

Administrative Contract

ELIDA LOCAL SCHOOLS

CONTRACT OF EMPLOYMENT

High School Principal

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 **Krissa Worley** (hereinafter called the High School Principal) 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 **Krissa Worley** for three (3) years, 228 day contract, commencing August 1, 2026. Both parties agree that the said employee shall perform the duties of the High School Principal in and for the Elida Local School District as prescribed by the laws of the State of Ohio and by the rules and regulations made there under by the Board of Education of said District.

WITNESSETH

THAT, in consideration of a salary per the current board adopted salary schedule, said **Krissa Worley** agrees to perform faithfully the duties of the High School Principal. 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.

THAT, the Board of Education shall annually review the salary for the succeeding year and hereby retains the right to adjust the annual salary of the High School Principal during the term of her contract, said salary adjustment not to reduce the annual salary below the figures stated above except in accordance with Ohio Law. Any adjustment in salary made during the life of this contract shall be in the form of an amendment and shall become a part of this contract. It is provided, however, that by so doing it shall not be considered that the Board of Education has entered into a new contract with the High School Principal nor that the termination date of the existing contract has been extended. However, the Board may, by specific action, extend the termination date of the existing contract if such extension is permitted by state law.

THAT, within the framework of Ohio law, throughout the term of this contract, the High School Principal shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for her dismissal and that the High School Principal shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the High School

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Principal chooses to be accompanied by legal counsel at the hearing said legal expenses will be incurred by the High School Principal.

THAT, it is agreed that the High School Principal will furnish throughout the life of this contract a valid and appropriate certificate to act as High School Principal in the State of Ohio as directed by the Board of Education and that the High School Principal hereby agrees to devote her time, skill, labor, and attention to said employment during the term of this contract, provided, however, that the High School Principal 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 High School Principal.

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

THAT, the Board of Education shall provide the High School Principal with transportation or shall reimburse her for all expenses incurred for transportation required in the performance of her official duties during her 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
Year 1	4%		2%	
Year 2	6%	100%	4%	100%
Year 3	8%		6%	
Year 4	100%		8%	
Year 5			100%	

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

THAT, the High School Principal shall be entitled to fifteen (15) days sick leave annually. Earned sick leave shall be cumulative to 325 days (290 days for calculating severance) or as provided by Board policy. The High School Principal shall be entitled to three (3) days personal leave annually. The High School Principal shall work 228 days annually. The High School Principal shall be granted \$600 for Tuition reimbursement per year. The High School Principal shall elect to choose from board approved plans for Medical, Dental, Vision and Life Insurance, at the same rates as a full time employee.

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THAT, the High School Principal 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 District.

THAT, failure to notify the High School Principal in writing, as provided by law, of the Board's intent not to renew the contract will automatically result in a one-year extension of the existing contract.

THAT, should the High School Principal be unable to perform any or all of her duties by reason of illness, accident, or other cause beyond her control, and said disability exists for a period of time which is sufficient to exhaust her 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 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 High School Principal 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 High School Principal, 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 High School Principal.

THAT, the High School Principal shall fulfill all aspects of this contract, any exception thereto being by mutual consent of the Board and the High School Principal. 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 19th day of May, 2026.

President, Board of Education

Treasurer, Board of Education

Administrator, Krissa Worley