

First Amendment to the Employment Agreement

THIS FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT (this "Amendment") is hereby entered into by and between the Illinois State Board of Education (hereinafter referred to as the "Board") and Dr. Anthony Sanders (hereinafter referred to as "Dr. Sanders").

WITNESSETH:

WHEREAS, Article X, Section 2 of the 1970 Illinois Constitution provides that the Board shall appoint a chief state education officer; and

WHEREAS, Section 1A-4 of the Illinois School Code (105 ILCS 5/1A-4) provides that the Board shall (i) determine the qualifications of and appoint a chief education officer to be known as the State Superintendent of Education; (ii) set the compensation of the State Superintendent of Education; and (iii) establish the duties, powers and responsibilities of the State Superintendent of Education; and

WHEREAS, the Board and Dr. Sanders entered into an Employment Agreement for Dr. Sanders to serve as the State Superintendent of Education for a term commencing on February 23, 2023 and ending January 31, 2027 (the "Employment Agreement").

WHEREAS, the Board and Dr. Sanders wish to amend the Employment Agreement to revise and update the performance goals; and

WHEREAS, the Board and Dr. Sanders agree this amendment is in the best interest of parties and authorized by law.

NOW, THEREFORE, in consideration of the mutual covenants and promises contained herein, it is hereby agreed by the parties as follows:

1. **Incorporation of Recitals:** The Recitals set forth above are hereby incorporated into this Amendment as if fully set forth herein.
2. **Amendment to Performance Goals:** Section 2 (Performance Goals) of the Employment Agreement is hereby amended by deleting Attachment A in its entirety and replacing it with Attachment A-1, which is attached hereto and incorporated herein by reference. As of the date of execution of this Amendment, in accordance with Section 1A-4 of the School Code, the goals and indicators linked to statewide student performance, academic improvement, and related matters within Illinois schools to measure the performance and effectiveness of the State Superintendent shall be those goals and indicators set forth on Attachment A-1 hereto. All references in the Agreement to Attachment A shall be read to refer to Attachment A-1.
3. **Effect of Amendment.** Except as otherwise specifically set forth in this Amendment, all

other terms and provisions of the Agreement shall remain the same and continue in full force and effect. The Parties agree upon execution of this Amendment, it shall become a binding and integral part of the Agreement.

4. **Counterparts.** This Amendment may be executed in two or more counterparts, each of which shall be deemed an original, but all of which shall constitute one and the same instrument. Facsimile or electronic signatures shall constitute acceptable, binding signatures for purposes of this Amendment.

IN WITNESS WHEREOF, the parties hereto have signed the foregoing Amendment on the dates shown below.

STATE BOARD OF EDUCATION



Dr. Steven Isoye, Chairman

11/26/24

Date

DR. ANTHONY SANDERS



Dr. Anthony Sanders

11/26/24

Date

Attachment A-1

GOALS AND INDICATORS LINKED TO STATEWIDE STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT WITHIN ILLINOIS SCHOOLS AND RELATED MATIERS USED TO MEASURE PERFORMANCE AND EFFECTIVENESS OF THE STATE SUPERINTENDENT

Goal 1: Partner with appropriate Illinois agencies and educational stakeholders for the successful transition to a Department of Early Childhood while continuing to expand preschool opportunities in Illinois.

Indicators:

- Negotiate with appropriate union representatives and other parties to ensure ISBE early childhood staff continue to have opportunities to remain within the agency, or to transfer to the newly established Department of Early Childhood.
- Plan for the expansion of Early Childhood Block Grant to expand access to high-quality services for low-income families.
- Advocate for the State Board of Education's requests for early childhood funding.

Goal 2: Similar to the development of the Comprehensive Literacy Plan, collaborate with the Illinois State Board of Education members, educational stakeholders, math content experts, and instructional leaders to develop a Comprehensive Numeracy (Math) Plan.

Indicators:

- Research best practices and current math standards to develop a first draft of comprehensive numeracy (math) plan.
- Using a format similar to the Comprehensive Literacy Plan, solicit feedback from educational stakeholders including experts in math instruction, school district leaders, teachers, and others.
- Update plan to reflect feedback, with final approval of updated goals and toolkits by the Illinois State Board of Education.

Goal 3: Prioritize strategies, funding, and collaboration to address the Illinois educator pipeline.

Indicators:

- Continue to implement recommendations of the Teach Illinois Report.
- Advocate for increased funding.
- Support partnerships between school districts and teacher preparation programs in order to closely align teacher supply and demand.
- Promote strategies to attract and retain educators, including teachers and

educational support professionals.

- Incentivize and support innovative partnerships between school districts and teacher preparation programs.

Goal 4: Review and make recommendations to improve the Illinois Statewide System of Support.

Indicators:

- Continue to review of the structures that exist to support school districts that currently have schools that are Targeted or Comprehensive.
- Solicit feedback from state organizations, school districts, teachers and others regarding the updated ESSA plan required to effectuate the changes needed to implement a new statewide system of support, including updated accountability labels (criterion referenced) and cut scores.
- Finalize updated federal ESSA plan reflecting Illinois' updated cut scores and accountability system for consideration by the State Board.
- Successfully implement the statewide shift to the ACT suite of exams for high school students.
- Research how other states support test preparation for all high school students (if at all) and determine potential costs of offering the opportunity to Illinois students.

Goal 5: Host Inaugural Student Summit to Gather Student Voice

Indicators:

- Using the already existing structure of the Superintendent's Student Advisory Committee (SAC), host a summit for students from across the state facilitated by members of the SAC.
- Have Student Advisory Committee present to the Board the feedback they learned as a result of the summit.
- Invite Board members to attend the summit tentatively scheduled for March 13, 2025.
- Solicit student feedback from SAC on where they believe their voice will have the greatest impact.

Goal 6: Access to early career credit/dual credit.

Indicators:

- Continue to explore options for dual credit/early college for rural districts doing synchronous instruction.
- Continue to advocate for increased funding to support the new Career/Technical Education formula.