

## STATE OF IDAHO: SUPERINTENDENT CONTRACT

THIS CONTRACT, made this 8<sup>th</sup> day of May year of 2023, by and between the Kootenai School District No274, Harrison, Idaho in Kootenai County(ies), State of Idaho (hereinafter called the District), and Mr. Scott P. Davis (hereinafter called the Superintendent),

### WITNESSETH:

1. That the District hereby contracts to and does hereby employ said Superintendent as Superintendent of Schools of Kootenai School District No. 274, Harrison, Idaho in Kootenai County(ies), State of Idaho, for a period of two years (twelve months per year), beginning July 1st, in the year of 2023 and extending to June 30th in the year of 2025, at a salary of One Hundred Eighteen Thousand dollars (\$118,000) the first year, with a 2% increase in year two (\$120,360) 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 1st in the year of 2023.
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 Harrison, Idaho on July 1, in the year of 2023, 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.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms 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.

Kootenai SCHOOL DISTRICT NO.274 in Kootenai COUNTY(IES), STATE OF IDAHO

\_\_\_\_\_ SUPERINTENDENT

\_\_\_\_\_ CHAIRMAN, BOARD OF TRUSTEES

Attest: \_\_\_\_\_ CLERK, BOARD OF TRUSTEES

### Benefits Addendum

20 days of vacation per year that may continually accrue

12 days of sick leave per year that may continually accrue

Unused vacation may be sold or cashed in at a rate of \$200.00 daily

District to pay professional dues

Superintendent has a second contract to provide services as the Special Education Director. It is intended that this service and contract also remain in effect.

Superintendent is provided same medical / dental and vision coverage as all certificated staff.

Reasonable Professional Development that is in alignment with school and board goals will be paid for including: tuition, fees, travel, hotel and per diem.

Superintendent is also acting in the role of Elementary Principal at no additional cost to the district.