

SUPERINTENDENT'S CONTRACT

Lonoke School District

July 1, 2026 to June 30, 2029

The Board of Directors of the Lonoke School District (hereinafter "Board") and Dr. Bruce Guthrie (hereinafter "Superintendent") agree:

1. Employment. The Board agrees to employ the Superintendent as Superintendent of the Lonoke School District ("District") for the period July 1, 2026 ("Effective Date") to June 30, 2029 ("Termination Date"), who shall serve as the District's chief administrative officer, and perform all duties and possess all powers granted by applicable Arkansas law, rules or regulations, and Board policy, until such time as this Agreement expires or is terminated, as provided in paragraphs 13. Superintendent agrees to accept the employment and faithfully discharge the duties incident to it and to fully abide by all District policies and the Code of Ethics for Arkansas Educators and Superintendent recognizes that failure to act and perform his or her duties accordingly will be considered a material breach of this agreement. During the term of this Agreement, the Superintendent agrees to devote his or her full attention to the performance of these duties, and will perform no other gainful employment or profession.

2. Compensation. The salary to be paid to the Superintendent effective July 1, 2026, shall be at an annual rate of \$145,000 prorated over the term of this 240-day annual contract until it terminates and payable in 12 monthly installments. The salary for the period July 1, 2026, to June 30, 2027 will be fixed by the Board prior to July 1, 2026. Effective each July 1 during the term hereof, the salary to be paid to the Superintendent shall be increased by the sum of the increase in the base salary schedule of any employee group in the District, if any, and an amount equal to the experience step awarded to the District's certified personnel. The salary in each of these years will not be at a lesser annual rate than the prior year and shall be paid from State and local funds distributed to the Lonoke School District, its successors, or assigns, if any.

3. Duties. The Superintendent shall have, subject to the control and regulations of the Board and all other applicable laws and regulations, full authority in connection with the operation of the Lonoke School District, the education program of the Lonoke School District, and all other matters pertaining thereto. The Superintendent shall perform such duties as shall be inherent in and necessary for the efficient discharge of his position as the Superintendent of the Lonoke School District. During the term of this Agreement, the

Superintendent agrees to devote full time to the performance of such duties as set forth under this Agreement to the exclusion of any other gainful employment or profession, and as further consideration therefore, is granted a three-year contract.

4. Fitness for Duty. The Superintendent represents that he or she is fully qualified to serve as Superintendent, and is fit and able to perform all physical and intellectual duties of the office.

5. Professional Development and Activities. Superintendent is encouraged and expected to participate in professional activities that will tend to enhance his or her professional competence and keep him or her abreast of developments in education and educational administration and reasonable expenses incident to such activities including meetings, workshops, seminars, and other such programs; and dues in professional organizations will be reimbursed. Superintendent is also encouraged and expected to participate in community and civic and the District shall pay any membership fees and reasonable incidental expenses incurred by the Superintendent in connection with such participation.

6. Physical and Professional Conditions. The parties hereto agree that there shall be filed in the records of the District an official transcript of the Superintendent's post-secondary course work; proof of date of birth; a current, valid teaching license of the highest grade attainable with college credit; an Arkansas superintendent license; and any other documents necessary to comply with state and federal law. The Superintendent shall be responsible for maintaining his or her license in good standing for the duration of this Agreement. Any disciplinary suspension of the Superintendent's license by the Professional Licensing Standards Board shall constitute a material breach of this Agreement.

7. Related Employees. The Superintendent represents to the Board that he is not related to any member of the Board within the degrees prohibited by the laws of the State of Arkansas.

8. Vacation, Sick Leave, Employment Benefits and Travel Reimbursement. During the term hereof, Superintendent shall receive or participate in the benefits provided generally to all administrative employees of the District on the same basis as available to those staff members, including, but not limited to, health and life insurance, vacation leave, sick leave, and retirement benefits, and to such other benefits as may from time to time be approved by the

Board of Education. For example, effective July 1, 2026, the Superintendent shall be credited with fifteen (15) days each of vacation days, and four personal days per year. Upon separation from the District, the Superintendent shall be paid for any unused annual accrued or vacation leave at the then prevailing daily rate of pay. The Board shall also reimburse the Superintendent for travel expenses incurred in the course of his professional duties, including reimbursement of \$0.52 per mile and a monthly reimbursement of \$1,000.

9. Moving and Relocation Expenses. The Superintendent agrees to relocate and continuously reside within Lonoke County, Arkansas, as a term and condition of employment by the Board. The Superintendent may submit paid receipts for moving and relocation expenses, including expenses incurred while searching for an appropriate dwelling, expenses for packing materials, movers, rental of moving vans or equipment, not to exceed \$7,500.00.

10. Performance Targets and Incentive Payments. The parties shall memorialize by separate agreement performance targets and an incentive payment plan based on the achievement of mutually agreed-upon goals as set forth in Ark. Code. Ann. 56-17-123. Failure of the Superintendent to meet any performance target is not a material breach of this Agreement but will be reviewed by the Board during the Superintendent's annual evaluation.

11. Equipment. The Superintendent shall use school-owned and provided technology for school and business-related purposes, as well as for personal use; however, this use shall not conflict with any school district policy concerning technology or internet use.

