



Mahomet-Seymour Schools

1301 S. Bulldog Dr., Box 229  
Mahomet, IL 61853  
Phone 217-586-2161

August 26, 2025

**VIA ELECTRONIC MAIL**

Dani Tietz

[dani@mahometnews.com](mailto:dani@mahometnews.com)

**RE: Freedom of Information Act Request**

Dear Ms. Tietz

On August 19, 2025, Mahomet-Seymour Community Unit School District No. 3 (the "District") received a Freedom of Information Act ("FOIA") request from you. Your request and the District's response are below.

**Request:** I request the contract for the new CSBO.

**Response:** Attached please find records responsive to your request.

To the extent you consider this a denial of your request, you have the right to have the denial reviewed by the Public Access Counselor (PAC) at the Office of the Illinois Attorney General. 5 ILCS 140/9.5(a). You can file your Request for Review with the PAC by writing to: Public Access Counselor, Office of the Attorney General, 500 South 2nd Street Springfield, Illinois 62701, Fax: 217-782-1396, E-mail: [public.access@ilag.gov](mailto:public.access@ilag.gov), Phone: 877-299-3642. If you choose to file a Request for Review with the PAC, you must do so within 60 calendar days after the date of the denial letter. 5 ILCS 140/9.5(a). Please note that you must include a copy of your original request for documents and the denial letter when filing a Request for Review with the PAC. You also have the right to seek judicial review of your denial by filing a lawsuit in the State circuit court. 5 ILCS 140/11.

Sincerely,

A handwritten signature in black ink, appearing to read "Kenny C. Lee".

Dr. Kenny Lee, Superintendent and FOIA Officer

## CHIEF SCHOOL BUSINESS OFFICIAL EMPLOYMENT CONTRACT

**THIS CONTRACT** made this 18<sup>th</sup> day of **August, 2025**, by and between the Board of Education of Mahomet-Seymour Community Unit School District No. 3 (hereinafter referred to as “the Board”), and **Kristopher Kahler** (hereinafter referred to as “the CSBO”), pursuant to a Motion of the Board at a meeting of the Board held on **August 18, 2025**, as found in the Minutes of that meeting.

### W I T N E S S E T H:

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 **Kristopher Kahler** as **Chief School Business Official** in and for Mahomet-Seymour Community Unit School District No. 3 for a period of two (2) years, commencing **October 1, 2025** and ending **June 30, 2027**. The work year shall be twelve (12) months per year, including sick leave, personal leave and vacation (paid non-working days) but not including holidays. The Superintendent, in consultation with and with the advice of the CSBO, shall specify the days on which the CSBO will perform duties as CSBO.

2. **DUTIES.** The duties and responsibilities of CSBO shall be all those duties established by this Contract, those incident to the office of Chief School Business Official, 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 CSBO; and such additional duties normally performed by an employee in like position as from time to time may be assigned to the CSBO by the Superintendent of Schools and/or the Board.

3. **SALARY.** In consideration of the performance of the duties of the CSBO, the Board shall pay to the CSBO as base annual salary for the period extending from **October 1, 2025** to **June 30, 2026**, the total sum of One Hundred Sixty-Four Thousand Two Hundred and 00/100 Dollars (**\$164,200.00**) per year (prorated for the 2025-2026 fiscal year), which amount shall be payable in substantially equal installments in accordance with the payroll procedures of the District. For each subsequent contract year, the CSBO shall be paid such annual salary as may be agreed to by the Board and the CSBO, pursuant to provisions described hereinbelow, but in no case less than the salary negotiated for the preceding contract year. Any adjustment in base salary shall be in the form of an amendment and shall become part of this Contract, but any such amendment shall not be considered a new contract with the CSBO, or that the termination date of this Contract has been in any way extended.

4. **PENSION.** In addition to said salary, the Board shall pay on behalf of the CSBO all required contributions to the Teachers' Retirement System in the form of an employer paid pension contribution pursuant to 40 ILCS 5/16-152, *et seq.* The CSBO shall not have any right or claim to said amounts, except as they may become available at the time of retirement or resignation from the State of Illinois Teachers' Retirement System. Both parties acknowledge that the CSBO did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Teachers' Retirement System, and further acknowledge that such contributions are made as a condition of employment to secure the CSBO's future services, knowledge and experience.

5. **T.H.I.S.** In addition to the CSBO's salary, the Board shall pay such amount as may be required by law on behalf of the CSBO to the Teachers' Health Insurance Security Fund. The CSBO shall not have any right or claim to said amounts, except as they may become available at the time of retirement or resignation from the State of Illinois Teachers' Retirement System. Both parties acknowledge that the CSBO did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Teachers' Health Insurance Security Fund, and further acknowledge that such contributions are made as a condition of employment to secure the CSBO's future services, knowledge and experience.

