

STATE OF IDAHO SUPERINTENDENT CONTRACT FORM

THIS AGREEMENT, Made this 11th day of June, 2012, by and between Highland **Joint School District No. 305, Lewis, Idaho, and Nez Perce Counties, State of Idaho** (hereinafter called the District), Party of the First Part, and **Cindy Orr** (hereinafter called the Superintendent), Party of the Second Part,

WITNESSETH:

That the Party of the First Part hereby contracts to and does hereby employ said Party of the Second part as **Superintendent of Schools and Elementary School Principal and assigned Duties of Secondary School Principal** of Highland Joint School District No. 305, Lewis, Idaho, and Nez Perce Counties, State of Idaho, for a period of **one (1)** year (twelve months per year), beginning July 1, 2012, and extending to June 30, 2013, at a base salary of **Eighty Eight Thousand Three Hundred Dollars (\$88,300.00)**. There shall be an option to renew this contract for one more year with base salary to be reviewed at that time. Said base salary is based on 241 days out of a possible 260 days. 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, 2012. If duties change due to restructuring, the base salary will be re-negotiated at that time. **THIS CONTRACT SUPERCEDES THE PREVIOUS CONTRACT DATED THE 19TH OF MARCH, 2012.**

In addition, a lump sum performance bonus shall be paid to the Party of the Second Part by the Party of the First Part for meeting the following goals for growth in student achievement established by the Party of the First Part Board of Trustees, pursuant to Section 33-1004I(2)(a)(viii), Idaho Code:

Student Achievement Growth Measure/Goal	Year Measured	Year Paid	Bonus Amount
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			

The maximum possible performance bonus available for each school year shall equal or exceed five percent (5%) of the total compensation available from base salary and performance bonus combined.

In consideration of the promises and agreement of the Party of the First Part hereinbefore recited, the said Party of the Second Part agrees to assume the duties of the above said office at Craigmont, Idaho on July 1, 2012, 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 set forth herein.

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.

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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO AND NEZ PERCE COUNTIES, STATE OF IDAHO

Attest:

Nathan Weeks
CLERK, BOARD OF TRUSTEES 6-11-12

PARTY OF THE FIRST PART
BY Dean Johnston
CHAIRMAN, BOARD OF TRUSTEES
Cindy Lee
PARTY OF THE SECOND PART