

STATE OF IDAHO SUPERINTENDENT CONTRACT FORM

THIS CONTRACT, Made this 3rd day of March year of 2017, by and between West Bonner County School District No. 83, Priest River, Idaho in Bonner County(ies), State of Idaho (hereinafter called the District), and Paul Anselmo (hereinafter called the Superintendent),

WITNESSETH:

1. That the District hereby contracts to and does hereby employ said Superintendent as Superintendent of Schools of West Bonner County School District No. 83, Priest River, Idaho in Bonner County(ies), State of Idaho, for a period of 3 years (twelve months per year), beginning July, in the year of 2017, and extending to June 30 in the year of 2020, at a salary of Ninety-Two Thousand Three Hundred and Twenty (\$92,320) the first year, with a Three Percent increment for each of the succeeding years, following Administrative Salary Schedule, until this Contract has been fulfilled. Said salary shall be paid in equal monthly installments on the 25th day of each month for such services, the first payment to be made on July 25 in the year of 2017.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Superintendent agrees to assume the duties of Superintendent of Schools at West Bonner County, Idaho on July 1 in the year of 2016, and to faithfully perform and discharge the same to the best of his/her ability as directed by the Board of Trustees, and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this contract as though fully set forth herein.
3. It is further agreed that the Superintendent will have authorization to attend, at District expense, all meetings of the State Board of Education or the State Superintendent of Public Instruction to which the Superintendent is invited, and that the Board of Trustees will adopt policies pertaining to attendance at other professional meetings and conferences including expenses of travel.
4. It is hereby mutually stipulated and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.

IN WITNESS WHEREOF the District has caused this instrument to be executed in its name by its proper officials and the Superintendent has executed the same all on the date first above written.

WEST BONNER SCHOOL DISTRICT NO. 83 PRIEST RIVER, IDAHO, AND BONNER

COUNTY(IES), STATE OF IDAHO

Attest:

BY

CHAIRMAN, BOARD OF TRUSTEES

DATE

CLERK, BOARD OF TRUSTEES

DATE

SUPERINTENDENT

DATE

**WEST BONNER COUNTY SCHOOL DISTRICT #83
BONNER COUNTY, IDAHO**

SUPERINTENDENT CONTRACT ADDENDUM

It is hereby agreed by and between the Board of Trustees of West Bonner County School District #83, located in Bonner County in the State of Idaho, hereinafter referred to as the Board, and Paul Anselmo, hereinafter referred to as Superintendent, that the Board in accordance with its action at its regular meeting on March 18, 2015 had and does hereby addend the Superintendent's Contract with Paul Anselmo as Superintendent of West Bonner County School District #83.

**I.
BENEFITS**

The Superintendent shall be provided with the same benefits as West Bonner County School District employees. The Board will pay the cost of dependent coverage on the Superintendent's medical plan.

**II.
VACATION AND SICK LEAVE**

The Superintendent shall inform the Clerk in advance of the use of vacation leave. Vacation days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties. In addition, the Superintendent shall be entitled to vacation days totaling TWENTY (20) DAYS per year. The Superintendent shall be entitled to sick days totaling TWELVE (12) days per year. Such sick leave and vacation days are cumulative and may be carried over year to year. In addition, the Superintendent will be granted FIVE (5) days per year of personal leave. Such personal leave shall not accumulate for any purpose and may not be carried over to subsequent years while serving as the district's Superintendent. Any accumulated unused vacation days shall be paid to the Superintendent upon termination of employment, not to exceed TWENTY (20) days in total, at him daily rate (to be calculated by dividing the number of days of the contract by the contract amount).

**III.
WORK SCHEDULE**

The Superintendent's work schedule shall be the district office work calendar – approx....229 days The Superintendent shall be entitled to the following holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day) for days off, as are other certified district administrators.

**IV.
COMMUNICATION**

The Board, individually and collectively, agrees to promptly refer criticisms and suggestions called to its attention to the Superintendent for study and recommendation. The Superintendent shall, as appropriate, inform the Board of problems which arise so the Board Members can be prepared to deal with such questions within the District. The Board shall provide bi-annual evaluation, one of which shall be in written form as mutually agreed upon.

