Friday, 10/20/17 12:00 PM

General Information

Account: Joseph Liaw
Teacher / Tech. & Instruction Coordinator
Hinsdale Central High School
Registrant: Joseph Liaw

Credit Card Payment

Card Number: [REDACTED]

Order Information

Order Number: 594755
Order Account: Joseph Liaw
Teacher / Tech. & Instruction Coordinator
Hinsdale Central High School
Address: 55th and Grant St.
Hinsdale, IL
60521
E-Mail: jliaw@hinsdale86.org

Order Details

2017 SLATE Conference

Registration Details

Joseph Liaw

Item	Quantity	Price	Charge
Friday Only	1	\$99.00	\$99.00
Total Charge:			\$99.00
Amount Paid:			\$99.00
Amount Due:			\$0.00

Thank you for your registration!

For registration questions, please e-mail outreachregistration@niu.edu for assistance.

[Web Site Privacy Policy](#)

ADMINISTRATOR'S EMPLOYMENT CONTRACT

August 1, 2018 – June 30, 2020

AGREEMENT made this 9th day of July, 2018, between the **BOARD OF EDUCATION OF HINSDALE TOWNSHIP HIGH SCHOOL DISTRICT NO. 86, DU PAGE AND COOK COUNTIES, ILLINOIS** (the "Board"), and Carol Baker (the "Administrator"), and hereafter collectively referred to as the "Parties:"

A. EMPLOYMENT AND COMPENSATION

1. **Salary and Term of Employment.** The Board hereby employs the Administrator for two (2) years, commencing on August 1, 2018, and terminating on and through June 30, 2020, to serve as the Assistant Superintendent of Academics / Chief Academic Officer for Hinsdale District No. 86. For the *full* contract term, the Board shall pay to the Administrator for his/her full-time services an annual salary of one-hundred eighty-three thousand dollars (\$183,000.00), payable in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. **The District shall pro-rate the 18-19 school year annual salary to one-hundred sixty seven thousand five hundred and sixteen dollars (\$167,516.00) based on an August 1, 2018 start date.** As used in this contract, the term "contract year" is defined as the period commencing on July 1 of a given calendar year and continuing through June 30. The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

2. **Teachers' Retirement System and Health Insurance Security Fund.** From the annual salary stated in paragraph A.1 of this contract, the Board shall deduct and pay on behalf of the Administrator to the State of Illinois Teachers' Retirement System (TRS) and the Teacher Health Insurance Security Fund (THIS) the Administrator's required contributions to the pension system and health fund on all reportable earnings. The Administrator shall not have any right or claim to these amounts, except as they may become available at the time of retirement or resignation from TRS or THIS. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to TRS and THIS, and further acknowledge that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge and experience.

3. **Creditable Earnings.** The parties hereby agree that the Board makes no representations regarding the creditable earnings status with respect to any compensation received by the Administrator pursuant to the terms of this contract. Any and all determinations regarding creditable earnings, creditable service, and related TRS issues shall be made by TRS and, where applicable, a court of competent jurisdiction.

B. CONDITIONS OF EMPLOYMENT

1. **Medical Examination.** The Administrator shall submit, at Board expense, to a physical or mental examination by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary and in accordance with applicable law. As a condition of employment, the Administrator also agrees to comply with all health requirements established by law.

2. **Employment Representations.** The Administrator represents that she is not under contract with any other school district for any portion of the term covered by this contract. The Administrator also represents and confirms that all information provided in his application for employment in the District is true and correct.

3. **Criminal Background Investigation.** As a required condition of employment, the Administrator acknowledges that his employment may be immediately terminated and this contract will become null and void if any fingerprint-based criminal background investigation report reveals a prohibited conviction as set forth in the *School Code*.

4. **License.** During the term of this contract, the Administrator shall hold a valid and properly registered license and endorsements issued by the Illinois State Educator Preparation and Licensure Board qualifying him/her to act as an Administrator in the School District.