12. Disability. In the event the Superintendent shall be disabled and unable to perform his or her duties under this Agreement by reason of sickness, accident, or other cause beyond his or her control and such disability continues for more than thirty (30) days, the Board may terminate this Agreement. In the event of termination due to disability, the Superintendent shall continue to receive the salary provided for under paragraph 2 of this Agreement for a period of six (6) months from the date the Superintendent becomes disabled and has exhausted any sick leave available to him under paragraph 8 hereof. The Board's decision and determination as to the disability of the Superintendent shall be final.

13. Evaluation and Termination for Cause. The Board shall evaluate the Superintendent at least annually. If the Board does not use an evaluation instrument, but votes to extend the Agreement of the Superintendent, that vote shall constitute an evaluation of the Superintendent's job performance. The failure of the Board to evaluate the

Superintendent or to extend the Agreement of the Superintendent into the future as an evaluation of the Superintendent shall not constitute a material breach of this Agreement.

The Board shall have the right to terminate this Agreement for good cause. In the event the Board exercises such right, the Board shall provide a written notice to the Superintendent and provide an opportunity for a hearing before the Board regarding the reasons for termination. While the personnel policy for licensed personnel termination is not controlling, the procedures outlined in the policy may be followed.

14. Suspension. If, by majority vote, the Board votes to suspend the Superintendent from the performance of his or her duties under this Agreement, the Superintendent will surrender all school district property, except for a school-owned cell phone, and shall remain available to the school district for consultation advice, and return to duties. Every day that the Superintendent is not available to the school district shall be accounted for as a vacation day, or, if appropriate documentation from a physician is presented and subject to district policy, a sick day. Suppose a suspended Superintendent wishes to accept other employment during a term of suspension, to resign from this Agreement, or to retire as the Arkansas Teacher Retirement System defines the word. In that case, the Board agrees to immediately release him or her from consultation obligation to be available to the district.

15. Waiver. The failure of either party to insist, in any one or more instances, upon performance of any of the terms or conditions of this Agreement shall not be construed as a waiver of relinquishment of any right granted hereunder or of the future performance of any such terms or conditions, but the obligations of either party with respect thereto shall continue in full force and effect.

16. Severability. In case any provision of this Agreement shall be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

17. Entire Agreement. This instrument contains the entire Agreement of the parties. It may not be changed dally, but only by an agreement in writing signed by all parties hereto.

18. Indemnification; Legal Representation. The District shall indemnify and hold the Superintendent harmless from and against any claims, actions, suits and proceedings at law or equity brought against Superintendent in his or her capacity and arising out of his or her reasonable and lawful actions as Superintendent and employee of the Board; provided, however, that the District reserves the right to select such counsel to represent the Superintendent subject to the Superintendent's consent, such consent not to be unreasonably withheld.

19. Governing Law. This Agreement shall be governed by the laws of the State of Arkansas.

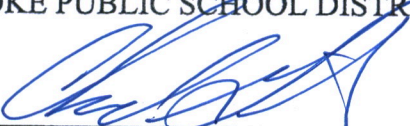
20. Amendment. This Agreement cannot be amended, modified or revised unless done in writing and signed by the Board and the Superintendent.

21. Binding Effect. The terms and conditions contained in this Agreement will bind and inure to the benefit of the parties, their respective heirs, executors, administrators, successors and assigns.

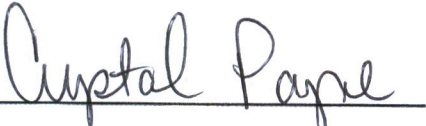
22. Background Check. This Agreement is contingent upon the Superintendent passing a background check in the sole discretion of the Board.

IN WITNESS HEREOF, the 1st, day of June
2026, to become effective July 1, 2026

LONOKE PUBLIC SCHOOL DISTRICT

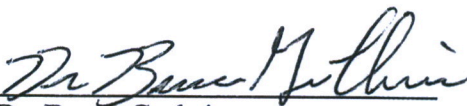
By: 

President of the Board

By: 

Secretary of the Board

SUPERINTENDENT

By: 

Dr. Bruce Guthrie

EXHIBIT 1

Ark. Code Ann § 6-17-123

Superintendent Contract Shall Contain:

1. District Level Student Achievement

Based on the District's 2024 Report Card, the percentage of District students who tested ready or exceeding grade level for reading on the ACT Aspire was 30.71%. The superintendent is given the performance target to increase the percentage of District students who test ready or exceeding grade level for reading on the ATLAS test but those scores will not be available until after the school year begins. This form will be amended at that time.

2. District Level Graduation Rate

Based on the District's 2024 Report Card, the present 4-year cohort graduation rate across all District high schools is 84.3%. The superintendent's performance goal is to improve the 4-year cohort graduation rate to 89.3% or above as reflected in the next Report Card.

For any District with a "C", "D" or "F" school, the Superintendent Shall Contain:

3. School LPS, LES, LHS) Level Achievement for each "C" school.

The superintendent's performance goal is to raise the letter grade designation by at least one letter designation in each school currently receiving a "C" letter grade designation.

4. School Level Graduation Rate for every "C", "D" for "F" high school

Based on the District's 2024 Report Card, the present 4-year cohort graduation rate at the Lonoke High School is 84.3% based on the (year) report card. The superintendent's performance goal is to improve the 4-year cohort graduation rate to 89.3% or above by based on the (year) school report card.

Repeat for every high school with "C", "D" or "F"