

## Administrator's Contract of Employment

This agreement made this day, July 1, 2018, between The North Adams – Jerome Public Schools hereinafter called the School District and Wes Johnson hereinafter called the Administrator, for the position of Superintendent and Principal.

### WITNESSETH:

1. **EMPLOYMENT** – Administrator represents that he/she possesses, holds and will maintain all certificates, credentials and qualifications required by law, including the regulations of the Department of Education, and those required by the Board to serve in the position assigned. Additionally, Administrator agrees, as a condition of his/her continued employment, to meet all continuing education by the State Board of Education. If at any time Administrator fails to maintain all certificates, credentials, continuing education requirements and/or qualifications for the position assigned as required herein, this Contract shall automatically terminate and the Board shall have no further obligation hereunder.
2. **DUTIES** – The District employs the Administrator to perform such administrative duties connected with the District as may be assigned from time to time by the District. Said Administrator agrees to perform the duties required of the Administrator by law and to obey and fulfill the rules regulations as established by the Board of Education of the School District and to carry out its educational program and policies during the entire term of this contract. The Administrator is subject to assignment and transfer at the discretion of the Board.
3. **TENURE** – Tenure in the position of Superintendent or any other administrative position in the district is expressly denied.
4. **CONTRACT DURATION** - The Board agrees to employ the Administrator as Superintendent/Principal for the term from July 1, 2017 to June 30, 2020.
5. **TERMINATION DURING THE CONTRACT** - The Board shall be entitled to terminate Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, if Administrator materially breaches the terms and conditions of this Agreement, or for any other reason which is not arbitrary or capricious. In the event that the Board undertakes to dismiss Administrator during the term of this contract, he/she shall be entitled to written notice of 30 days. In the event of termination of employment during the term of this Agreement, this contract shall automatically terminate and the Board shall have no further obligation hereunder.
6. **EVALUATION** - No later than the last day of November during the term of this contract, the Board shall review with the Superintendent his/her performance as Superintendent. The Board shall report back a plan of action to address any issues raised in the review in a timely manner.
- 7.

**SEVERABILITY CLAUSE** - If any provision of this Agreement becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this Agreement shall continue in full force and effect without said provisions; provided, however, that no such severability shall be effective if it materially changes the economic benefit of the Agreement to any party.

8. **COMPENSATION** – Base Salary 96,000.00. Vacation Time Buy-Out 1,846.16. Phone Stipend 500.00. Car Stipend 1,000.00. Cash in Lieu (Health) 17,321.72. FICA 7,054.78. Medicare 1,649.92. Retirement 24,686.40. Retirement (STRT) 11,080.80. Medical Benefits Package (Health, Dental, Vision, Life and Disability) 3,491.40. Life Over 50K 163.30. Gross Benefits 68,794.48. Total Compensation Package \$164,794.48 will be paid in 24 equal payments.

**IN WITNESS WHEREOF**

Signature



School Board President



Present address:

4555 Knowles Rd

School Board Member



North Adams, MD 49267