C. **BENEFITS**

1. **Insurance.** During the term of this contract, the Board will provide the Administrator with the following benefits:

- a. A Section 125 Flexible Benefits Plan, in which the Administrator may participate and elect to apply a Board contribution of either \$13,408.12 at the single insurance coverage rate, or \$19,155.47 at the family insurance coverage rate, toward the premiums for single or family coverage under a District health coverage plan, including any dental coverage elected. To the extent the Board contribution exceeds the cost of the premiums for the health and dental coverage(s) elected, the Administrator will be paid the excess in cash, distributed over 24 pays in the 2018 Plan Year. Participation of the Administrator is subject to eligibility terms contained in the Section 125 Flexible Benefits Plan and underlying insurance and benefit plans, and to election procedures and timelines; and
- b. Group term life insurance, subject to requirements of the insurance carrier, in the amount provided to other licensed administrators in the District.

2. **Sick and Personal Leave.** The Administrator shall be granted paid sick leave days, as defined in Section 24-6 of the *School Code*, and paid personal leave days in each contract year, in the number provided to licensed administrators in the District. Sick and personal leave shall be provided in the same manner and subject to the same terms and

conditions as are applicable to the licensed administrators. In no event, however, shall the number of annual sick days granted to the Administrator exceed those provided to teachers under the District's Collective Bargaining Agreement.

3. **Annuities and Deferred Compensation.** From the annual salary stated in paragraph A.1 of this contract, the Administrator may (1) annually defer compensation pursuant to and in accordance with the terms of an eligible state deferred compensation plan as described in Section 457 of the *Internal Revenue Code* if adopted by the Board, or (2) authorize a salary reduction in order that the Board may purchase an annuity product for the Administrator as described in Section 403(b) of the *Internal Revenue Code* and in the District's 403 (b) Plan, provided that the Administrator confirms that any such deferrals or reductions for purchase of annuities are within *Internal Revenue Code* limitations.

4. **Vacation.** The Administrator shall be entitled to a paid vacation of 25 work days in each contract year, provided, however, that any vacation time must be pre-approved by the Superintendent whenever possible. Vacation time is non-cumulative and must be taken within the twelve-month period or shall be forfeited and not available for use, except that up to five (5) unused vacation days may be carried over for use during the next contract year. Any such carried-over vacation days remaining at the end of that following year shall be forfeited if unused. The Administrator shall also be entitled to all legal and school holidays as designated on the official District calendar. Winter, spring, and summer recess periods shall constitute working days unless specifically scheduled and credited toward the vacation days established above. If any earned vacation days must be reimbursed to the Administrator upon her resignation from employment, the reimbursement required by law or this contract shall be made in a post-retirement payment not intended to be part of the Administrator's creditable earnings for that year.

5. **Cell Phone.** The Board has determined that, by virtue of job duties, the Administrator needs to be immediately reachable by the Board, Superintendent, and other District administrators and staff in the event of emergencies outside normal work hours and/or when the Administrator is away from the District office. Accordingly, the Board will provide the Administrator with a monthly allowance for use of his personal cell phone of One Hundred Dollars (\$100.00). The Board is providing this phone allowance for a business purpose and not for purposes of compensation of the Administrator. The Administrator may use the phone for both District and personal business in accordance with IRS guidelines.

D. DUTIES AND EVALUATION

1. **Duties.** The Administrator, under the direction of the Superintendent, shall have charge over their respective department as specified in the job description and in Board Policy. The Administrator shall also perform other professional duties customarily performed by an administrator and any other duties as may be assigned to the Administrator from time to time by the Superintendent or the Board. The Administrator shall be deemed to have knowledge of, and shall be expected to comply with, all policies of the Board and all administrative regulations and procedures. The Board and Superintendent reserve the right to reassign the Administrator to different duties from time to time during the term of this contract without a loss in the term of

this contract or pay.

2. **Extent of Service.** The Administrator shall devote her entire time, attention, and energy to the business of the District and related professional activities. The Administrator may not undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations without the authorization of the Superintendent.

