

PRINCIPAL CONTRACT

THIS AGREEMENT made this 9th day of March, 2026 by and between the Board of Education, Lisbon School District No. 90, Newark, Illinois (“the Board”), and Robert Hauge (“Principal”), ratified by a resolution adopted at the (regular/special) meeting of the Board held on March 9, 2026, and as found in the minutes of that meeting.

IT IS AGREED:

Employment. Robert Hauge is hereby hired as principal at Lisbon Grade School in Lisbon Grade School District No. 90, Newark, Illinois, and is retained from July 1, 2026, to June 30, 2027

Work Year. The work year of Principal shall include all regular workdays during the term of the contract, except that the Principal shall not be required to work on legal school holidays. The Principal is required to work at least 220 days throughout the term of this contract. The Principal and Superintendent will work together to establish a work calendar.

Duties. The duties and responsibilities of a Principal in and for this District shall be all those duties incident to the office of Principal as set forth in the job description, a copy of which is attached to this Agreement as Exhibit A, and those obligations imposed by the law of the State of Illinois upon principals. Duties and responsibilities may be revised from time to time with the consensus of the Superintendent and Principal. Such revisions shall become part of this Agreement and shall not be deemed in and of themselves separate Agreements.

Salary. In consideration of a salary of \$95,000.00 per year, Principal hereby agrees to devote such time, skill, labor and attention to his/her employment during the term of this Agreement, except as otherwise provided in this Agreement, and to perform faithfully the duties of Principal for this District as set forth in this Agreement. The Board retains the right to adjust the annual salary of the Principal during the term of this Agreement, provided that any salary adjustment does not reduce the annual salary below the figure stated in this Agreement. Any adjustment in salary made during the life of this Agreement shall be in the form of a written 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 Agreement with Principal or that the termination date of this Agreement has been in any way extended.

Pension. In addition to Principal’s salary, the Board shall pay on behalf of the Principal the Principal’s total contribution to the Teachers’ Retirement System, including contributions to the Teachers’ Health Insurance Security (THIS) fund, in the form of an employer-paid pension contribution pursuant to 40 ILCS 5/16-152, et seq. Both parties acknowledge that the Principal did not have the option of choosing to receive the contributed amount directly instead of having such contributions paid directly by the Board to the Teachers’ Retirement System. The purpose of such direct contribution is to shelter said amount from federal income taxes pursuant to Internal Revenue Service regulations.

Pay Dates. Principal’s annual salary shall be paid in equal installments in accordance with the policies, rules and regulations of the Board governing payment of salary to other certificated members of the professional staff.

Evaluation. Principal shall be evaluated by the Superintendent annually, but no later than March 1st of each year. The evaluation shall be in writing and shall be conducted in accordance with the current laws for principal evaluation and the District developed principal evaluation instrument.

Performance and Improvement Goals. Performance and improvement goals are not applicable to this contract as this is a one-year agreement.

License and Endorsements. Principal shall furnish to the Board during the term of this Agreement a valid professional educator license with the required endorsement to act as Principal in accordance with the laws of the State of Illinois.

Other Work. With the prior approval of the Superintendent or Board, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations, and may accept compensation for such work.

Other Benefits. Unless specifically excluded by the terms of this Agreement, the Principal shall be provided no less than the same benefits given to other certified employees.

Discharge for Cause. Throughout the term of this Agreement, Principal shall be subject to discharge for just cause, provided, however, the Board shall not arbitrarily or capriciously call for dismissal and Principal shall have the right to service of written charges, notice of hearing and a hearing before the Board. If the Principal chooses to be accompanied by counsel at such hearing, all such personal expenses shall be paid by Principal. Failure to comply with the terms and conditions of this Agreement shall also be sufficient cause for purposes of discharge as provided in this Agreement.

Reclassification at End of Contract Term. Any reclassification of Principal at the end of the term of this Agreement shall be as provided by law.

Tenure. Principal shall retain all rights under Sections 24-11 through 24-16 of the Illinois School Code.

Termination by Agreement. During the term of this Agreement, the Board and Principal may mutually agree, in writing, to terminate this Agreement.

Referrals to Principal. The Board and the Superintendent collectively and individually shall refer promptly all criticisms, complaints and suggestions called to their attention to Principal for study and recommendation.

Professional Activities. Principal shall be encouraged to attend appropriate professional meetings at the local, state and national levels. Within budget constraints and after presentation of vouchered expenses, such costs of attendance shall be paid by the Board pursuant to its policies, rules and regulations. Principal membership in the Illinois Principals Association shall be covered by the District.

Vacation. Principal shall receive 10 calendar days of vacation annually on each (date on which the Contract begins) to be used during the months of his/her employment and which shall be exclusive of legal holidays. Vacation shall be taken within 12 months of the year in which it was earned and shall not accumulate beyond this point. Vacation days must be pre-approved by the Superintendent.

Sick Leave. Principal shall be entitled to the same number of sick leave days as are provided to other certified staff. Earned sick leave shall accumulate to a maximum of 12 days and shall be subject to such other provisions as may be contained in school district policies, rules and regulations.

Background Investigation. 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 the criminal background investigation 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.

Notice. 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 registered or certified mail, return receipt requested addressed:

If to the Board, to:

Eric Friestad President, Board of Education
Lisbon School District No. 90
127 South Canal Steet
Newark, IL

If to the Principal, to:

Dr. Robert Hauge
Principal
2305 Carpenter Avenue
Plainfield, IL 60586

Applicable Law. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

Paragraph Headings. Paragraph headings have been inserted for convenience and reference only, and if there shall be any conflict between any such headings and the text of this Agreement, the text shall control.


Duplicate Original Agreements. 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 one and the same instrument.

Superiority of Agreement. 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. Unless otherwise indicated, all amendments and modifications made during the life of this Agreement shall supplement and become part of this Agreement and shall not be deemed in and of themselves separate Agreements.


Severability. If any provision of this Agreement is found invalid or is incapable of being enforced, all other provisions contained herein shall nevertheless remain in full force and effect.

IN WITNESS WHERE OF, 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.

Eric Friestad, Principal Board of Education, Lisbon Grade School District No. 90, 127 South Canal Street, Newark, Illinois.



President, Board of Education



Principal, Robert Hauge

ATTEST: 

Secretary, Board of Education