

# **SUPERINTENDENT'S EMPLOYMENT CONTRACT**

THIS AGREEMENT is made and entered into by and between the Board of Trustees (the "Board") of the Rogers School District #30 (the "District") and Dr. Jeff Perry (the "Superintendent").

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established have agreed, and do hereby agree, as follows:

## **I. EMPLOYMENT**

The Board, by and on behalf of the District, does hereby employ Dr. Jeff Perry as Superintendent of schools for the District.

Dr. Jeff Perry does hereby accept employment as Superintendent as outlined in the Superintendent's job description and consistent with the Board's policies.

## **II. TERM**

The term of this contract is thirty-six (36) calendar months commencing on July 1, 2025, and ending June 30, 2028. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by the laws of the State of Arkansas.

## **III. COMPENSATION**

The District shall provide the Superintendent with an annual salary in the sum of two hundred and sixty two thousand, and two hundred and seventy eight dollars, (\$262,278). This salary shall be paid to the Superintendent in equal installments consistent with the Board's policies.

The District shall reimburse the Superintendent for costs of meals and accommodations for out of district travel incurred by the Superintendent in the continuing performance of the Superintendent's duties under this contract in accordance with statements rendered.

The District shall provide the Superintendent with a travel allowance in the sum of three thousand five hundred dollars (\$3,500) annually for in-district travel incurred in the continuing performance of the Superintendent's duties.

The District shall provide the Superintendent with a car allowance in the sum of nine thousand and six hundred dollars (\$9,600) annually.

The District shall provide the Superintendent with a cell phone allowance in the sum of one thousand five hundred dollars (\$1,500) annually.

This Contract is subject to available funding. When state funds are finalized, this Contract will be adjusted according to the Board's policy.

#### **IV. REVIEW OF PERFORMANCE**

The Board shall evaluate and assess in writing the performance of the Superintendent at least once during the term of this contract. The evaluation and assessment shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description and the goals and objectives of the District for the year in question.

#### **V. VACATION**

The Superintendent works 260 days which includes 25 vacation days and 8 holidays. The Superintendent may take vacation days at such times as will least interfere with the performance of the Superintendent's duties as set forth in this contract. The Superintendent is entitled to the same legal holidays as provided for in the school calendar.

#### **VI. EDUCATION AND PROFESSIONAL LEAVE**

In its encouragement of the Superintendent to grow professionally, the District shall permit a reasonable amount of release time for the Superintendent, as the Superintendent and Board deem appropriate, to attend seminars, courses or meetings in accordance with the Board's policies.

In its encouragement of the Superintendent to grow professionally, the District shall bear the costs of membership dues of all professional organizations.

#### **VII. PROFESSIONAL CERTIFICATION**

The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a Superintendent by the State of Arkansas.

#### **VIII. TERMINATION**

This contract shall 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. The Board may dismiss the Superintendent during the term of this Contract for good cause. In the event that the Board terminates this Contract for good cause, the Superintendent shall be afforded all the rights as set forth in the Board's policies, state and federal law.

#### **IX. MISCELLANEOUS**

The Superintendent certifies that at the time of this Contract he/she is not under a contract with another school district.

The personnel policies of the District in effect at the time this Contract is entered into or renewed shall be considered to be incorporated as terms of said Contract and shall be binding upon the District and the Superintendent unless changed by mutual consent.

The Superintendent is encouraged to participate in community and civic affairs.

In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

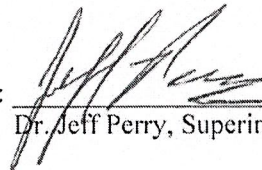
ROGERS SCHOOL DISTRICT #30



By: \_\_\_\_\_  
President, Board of Trustees



By: \_\_\_\_\_  
Secretary, Board of Trustees



By: \_\_\_\_\_  
Dr. Jeff Perry, Superintendent

Original: School District  
Copy: Superintendent, file