3. **Evaluation.** The Administrator's performance under this contract shall be evaluated annually by the Superintendent or designee not later than **March 1st** of each contract year. The evaluation shall consider, but not be limited to, an examination of the establishment of and progress toward the Administrator's performance goals, his/her performance of assigned duties and those required under his/her job description, and his/her working relationships with the Board, Superintendent, other administrators, and the faculty, staff and community. The Superintendent or designee may also choose to annually perform a "360" evaluation of the Administrator. A written summary of the annual evaluation shall be prepared by the Superintendent or designee and given to the Administrator. Failure by the Superintendent or designee to complete an evaluation shall not preclude the Administrator's nonrenewal of this contract and/or dismissal.

E. RENEWAL, EXTENSION, AND AMENDMENT OF CONTRACT

1. **Non-Renewal.** Notice of intent not to renew this contract shall be given to the Administrator by the Board no later than **April 1st** of the year in which the contract expires.

2. **Renewal and Extensions.** Prior to the end of any year of this contract, the Board and Administrator may mutually agree to renew or extend the employment of the Administrator. In such event, the Board shall take specific action to enter into a new contract of employment.

3. **Amendment.** Any adjustment in compensation, salary, and/or fringe benefits, or in any other term of this contract made during its life shall be in the form of a written amendment mutually agreed to, authorized, and signed by the parties and shall become a part of this contract. An amendment shall not be deemed as a new contract between the Board and the Administrator, nor shall an amendment serve to extend the termination date of this contract.

F. TERMINATION

1. **Grounds for Termination.** This employment contract may be terminated during its term by:

- a. Mutual agreement of the parties;
- b. Retirement;
- c. Resignation, provided, however, the Administrator gives the Board at least ninety (90) days prior written notice of the proposed resignation;
- d. Permanent physical or mental disability (inability to perform essential job functions with or without accommodation);

- e. Discharge for cause; or
- f. Death of the Administrator.

2. **Cause.** Throughout the term of this contract, the Administrator shall be subject to discharge for cause, which shall mean any conduct, act, or failure to act by the Administrator which is detrimental to the operations of the District as determined by the Board. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and a hearing before the Board to discuss the reasons. If the Administrator chooses to be accompanied by legal counsel, she shall bear any costs involved. The Board hearing shall be conducted in executive session.

3. **Effects of Termination.** Nothing shall prohibit the Board from suspending the Administrator without pay pending an investigation and completion of the termination process. After the effective date of dismissal, the Administrator or any third party on his/her behalf shall not be entitled to any further payments of compensation or benefits afforded under these contractual provisions, unless otherwise required by law.

4. **Resignation Damages-** If the Administrator voluntarily determines to resign from employment under this contract without providing the prior notice required under paragraph F.1.c above, she agrees to pay the Board the sum of \$10,000. These payments are understood to be calculated as liquidated damages to compensate the Board for its costs in replacing the Administrator without sufficient notice prior to the expiration of this contract. The Administrator hereby agrees and authorizes any amount owed under this provision to be deducted from the remaining pay checks owed prior to her departure from the District. If the amount owed cannot be fully deducted, the Administrator must pay the remaining sum to the School District no later than the date of his final paycheck.

G. MISCELLANEOUS

1. Any notice required to be given under this contract shall be deemed sufficient if it is in writing and sent by mail to the last known residence of the Administrator or the President of the Board.
2. This contract has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in all respects.
3. Paragraph 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 contract, the text shall control.
4. 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.
5. 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.

6. This contract shall be binding upon and inure to the benefit of the Administrator, his heirs, executors, successors, assigns, and personal representatives, and shall be binding upon and inure to the benefit of the Board and its successors and assigns.

IN WITNESS WHEREOF, the parties have executed this Agreement this 9th day of July, 2018, upon formal approval by the Board at a duly convened meeting held this same date.