**V.
GOALS AND OBJECTIVES**

The Board and Superintendent shall meet during the first quarter of each school year to establish District goals and objectives for the school year, and review these goals prior to the end of the school year. The Board shall consider the district goals and objectives, in addition to other appropriate criteria, in their evaluation of the Superintendent.

**VI.
OUTSIDE WORK**

The Superintendent, with the approval of the Board, may undertake consultative, speaking engagements, writing, lecturing or other professional duties and obligations that do not conflict with him duties as Superintendent.

**VII.
PROFESSIONAL MEETINGS**

The Superintendent may attend appropriate professional meetings at the local and state level, with reasonable expenses at said attendance to be paid by the District. The Superintendent may also attend appropriate national level professional meetings upon approval by the Board, with reasonable expenses at said attendance to be paid by the District. Expenses for any of these meetings must be within the amount approved in the district budget.

**VIII.
ACCESS TO COUNSEL; INDEMNIFICATION**

When acting on behalf of the District or in the performance of any duties or responsibilities of the Superintendent for the District, the Superintendent shall have full access to legal counsel as paid by the District. The Board agrees to defend hold harmless, and indemnify the Superintendent for all non-criminal incidents arising when the Superintendent is acting within the course and scope of him employment.

**IX.
MILEGE REIMBURSEMENT**

The District shall reimburse the Superintendent for mileage for travel-incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Addendum. Said reimbursement shall be in accordance with the allowance-authorized by the Internal Revenue Code of the United States of America.

X.

GRANDFATHERED RENEWABLE CONTRACT

At the term of this contract the Superintendent will be allowed to return as a teacher and continue his grandfathered renewable contract.

XI.

TERMINATION OF EMPLOYMENT CONTRACT

1. This Agreement may be terminated by the mutual agreement of the Superintendent and the Board in writing, upon such terms and conditions as may be mutually agreed upon. After the Superintendent has returned the executed Agreement (Contract and Addendum), the Superintendent will not be released from this Agreement without the written consent of the Board except where specific exceptions are addressed in This Agreement.
2. This Agreement shall be terminated upon the death of the Superintendent, or if in the opinion of the Board, the Superintendent becomes unable to perform the duties of the job with reasonable accommodation by the District.
3. The Board may terminate the Superintendent at any time for good and just cause.
4. In the event the Board terminates the Agreement for cause, the Superintendent shall be afforded all rights as set forth in the Board's Policies, and State and Federal Law.
5. The Superintendent has the option to terminate this contract at the end of June of each year of this contract for personal health problems or health of spouse. The Superintendent shall notify the Board of him desire to exercise this option as soon as possible so that a replacement can be found.

XII.

SALARY DETERMINATION

It shall be the goal of the District to pay the Superintendent the average salary of the Superintendents in the State of Idaho based upon data from the Idaho Department of Education.

XIII.

ENTIRE AGREEMENT

The Contract and this Addendum represent the entire agreement between the parties regarding the employment of the Superintendent by the Board of Trustees and there are no other verbal agreements, which modify its terms. Any modification of this Agreement shall be set forth in writing and attached hereto.

ACCEPTED THIS 7th DAY OF March 2017.

Attest:

COUNTY(IES), STATE OF IDAHO

BY

CHAIRMAN, BOARD OF TRUSTEES

DATE

CLERK, BOARD OF TRUSTEES

DATE

SUPERINTENDENT

STATE OF IDAHO ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 11th day of July year of 2017 by and between West Bonner County School District No. 83, Bonner County, Idaho ("the District"), and Matthew George ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of Priest River Lamanna High Vice Principal so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 years (10 months or days per year), beginning in the month and day of August 14, year of 2017, through the month and day of June 22, year of 2018, at a base salary of Thirty Three Thousand Six Hundred Seventy-four (\$33,674.00) per year, plus any additional annual increments, and such other monetary benefits accorded by the District to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$2806.16 on the 25th day(s) of each month beginning in September, year of 2017, to August, year of 2018, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Bonner County, Idaho on August 14, in the year 2017, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the District and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The District shall review this Contract during the **2017-2018** year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.

IN WITNESS WHEREOF the District has caused this Contract to be executed in its name by its proper officials and the Administrator has executed the same all on the date first above written.

