

ADMINISTRATIVE CONTRACT

ELIDA LOCAL SCHOOLS

CONTRACT OF EMPLOYMENT

Administrator

It is hereby agreed by and between the Board of Education of the Elida Local School District located in Allen County in the State of Ohio (hereinafter called the Board) and Douglas Drury (hereinafter called the Administrator) that the said Board in accordance with its action as found in the minutes of the meeting held May 19, 2026 has and does hereby employ the said Douglas Drury for the term, commencing August 1, 2026, and ending automatically and without further action of the Board on the date of his resignation ("Resignation Date"). Both parties agree that the said employee shall perform the duties as set forth herein in and for the Board as prescribed by the laws of the State of Ohio and by the rules and regulations made there under by the Board.

WITNESSETH

THAT, for the period commencing August 1, 2026, through July 31, 2027, the Administrator shall serve and perform the duties of Middle School Principal. For the period commencing August 1, 2027, through his Resignation Date, the Administrator shall serve and perform the duties of District Administrator, as directed in the sole discretion of the Superintendent.

THAT, the Administrator hereby irrevocably and voluntarily resigns from all employment with and by the Board, for the purposes of retirement, effective October 7, 2027, except as provided herein Administrator will be assigned to work for this period for the purposes of attaining the sufficient number of workdays to be eligible to retire effective Administrator's Resignation Date. Although unforeseen, should the State Teacher Retirement System (STRS) determine that additional work days are needed to allow Administrator to attain full service retirement from the STRS, upon providing written documentation from STRS, the Board will permit Administrator the

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ability to work additional days necessary to attain full service retirement and will work with Administrator to adjust his Resignation Date accordingly only to the extent necessary to allow Administrator to attain full service retirement.

The Administrator knowingly and voluntarily waives and releases the Board from liability from and against any and all claims or causes of action in connection with this contract and/or his employment with the Board, including but not limited to any entitlement to any further employment beyond the date of his resignation and termination of this Agreement. This waiver does not include Administrator's right to make a claim for defense and indemnification under Ohio Revised Code Chapter 2744, nor does this waiver affect the Board right to defenses under Ohio Revised Code Chapter 2744.

THAT, in consideration of a salary of \$121,593.08, **Douglas Drury** agrees to perform faithfully the duties set forth herein. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of professional staff members in the District for the period commencing August 1, 2026, through July 31, 2027. For the period commencing August 1, 2027, through Administrator's Resignation Date, the Administrator shall be paid a prorated portion of an annual salary of \$125,241 (i.e., a daily rate of \$549.303), plus a prorated portion of any additional increase in salary afforded to other administrators for the 2027-2028 school year, based on the number of days actually worked during such period.

THAT, within the framework of Ohio law, throughout the term of this contract, the Administrator shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for his dismissal and that the Administrator shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Administrator chooses to be accompanied by legal counsel at the hearing said legal expenses will be incurred by the Administrator.

THAT, Nonrenewal of this contract shall be governed by Section 3319.02 of the Ohio

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Revised Code. Notwithstanding the foregoing or any other provision of this Agreement, the Administrator knowingly and voluntarily waives any rights he has under Section 3319.02 of the Ohio Revised Code concerning the term of this Agreement and the nonrenewal of this Agreement. With the exception of the need to adjust Administrator's Resignation Date, as detailed above, this Agreement shall automatically terminate at 5:00 p.m. on the Resignation Date without further action of the Board and the Employee's signature on this Contract constitutes his resignation from all contracts of employment with the Board as of 5:00 p.m. on the Resignation Date.

THAT, it is agreed that the Administrator will furnish throughout the life of this contract a valid and appropriate certificate to be able to perform all duties set forth herein in the State of Ohio as directed by the Board of Education and that the Administrator hereby agrees to devote his time, skill, labor, and attention to said employment during the term of this contract, provided, however, that the Administrator may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations insofar as such does not interfere with performance of the duties of Administrator.

THAT, the Board of Education, individually and collectively, will refer promptly all criticisms, complaints, and suggestions called to its attention to the Administrator for study and recommendation.

THAT, the Board of Education shall provide the Administrator with transportation or shall reimburse him for all expenses incurred for transportation required in the performance of his official duties during his employment under this contract.

THAT, the Board of Education will pay the employer share of STRS and Medicare tax as well as the employee's share, based on the table below. The Board of Education shall also pay pickup on the employee's contributions to STRS. The payments for the STRS employee shall be in accordance with STRS rules and state law.

	Category I		Category II	
	Retirement	Medicare	Retirement	Medicare

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Year 1	4%		2%	
Year 2	6%	100%	4%	100%
Year 3	8%		6%	
Year 4	100%		8%	
Year 5			100%	

THAT, the Administrator shall be reimbursed \$40 per month for cell phone use.

THAT, the Administrator shall be entitled to fifteen (15) days sick leave annually. Earned sick leave shall be cumulative to 325 days or as provided by Board policy. The Administrator shall be entitled to three (3) days personal leave annually. The Administrator shall work 228 days annually. Such numbers of work days, sick leave days, and personal leave days shall be prorated for the period commencing August 1, 2027, through his Resignation Date. Any and all such employment benefits shall be prorated for such period based on the number of days actually worked by Administrator.

Administrator shall also receive severance pay to be calculated and paid on the Resignation Date in accordance with applicable law and Board Policy in effect at the time of Administrator's execution of this Agreement. Such severance payment shall be deposited within thirty (30) calendar days of his Resignation Date into Administrator's deferred compensation account.

THAT, the Administrator shall attend appropriate professional meetings at the local, state, and national level as approved by the Superintendent of Schools and/or Board of Education, the expenses of said attendance to be incurred by the Board.

THAT, should the Administrator be unable to perform any or all of his duties by reason of illness, accident, or other cause beyond his control, and said disability exists for a period of time which is sufficient to exhaust his accumulated sick leave; plus, an additional ninety (90) calendar days, the Board may, at its option, terminate this agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.

THAT, this Contract shall be subject to and construed according to the laws of the State

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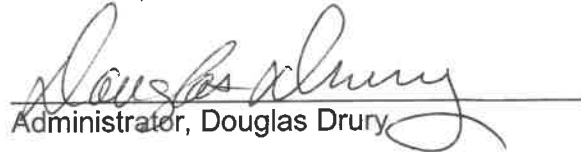
of Ohio. Any provisions hereof which are declared invalid or unenforceable by legislation action or judicial ruling shall be severed from this Contract and the remaining terms shall continue in full force and effect. If any such invalid or unenforceable provision relates to a payment or benefit quantifiable in monetary terms, the Board shall pay to the Administrator additional compensation equal to the monetary value of such lost payment or benefit. If the lost payments or benefits would have been nontaxable to the Administrator, the amount paid by the Board under this paragraph shall be increased by twenty (20) percent to defray the additional tax liability incurred by the Administrator.

THAT, the Administrator shall fulfill all aspects of this contract, any exception thereto being by mutual consent of the Board and the Administrator. Failure to fulfill the obligations agreed to in the contract will be viewed as a violation of the administrator's Code of Ethics and will be reported by the Board to the appropriate State Association of School Administrators and state educational authorities.

Dated the 19th day of May, 2026.

President, Board of Education

Treasurer, Board of Education



Administrator, Douglas Drury