Carol Baker



Administrator

**BOARD OF EDUCATION
HINSDALE TOWNSHIP HIGH
SCHOOL DISTRICT NO. 86,
DUPAGE AND COOK COUNTIES,
ILLINOIS**

By:  _____
President

ATTEST:

 _____
Secretary

18-19 School Year

Performance Goals

1. Use longitudinal MAP and SAT assessment data to identify content and skills areas in which incoming freshmen must increase their levels of high school readiness.
2. Use data to increase graduating students' readiness for college and careers.
3. Work with feeder school and high school administration and staff to develop and implement plans to address the deficiencies in all academic areas.
4. Work with District 86 administration and staff in developing and implementing a comprehensive assessment literacy program that will support and advance student learning.
5. Work with high school administration to develop new courses to create new academic opportunities for all students.
6. Evaluate effectiveness of academic programs and interventions.
7. Work toward greater curriculum equity.
8. Oversee and implement activities related to the District 86 Strategic Plan.
9. Maintain fiscal responsibility for District 86 taxpayers.

From: noreply@hinsdale86.org
To: [Baker, Carol](#)
Subject: Leave Has Been Approved by Supervisor
Date: Monday, November 4, 2019 9:00:04 AM
Attachments: [Leave0.ics](#)

Your leave request for ADMINISTRATOR - OTHER - NISE Conference from Nov 18 2019 8:00AM to Nov 18 2019 4:00PM for 1 Days has been approved by your supervisor.