Date: _____

Date: _____

Administrator

By _____, CHAIRMAN
BOARD OF TRUSTEES
West Bonner County School District No. 83

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 27th day of June year of 2017 by and between West Bonner County School District No. 83, Bonner County, Idaho ("the District"), and Leoni Johnson ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of Priest River Junior High Principal so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 years (10months or days per year), beginning in the month and day of August 14, year of 2017, through the month and day of June 22, year of 2018, at a base salary of Sixty Nine Thousand One Hundred Twenty One Dollars (\$69,121) per year, plus any additional annual increments, and such other monetary benefits accorded by the District to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$5,760.08 on the 25th day(s) of each month beginning in September, year of 2017, to August, year of 2018, inclusive.
2. In consideration of the promises and agreement of the District herinbefore recited, the Administrator agrees to assume the duties above recited at Bonner County, Idaho on August 14, in the year 2017, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the District and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The District shall review this Contract during the **2017-2018** year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.

IN WITNESS WHEREOF the District has caused this Contract to be executed in its name by its proper officials and the Administrator has executed the same all on the date first above written.

Date: _____

Date: _____

Administrator

By _____, CHAIRMAN
BOARD OF TRUSTEES
West Bonner County School District No. 83

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 22nd day of June year of 2017 by and between West Bonner County School District No. 83, Bonner County, Idaho ("the District"), and Connie Kimble ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of Priest River Elementary Principal so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 years (10 months or days per year), beginning in the month and day of August 14, year of 2017, through the month and day of June 22, year of 2018, at a base salary of Sixty Seven Thousand Seven Hundred Sixty Three Dollars (\$67,763) per year, plus any additional annual increments, and such other monetary benefits accorded by the District to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$5,646.92 on the 25th day(s) of each month beginning in September, year of 2017, to August, year of 2018, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Bonner County, Idaho on August 14, in the year 2017, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the District and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The District shall review this Contract during the **2017-2018** year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.

IN WITNESS WHEREOF the District has caused this Contract to be executed in its name by its proper officials and the Administrator has executed the same all on the date first above written.

Date: _____

Date: _____

Administrator

By _____, CHAIRMAN
BOARD OF TRUSTEES
West Bonner County School District No. 83

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 27th day of June year of 2017 by and between West Bonner County School District No. 83, Bonner County, Idaho ("the District"), and Joseph Kren ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of Priest River Lamanna High School Principal so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 years (10 months or days per year), beginning in the month and day of August 14, year of 2017, through the month and day of June 22, year of 2018, at a base salary of Eighty Two Thousand Three Hundred Seventy One dollars (\$82,371) per year, plus any additional annual increments, and such other monetary benefits accorded by the District to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$6,864 on the 25th day(s) of each month beginning in September, year of 2017, to August, year of 2018, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Bonner County, Idaho on August 14, in the year 2017, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the District and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The District shall review this Contract during the **2017-2018** year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.

IN WITNESS WHEREOF the District has caused this Contract to be executed in its name by its proper officials and the Administrator has executed the same all on the date first above written.

Date: _____

Date: _____

Administrator

By _____, CHAIRMAN
BOARD OF TRUSTEES
West Bonner County School District No. 83

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 27th day of June year of 2017 by and between West Bonner County School District No. 83, Bonner County, Idaho ("the District"), and Teresa Luckey ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of Idaho Hill Elementary Principal so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 years (10 months or days per year), beginning in the month and day of August 14, year of 2017, through the month and day of June 22, year of 2018, at a base salary of Seventy Seven Thousand One Hundred Seventy Four dollars (\$77,174) per year, plus any additional annual increments, and such other monetary benefits accorded by the District to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$6,431.16 on the 25th day(s) of each month beginning in September, year of 2017, to August, year of 2018, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Bonner County, Idaho on August 14, in the year 2017, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the District and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The District shall review this Contract during the **2017-2018** year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.

IN WITNESS WHEREOF the District has caused this Contract to be executed in its name by its proper officials and the Administrator has executed the same all on the date first above written.

Date: _____

Date: _____

Administrator

By _____, CHAIRMAN
BOARD OF TRUSTEES
West Bonner County School District No. 83

Attest: _____
SUPERINTENDENT OR CLERK