

PRINCIPAL EMPLOYMENT CONTRACT

THIS CONTRACT made this 18th day of March, 2025, by and between the Board of Education of La Harpe Community Unit School District No. 347 (hereinafter referred to as “the Board”), and Ryan Hopper (hereinafter referred to as “the Principal”), pursuant to a motion of the Board at a regular meeting of the Board held on 18 March 2025, as found in the minutes of that meeting.

WITNESSETH:

For and in consideration of the mutual promises hereinafter contained, it is covenanted and agreed by and between the parties as follows:

1. **TERM.** The Board hereby employs Ryan Hopper as Principal for La Harpe Community Unit School District No. 347, to perform such duties as are specified herein, for a period of five (5) years, beginning July 1, 2025 and ending June 30, 2030. Each work year of the Principal shall be two hundred (200) days, including sick and personal leave days, but not including holidays. Each work year shall begin approximately two (2) weeks before the school year and end approximately two (2) weeks after the school year, with the exact work days to be determined by the Superintendent, with input from the Principal. By entering into this multi-year Contract, the Principal has waived all rights granted to him under sections 24-11 to 24-16 (105 ILCS 5/24-11 to 105 ILCS 5/24-16) of The School Code for the term of this multi-year Contract.

2. **DUTIES.** The duties and responsibilities of the Principal shall be all those duties established by this Contract, those incident to the office of principal, as set forth in the job description of that position as attached hereto as Appendix A, those obligations imposed by the law of the State of Illinois upon principals; and such other duties normally performed by an employee in like position as from time to time may be assigned to the Principal by the Superintendent of Schools and/or the Board.

3. **SALARY.** In consideration of the performance of the duties of the Principal, the Board shall pay to the Principal as base annual salary for the period from July 1, 2025, and ending June 30, 2026, the total sum of Sixty-Six Thousand Nine Hundred Fifty and 00/100 Dollars (\$66,950.00), which amount shall be payable in substantially equal installments in accordance with the payroll procedures of the District. For the 2026-2027, 2027-2028, 2028-2029 and 2029-2030 Contract years, the Principal shall be paid such annual salary as may be determined by the Board, pursuant to provisions described herein, but in no case less than the salary set for the preceding year. Any adjustment in salary made during the life of this Contract shall be in the form of a written amendment and shall become part of this Contract. It is understood, however, that by doing so, it shall not be considered that the Board has entered into a new Contract with Principal, or that the termination date of this Contract has in any way been extended.

4. **ACADEMIC IMPROVEMENT AND STUDENT PERFORMANCE GOALS.** Because this Contract is a multi-year contract, this Contract is a performance-based Contract linked to student performance and academic improvement of the District. The Principal shall strive to meet the goals during the term of this Contract. The parties agree the goals and indicators are linked to student performance and academic improvement of the District.

Annually, the Principal, with the assistance of his 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 PARCC Exam, completion of the curriculum, attendance and dropout rates;
- (b) review the curriculum and instructional services of the District; and
- (c) 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.

In addition, the parties may, prior to June 30, 2025, develop additional performance goals to enhance District-wide student performance and academic achievement as well as the indicators to measure the same.

5. **PENSION.** From and out of the salary of the Principal as set forth herein above in paragraph 3, the Board shall withhold and pay such amount as may be required by law, on behalf of the Principal to the Teacher Retirement System. The purpose of such direct employer payment shall be to defer federal income taxation of such amount, consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36.

6. **T.H.I.S.** From and out of the salary and pension payments of the Principal, the Board shall withhold any such amount as may be required by law, on behalf of the Principal to the Teacher Health Insurance Security Fund.

7. **EVALUATION.** The Principal shall be evaluated by the Superintendent in conformance with the District's principal evaluation plan established in accordance with 105 ILCS 5/24A-15. No later than March 1, 2025, and not later than March 1 of each subsequent year or any extension of this Contract, the Board and the Superintendent shall review with the Principal, the Principal's progress toward established goals and working relationships among the Principal, the Superintendent, the Board, the faculty, the staff and the community.

