

EXHIBIT 2

Community Consolidated School District 15
Joseph M. Kiszka
Educational Service Center
580 North 1st Bank Drive
Palatine, IL 60067-8110

June 30, 2010

To Whom It May Concern,

Community Consolidated School District 15 is the third largest elementary district in Illinois, serving a diverse population of all or part of seven northwest suburban communities: Palatine, Rolling Meadows, Hoffman Estates, Inverness, South Barrington, Arlington Heights, and Schaumburg.

District 15 has fifteen elementary schools, four junior high schools, and one preschool early childhood center and alternative public day school. It serves 11,972 students, employs 2,034 people, and has an operating budget of \$ 147,439,658.

The Board of Education and Dr. Daniel Lukich signed a mutually agreeable employment contract for him to become the seventh (7th) Superintendent of Schools since 1946. Terms of that agreement included a three (3) year contract with a starting salary of \$202,000 plus benefits. The contract extended from July 1, 2008, through July 1, 2011.

During Dr. Lukich's first year of employment, the Board of Education established the following Superintendent Goals: 1.) Improve student achievement 2.) Complete facility audit study 3.) Prepare for and complete teacher negotiations 4.) Improve internal and external communications. Upon conclusion of his first year, the Board reviewed and assessed his progress toward these goals resulting in a performance bonus in the amount of \$5000.

In September and October of 2009, year two, the Board directed a new set of District/Strategic goals and a new set of Superintendent Goals. District/Strategic goals included 1.) Improve student achievement 2.) Recruit and hire district facility planner 3.) Develop district and building administrative team 4.) Enhance use of technology for 21st century teaching and learning. Goals for the Superintendent included 1.) Improve Board communications 2.) Enhance administrative presence 3.) Design and implement a merit performance pay plan 4.) Increase administrative morale 5.) Fix transportation problems and leadership 6.) Develop and improve relations with all unions.

In the second year, with a change of three (3) new Board Members, a different style of administrative management was envisioned by the Board. The Board and Dr. Lukich negotiated a mutually amicable contract separation for the third and final year of the contract. Dr Lukich

resigned on June 30, 2010, for the sole purpose of terminating his relationship and continuing his career as a Superintendent of Schools.

All inquiries should be directed to Mr. James Garwood, Assistant Superintendent for Administrative Services and Communications. He is the Board's and Superintendent's sole representative in the matter.

Sincerely,

Board of Education
Community Consolidated School District 15