

TWELVE MONTH ADMINISTRATIVE CONTRACT

CHIEF INFORMATION OFFICER

THIS AGREEMENT made by and between the BOARD OF EDUCATION OF THE OAK PARK AND RIVER FOREST HIGH SCHOOL DISTRICT 200 (School District), Cook County, Illinois (the "Board"), and **MICHAEL CARIOSCIO**, the "Administrator".

For and in consideration of the mutual covenants and agreements herein contained, it is agreed by and between the Board and the Administrator as follows:

1. The Administrator is hereby employed, and hereby agrees to serve the School District as **CHIEF INFORMATION OFFICER** subject to the direction of the Board, and the Superintendent of the School District, during the 2014 fiscal year beginning **July 1, 2013 and ending June 30, 2014**. During the term of this contract, the Administrator is expected to perform duties as described in the job description and as requested by the Superintendent. The standard work year for the Administrator is 260 days, exclusive of school holidays and vacation periods. The Administrator's workday is composed of assigned management responsibilities occurring within the hours of the school day and assigned management responsibilities for evening and weekend events. The Administrator shall diligently and competently perform such duties as assigned by the Superintendent and shall in the performance of the administrator's duties comply with and be subject to all applicable federal/state laws, Board policies, and Illinois State Board of Education rules and regulations, as amended from time to time.
2. For services rendered pursuant to this Agreement, the Board agrees to pay the Administrator a salary of **\$158,793**. In addition to the stated base salary, the Board shall pick up and pay on behalf of the Administrator 4.5% of the required 4.5% employee contribution to IMRF. Although designated by the *Illinois Pension Code* as employee contributions, the 4.5% herein required to be picked up by the Board shall be paid by the Board in lieu of contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have any right or claim to said contributions, except as they may become available at the time of his/her retirement or resignation from IMRF. Both parties acknowledge that the Administrator did not have the option of choosing to receive the amount of the contribution directly, instead of having such contribution paid by the Board to IMRF. The Administrator's compensation will be for all duties as outlined above. There shall also be deducted from each payment made under this contract such deductions as are required by law and such additional deductions as may be agreed upon by the Administrator and the Board.
3. In addition to the sum of money provided as salary in this contract, the Administrator shall receive during the term of this agreement fringe benefits as generally provided for the members of Faculty Senate by the Board, with the premiums for such fringe benefits paid by the District in the same proportionate amount as it pays for members of the Faculty Senate, including major medical and hospitalization for the Administrator and the Administrator's family, dental insurance for the Administrator and the Administrator's family, term life insurance for the Administrator shall be provided in the amount of **\$350,000**, and long-term disability is required, at cost to the employee, to a maximum of **\$10,000** per month. The Administrator is immediately eligible to participate in the 403(b)

matching program not to exceed 2.25% of the base salary. The Administrator will be eligible for twenty (20) vacation days annually, which must be used prior to November 1st of the following year. Payment will be made for membership fees in one national and one state professional organization in the Administrator's field and for reimbursement of expenses related to the Administrator's attendance at a national conference of his or her choice each year.

4. Upon eligibility and approval by the Board of Education, the Administrator will receive retirement benefits that are equivalent to the current retirement benefits received by members of Faculty Senate. As presently constructed, retirement benefits will include annual base salary increases, health, dental, and life insurance coverage. As an IMRF participant, the Administrator will be permitted to remain on the District's health insurance program in the same proportional manner as Faculty Senate retirees who participate in the Teachers Retirement Insurance Program (TRIP).
5. This contract shall terminate upon the occurrence of the Administrator being dismissed from employment in this District or being reassigned to a different position. The Administrator shall not, by virtue of this Agreement, or by its annual renewal, acquire tenure in the administrative position, or necessarily retain the same salary and fringe benefits levels provided for in this Agreement, if reassigned to a different position. At the end of any school year, or at any time during the term of this contract, at which time the contract shall terminate as stated above, the Board may reassign the Administrator, with or without cause, to another position within the District for which the Administrator is considered qualified to hold.
6. This contract shall be deemed dated and become effective on the date the last of the parties signs, as set forth below.

Administrative Employee_____

Date_____

Board of Education President_____

Date_____

cc: Administrative Employee
Personnel File