



KENNEWICK SCHOOL DISTRICT NO. 17
CONTRACT OF THE SUPERINTENDENT OF SCHOOLS
2023-2026

This agreement made and entered into for the Kennewick School District No. 17 by the Board of Directors of said district and the Superintendent of Schools, Dr. Traci Pierce.

WITNESSETH:

That for consideration of salary and other benefits provided by the district, Traci Pierce hereby agrees to supervise the schools, other facilities and all operations of said district in accordance with her job description during the period of three calendar years beginning July 1, 2023 and ending June 30, 2026; That she will provide all required duties as superintendent; and, That she will be bound by all of the policies, rules and regulations prescribed by the Board; and, That she will meet all requirements of the Board.

The contract will be considered for renewal on or before February 1, 2024.

The superintendent agrees to meet at least quarterly with the Board for the purpose of evaluating the performance of her duties.

- I. In consideration of duties performed, the Kennewick School District No.17 agrees to pay Traci Pierce an annual base salary of \$178,042 payable in twelve equal monthly installments for the 2022-23 contract year. The salary schedule will be readjusted annually by 2% plus the state IPD.
- II. The superintendent will receive additional supplemental duty pay in the sum of \$4,500 annually for the direct supervision of the district Instructional Leadership program.
- III. The superintendent will receive a supplemental duty contract in the amount of \$700 per month for the completion of annual school visits and attending school and community events and district-related meetings.
- IV. Additional base pay in the amount of \$4,000 plus an amount equal to 15% of (annual base salary identified in Section I + mentor pay + supplemental duty pay identified in Section II) for the superintendent.
- V. The Board agrees that the superintendent may also receive additional compensation in the amount of 16% of total ¹ salary based upon mutually agreed upon quarterly review and achievement of performance goals, objectives, and strategies.
- VI. The superintendent will participate in the district administrative team performance pay pool in the additional amount of 13.8% of her total ² salary plus personal performance achievement pay.

The Board also agrees to abide by the following conditions or benefits provided for the superintendent:

- » **Contract Days:** 260 days.
- Holidays:** 13 days.

¹ Total Salary is defined as the combination of the annual base salary section I, supplemental duty pay section II, mentor pay, and (15% x Section I base salary).

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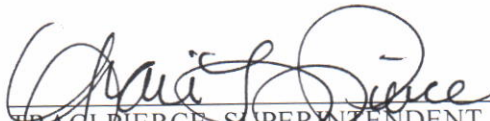
- » **Sick Leave:** 1 day per month, accumulative to 180 days.
 - 36 days non-cumulative for emergency use only.
 - Sick leave cash-out each January of one-fourth of total unused yearly accumulated (12 days) as long as 60 days are left on the books. Total cash-out at termination of one-fourth of total unused sick leave.
- » **Vacation:** 25 days per year.
 - Vacation accrual/cash-out up to 30 days upon termination.
 - Yearly vacation cash-out on June 30, limited to 10 days at per diem rate for vacation days not used.
- » **Reimbursement Annually for Community Services, Related Memberships and Expenses:**
 - Maximum of \$1,500 annually.
 - Reimbursement of out-of-district job related travel expenses.
 - Reimbursement of professional membership dues.
 - Annual comprehensive executive physical examination.
- » **Working Days:** 218 days (NOTE: An average of two (2) days per month of weekend or holiday work may be exchanged for weekday work).
- » **Per Diem:** Calculated on base salary plus performance pay divided by 220 workdays.
- » **Consulting Days:** Out of vacation days.
- » **Medical, Vision and Dental Insurance:** To be paid at the same level as other district employees.
- » **Longevity Mentor Pay:** of 5% of Section I base salary per year and continuing until termination. The superintendent will submit a written report summarizing activities to the board of directors annually.
- » **Other benefits:** including VEBA contribution and doctorate stipend as provided for other administrators.

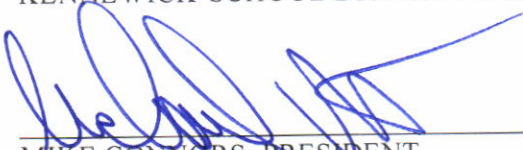
No later than September of each year of this contract the Board and superintendent shall agree upon goals and objectives that will, along with the superintendent's job description, form the basis for the Board's evaluation of the superintendent. Also, if any state or federal law causes any individual section of this contract to be illegal, the remainder of the contract will remain in effect.

The compensation set forth herein may be reconfigured to maximize before tax contribution to retirement funding and other objectives and the District shall cooperate fully with Traci Pierce in such modification.

By signing this contract Traci Pierce agrees to these terms.

DATE:


 TRACI PIERCE, SUPERINTENDENT
 KENNEWICK SCHOOL DISTRICT NO. 17


 MIKE CONNORS, PRESIDENT
 BOARD OF DIRECTORS
 KENNEWICK SCHOOL DISTRICT NO. 17