From: Carol K. Baker
To: levcy@eths.k12.il.us; havisp@eths.k12.il.us; dmarzolf@maine207.org; smessmer@maine207.org; lsmall@d211.org; dhauser@d211.org; jeffrey.smith@d214.org; lazaro.lopez@d214.org; sanarr@d219.org; kjonas@oprfs.org; LFiorenza@oprfs.org; tmootz@ismorton.org; seggerding@lths.net; ksmith@lths.net; smetanak@rbhs208.net; lindquist@rbhs208.net; gmitchell-williams@pths209.org; nhoward@pths209.org; mmanderino@leyden212.org; jkellsall@ridgenet.org; itan@ridgenet.org; gauthier@epcusd401.org; fikes.brett@district205.net; jnall@argohs.net; ccovino@argohs.net; hmcourdy@reavisd220.org; cwilliams@bhsd228.com; lmay@oichs.org; jlietz@oichs.org; druetecox@d230.org; sgonzales@d230.org; nspaniak@hf233.org; pileonard1@cps.edu; gbenincasa@cps.edu; mkudrna@wdsd7.org; klynn@sd12.org; ewaugh@sd13.org; epawlak@esd20.org; kmcluskey@d41.org; Baker Carol; anna_strati@glenbard.org; jeffrey_feucht@glenbard.org; jgourley@dupage88.net; alenaghan@dupage88.net; mcheng@d94.org; gzcicardi@csd99.org; rlang@csd99.org; papanicolaou@fenton100.org; jroberts@pchs.org; pnotlen@naperville203.org; jwillard@naperville203.org; charles_sprandel@ipsd.org; michaer_purcell@ipsd.org; mlemke@elmhurst205.org; sgrens@elmhurst205.org; jorzetch@mchs.net; hkincaid@sd308.org; dlee@sd308.org; trishashrode@u-46.org; matthewraimondi@u-46.org; brad.newkirk@bhs101.net; ewendel@sd129.org; braby@sd129.org; kara.mcmahon@d300.org; kristin.coriveau@d300.org; david.chiszar@d303.org; cindy_ruesch@d303.org; abarrett@geneva304.org; ssjms@geneva304.org; jbrown@wps60.org; sstratigakes@wps60.org; zach.gimm@z95.org; josh.minsley@z95.org; mlach@dist113.org; awahlert@lfschools.net; scenter@rlas-116.org; jori.bowen@chsd117.org; bradford.hubbard@chsd117.org; dwilm@d118.org; wstanton@d118.org; cgeccaris@wths.net; tmiller@d181.org; gurbaniak@grantbulldogs.org; monuscheck@d125.org; digangim@zbtchs.org; tlandry@d127.org; rita.fischer@d128.org; bditkowsky@barrington220.org; jbruesch@barrington220.org; mtimmerman@d155.org; plesinski@d155.org; vallianatoscarl@dist156.org; wimpaul@dist156.org; eschlichter@district158.org; amacrinde@district158.org; alarsen@ocusd.net; hirschl@cm201u.org; dmcdonne@psd202.org; kuseman@lths.org; dmcdonald@lths.org; icristofaro@lths.org; afeehery@lv210.org; bmurphy@lv210.org; locascio@vvsd.org; kinderr@vvsd.org; steve.cordogan@gmail.com; Aeroloff@gmail.com; gzimmermann@d125.org; dkush@hf233.org; msegersten@cusd50.org; kgavin@d123.org; erobertson@dist113.org; kwebster@svc427.org; perkins@cm201u.org; jbonomo@rich227.org; sgorman@d120.org; valerie_mccall@carv26.org; [{ "@type": "PostalAddress", "@source": "TEE,52.0.0,20191029.37,92e8f73b73be4d39a3ed32d11cb7257ba4068dfe; en-US.PostalAddress,52.0.0,REDMOND/simen@MININT-4C4PUNO,unknown", "@context": "http://schema.org", "addressCountry": "", "addressLocality": "", "addressRegion": "", "PostOfficeBoxNumber": "", "postalCode": "", "streetAddress": "1120 E Diehl Rd, Naperville, IL 60563", "textSpan": { "@type": "TextSpan", "beginIndex": 889, "length": 37, "xpath": [{ "xpath": "/html[1]/body[1]/div[2]/div[1]/p[5]/text()[2]", "offset": 40, "span": -3 }, { "xpath": "/html[1]/body[1]/div[2]/div[1]/p[7]/text()[1]", "offset": 0, "span": 17 }, { "xpath": "/html[1]/body[1]/div[2]/div[1]/p[7]/a[1]/text()[1]", "offset": 0, "span": 23 }] }, "@EntityId": "45816fc6-5b8d-4040-a548-69a0511de787", "@correlationTrail": "AssetId=4e5ac520-de40-4ee7-8aa4-70a7bcc863ed; ExtractionId=4f4debb8-5600-46ea-994c-6ef1d1ca235b; EntityId=45816fc6-5b8d-4040-a548-69a0511de787", "@extractionTimeUtc": "2019-11-15T19:22:59.3219278Z" }]
Bcc: [{"@context": "http://schema.org", "@outputVersion": "1.0", "@type": "CreatedTask", "@source": "TeInferences", "TaskId": "RgAAACVefj9x0mXRpLCSYWhojD8BwDjDu_GZdFRZHPzIM-CcQ9AABVu88qAADUjDu_GZdFRZHPzIM-CcQ9AAFFj4giAAAAA0", "TaskSource": "com.microsoft.outlook.email.event", "SourceEntityId": "bdf6efd4-c60f-4550-be9a-04204fea6961"}]
Subject: ISA Information
Date: Friday, November 15, 2019 1:22:59 PM

CAUTION: This email originated from outside of the Hinsdale D86 System. Do not click links or open attachments unless you recognize the sender's email and know the content is safe.

Good Afternoon,

Northern Illinois Science Educators (NISE) is hosting the Illinois State Board of Education (ISBE) and Southern Illinois University – Carbondale (SIU) for a presentation at our annual conference about the upcoming changes to the Illinois Science Assessment (ISA). Several leaders from ISBE and SIU will give an update on the upcoming changes and have a panel discussion/Q&A about the changes, timelines, etc. This particular session at our conference is free and open to all science dept. chairs and administrators in charge of assessment. This is not a teacher orientated session.

The event will be this Monday, November 18, **starting promptly** at 12:30 pm, at NIU Conference Center, 1120 E Diehl Rd, Naperville, IL 60563. The presentation will last 1 hour and ISBE/SIU will extend the time if attendees have additional questions/comments. Upon arrival, inquire at the registration desk for direction to the room.

Session Listing: <http://www.nise.us/forms/cnf-reg/view-reports/rpt-presentation-detail.php?pidnum=195>

Best,

Carol K Baker

NISE Board Member

NGSS Writer