8. **EXTENSION AT END OF TERM.** At the time of the final annual evaluation and assessment under this Contract, the Board and the Principal shall engage in discussions from which the parties may mutually agree to extend the employment of the Principal. If the Board determines not to extend the Contract, the Board shall notify the Principal in writing so that the Principal receives the notice not later than April 1, 2029. If the Principal does not wish to consider a successive employment agreement, the Principal shall provide at least sixty (60) days written notice to the Superintendent.

9. **CRIMINAL RECORDS CHECK.** Pursuant to 105 ILCS 5/10-21.9, boards of education are prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If a fingerprint based criminal records check required by Illinois law is not completed at the time this Contract is signed, and the subsequent investigation report reveals there has been such a conviction, this Contract shall immediately become null and void.

10. **EMPLOYMENT HISTORY REVIEW.** Pursuant to 105 ILCS 5/22-94, the Principal shall submit to an employee history review, and shall execute and deliver to the Board of Education all necessary consent and forms necessary to accomplish such task. If the Principal fails to disclose necessary information, fails to complete and deliver appropriate forms upon demand, or if a subsequent employment history review reveals there has been a report or investigation that did not result in an unfounded or fabricated result, this Contract shall immediately become null and void.

11. **LICENSURE.** The Principal shall furnish the Board, during the term of this Contract, a valid and appropriate license, authorizing him to perform the duties of Principal in accordance with the laws of the State of Illinois and as directed by the Board.

12. **SICK LEAVE.** The Principal shall be entitled to twelve (12) days of sick leave days annually. Sick leave shall accumulate as provided in the collective bargaining agreement between the Board of Education and the exclusive representative of the licensed employees of the District, and shall be subject to such other provisions as may be contained in school district policies, rules and regulations.

13. **PERSONAL LEAVE.** The Principal shall be entitled to three (3) days of sick leave days annually. Unused personal days shall be converted to accumulated sick leave at the end of the fiscal year.

14. **BEREAVEMENT LEAVE.** The Principal may use up to three (3) days per incident of death for loss of family member. Bereavement leave may only be used in connection with a death of a member of the Principal's immediate family, as family is defined by the Illinois School Code (105 ILCS 5/24-6).

15. **MAJOR MEDICAL-DENTAL INSURANCE.** The Board shall pay the monthly rate established in the collective bargaining agreement between the District and its certified staff toward insurance premiums for the single major medical insurance coverage available through the Board's group insurance carrier.

16. **DUES.** The Board shall pay the cost of the Principal's annual membership dues in the Illinois Principal's Association.

17. **MILEAGE.** The Principal shall be entitled to reimbursement for travel related to the District's business at the current rate per mile established by current Board Policy for travel out-of-district. Mileage shall be computed from La Harpe, Illinois, or other original of the trip, to the destination and back to La Harpe.

18. **NOTICE.** Any notice required under this Contract shall be in writing and shall become effective on the day of mailing thereof by first class, registered or certified mail, postage prepaid, addressed:

To the Board:

To Principal:

President, Board of Education
La Harpe CUSD No. 347
404 West Main St.
La Harpe, IL 61450

Ryan Hopper
(The address listed in current
school district records)

19. **CONTENT OF AGREEMENT.** 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.

20. **AGREEMENT GOVERNED BY ILLINOIS LAW.** This Contract is executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

21. **RELEVANT LAW.** This Contract is authorized under the provisions of 105 ILCS 5/10-23.8a.

22. **SURVIVAL OF CONTRACT.** This Contract shall be binding upon the parties hereto, their successors and assigns.

23. **SAVINGS CLAUSE.** If any portion of this Contract is deemed to be illegal or unenforceable, the remainder thereof shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be executed in their respective names; and in the case of the Board, by its President and Secretary, on the day and year first written above.

[The remainder of this page left intentionally blank; signature page to follow.]

4-7-25

Ryder Rogers

Principal

**LA HARPE COMMUNITY UNIT
SCHOOL DISTRICT NO. 347**

By: [Signature]
President, Board of Education

ATTEST:

[Signature]
Secretary, Board of Education