6. **ACADEMIC IMPROVEMENT AND STUDENT PERFORMANCE GOALS.** The contract is a performance-based contract linked to student performance and academic improvement of the District, pursuant to 105 ILCS 5/10-23.8a. The CSBO shall strive to meet the goals during the term of this Contract. The parties have met, discussed and agreed upon the performance goals and objectives set forth in Appendix B, attached hereto and incorporated herein by reference.

7. **EVALUATION.** Annually, but no later than March 1 of each year, the Superintendent shall review with the CSBO, the CSBO's progress toward established goals, as well as working relationships among the CSBO, the Superintendent, the Board, the faculty, the staff, the students and the community. The Superintendent shall provide a summary of the CSBO's evaluation and job performance to the Board.

8. **EXTENSION AT END OF TERM.** At the time of the final annual evaluation and assessment under this Contract, the Board and the CSBO shall engage in discussions from which the parties may mutually agree to extend the employment of the CSBO for a multi-year period not to exceed five (5) years. If the Board determines not to extend the Contract, the Board shall notify the CSBO in writing so that the CSBO receives the notice not later than February 1, 2027. In the event the Contract is extended, the Board and the CSBO shall establish additional goals designed to enhance student performance and academic achievement as well as the indicators to measure same.

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

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

11. **DISABILITY.** Should the CSBO be unable to perform the duties and obligations of this Contract, by reason of illness, accident or other cause beyond the CSBO's control and such disability exists after the exhaustion of accumulated leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the salary stipulated. If such disability continues for ninety (90) work days after the exhaustion of accumulated leave days and vacation days during any school year, or if such disability is permanent, irreparable

or of such nature as to make the performance of the CSBO's duties impossible, the Board, at its option, may terminate this Contract, whereupon the respective duties, rights and obligations of the parties shall terminate.

12. **TERMINATION BY AGREEMENT.** During the term of this Contract, the Board and the CSBO may mutually agree, in writing, to terminate this Contract.

13. **VACATION.** The CSBO shall be entitled to twenty (20) days of vacation leave annually (prorated for the 2025-2026 fiscal year) without loss of pay. Vacation days shall only be taken subject to approval of the Superintendent, shall not interfere with the orderly function of the School District, and shall be subject to use provisions contained in the School District's policies, rules and regulations with respect thereto. Vacation shall be taken within twelve (12) months of the year in which it is earned and shall not be cumulative.

14. **SICK LEAVE.** The CSBO shall be entitled to the same number of sick leave days annually (prorated for the 2025-2026 fiscal year) as other licensed staff of the District, and earned sick leave shall be cumulative pursuant to Board policy, the same as for other licensed staff of the District.

15. **PERSONAL LEAVE.** The CSBO shall be entitled to the same number of personal leave days annually (prorated for the 2025-2026 fiscal year) as other licensed staff of the District. Personal leave usage and accumulation, if any, shall be governed by the Board's rules, regulations and policy.

16. **MEDICAL INSURANCE.** The Board shall pay such health insurance premiums for the CSBO as provided to the other licensed employees on the same terms and conditions as established in the collective bargaining agreement between the District and its licensed staff, including but not limited to the same amount of employer-paid premium support through the Board's group insurance carrier.

17. **LIFE INSURANCE.** The Board shall provide and pay the premiums for a term life insurance policy on the life of the CSBO in the amount of One Hundred Thousand and 00/100 Dollars (\$100,000.00). The CSBO shall designate the beneficiary of the policy.

18. **MEMBERSHIP DUES.** The Board agrees to pay the cost of reasonable annual membership dues in one (1) national and one (1) state level professional organization of CSBO's choosing and for such other professional organizations as may be approved by the Board. The CSBO is encouraged to attend appropriate professional meetings at local and state levels. Within budget constraints and as approved in advance by the Superintendent, such costs of attendance may be paid by Board upon receipt of a full, itemized account of such costs.

19. **MILEAGE REIMBURSEMENT.** The Board shall pay the Internal Revenue Service rate to the CSBO for vouchered reimbursable mileage expenses incurred by the CSBO while using the CSBO's personal vehicle for the conduct of approved District business. Reimbursement shall be pursuant to the District's policies, rules and regulations.

20. **OTHER WORK.** With the prior approval of the Board, the CSBO may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations.

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

To the Board:

President, Board of Education,  
Mahomet-Seymour CUSD No. 3  
1301 S. Bulldog Drive, P.O. Box 229  
Mahomet, IL 61853

To the CSBO:

Kristopher Kahler  
(The address listed on  
District records)

22. **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.

23. **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.

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

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

26. **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.

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**The Chief School Business Official**

**MAHOMET-SEYMOUR COMMUNITY  
UNIT SCHOOL DISTRICT NO. 3**

\_\_\_\_\_  
**Date**

By: \_\_\_\_\_  
**President, Board of Education**

**ATTEST:**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Secretary, Board of Education**