

# INTERIM SUPERINTENDENT CONTRACT

## ARTICLE I PURPOSE

This Contract is entered into between Independent School District No 363.(the South Koochiching-Rainy River School District) Northome, Minnesota, hereinafter referred to as the School District, and Darrin Strosahl, hereinafter referred to as the Interim Superintendent, a legally qualified and licensed Interim Superintendent who agrees to perform the duties of the Interim Superintendent of the School District.

## ARTICLE II APPLICABLE STATUTE

This Contract is entered into between the School District and the Interim Superintendent in conformance with M.S.123B.143.

## ARTICLE III LICENSE

The Interim Superintendent shall furnish the School Board, throughout the life of this Contract, a valid and appropriate license to act as Interim Superintendent in the State of Minnesota as provided by applicable laws, rules, and regulations.

## ARTICLE IV DURATION, EXPIRATION, TERMINATION DURING THE TERM, MUTUAL CONSENT, AND CONTINGENCY

Section 1. Duration: This Contract is for the period of March 1, 2026 through June 30, 2026, pending the search for and hiring of a permanent Superintendent to start July 1, 2026. It shall remain in full force and effect unless modified by mutual consent of the School Board and the Interim Superintendent or unless terminated as provided in this Contract.

Section 2. Expiration: This Contract shall expire at the end of the term specified in Section 1. above. At the conclusion of its term, neither party shall have any further claim against the other, and the School District's employment of the Interim Superintendent shall cease. Three (3) to six (6) months prior to the expiration of this Contract, at the Interim Superintendent's written request, the School board shall conduct a performance evaluation of the Interim Superintendent pursuant to M.S. 13D.05, Subd. 3.

Section 3. Termination During the Term: The Interim Superintendent's employment may be terminated during the term of this Contract only for cause as defined in M.S. 122A.40, Subd. 9. And Subd. 13., but, except for purposes of describing grounds for discharge, the provisions of M.S. 122A.40 shall not be applicable. If the

School Board proposes to terminate the Interim Superintendent during the term of this Contract for cause as described in M.S. 122A.40, Subd. 9. or Subd. 13., it shall notify the Interim Superintendent in writing of the proposed grounds for termination. The Interim Superintendent shall be entitled to a hearing before an arbitrator provided the Interim Superintendent makes such a request in writing to the School Board Chair within fifteen (15) calendar days after receipt of the written notice of the proposed termination. In such event, the parties shall jointly petition the Minnesota Bureau of Mediation Services (BMS) for a list of five (5) arbitrators. The arbitrator shall be selected by the parties through the striking process as provided by BMS rules. The arbitrator shall conduct a hearing under arbitration procedure rules and issue a written decision. The decision of the arbitrator shall be final and binding on the parties, subject to judicial review of arbitration decisions as provided by law. The Interim Superintendent may be suspended with pay pending final determination by the arbitrator. If the Interim Superintendent fails to request a hearing as provided in this section within the fifteen (15)-day calendar period, he/she shall be deemed to have acquiesced to the School Board's proposed action, and the proposed action shall become final on such date as determined by the School Board, and the Interim Superintendent shall have no further claim or recourse.

Section 4. Mutual Consent: This Contract may be terminated at any time by mutual consent of the School Board and the Interim Superintendent.

## ARTICLE V DUTIES

The Interim Superintendent shall have charge of the administration of the schools under the direction of the School Board. The Interim Superintendent shall be the chief executive officer of the School District; shall direct and assign teachers and other School District employees under the Interim Superintendent's supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the School District subject to the approval of the School Board; shall select all personnel subject to the approval of the School Board; shall, from time to time, suggest policies, regulations, rules, and procedures deemed necessary for the School District; and, in general, perform all duties incidental to the office of the Interim Superintendent and such other duties as may be prescribed by the School Board from time to time. The Interim Superintendent shall abide by the policies, regulations, rules, and procedures established by the School Board and the State of Minnesota. The Interim Superintendent shall have the right to attend all School Board meetings, except as otherwise provided by law, and all School Board and citizen committee meetings, serve as an ex-officio member of the School Board and all School Board committees, and provide administrative recommendations on each item of business considered by each of these groups.

For the duration of this Contract term or until the School District's Principal vacancy is filled, the Interim Superintendent shall also faithfully perform the services of the Principal as prescribed by the School Board whether or not such services are

specifically described in this agreement and in a general Principal job description, abide by the rules, regulations and policies as established by the School Board and the State Board of Education, and any additions or amendments thereto. **The Interim Superintendent knowingly and willingly waives continuing contract rights.**

## ARTICLE VI DUTY YEAR AND LEAVES OF ABSENCE

Section 1. Basic Work Year: The Interim Superintendent's duty year shall be for the entire four (4) month Contract year-duration, and the Interim Superintendent shall perform duties on those legal holidays on which the School Board is authorized to conduct school if the School Board so determines. The Interim Superintendent shall be on duty during any emergency, natural or unnatural, unless otherwise excused in accordance with School Board administrative policy.

Section 2. Vacation: The Interim Superintendent shall be provided eight (8) working days of vacation.

Section 3. Holidays: The Interim Superintendent shall be entitled to four (4) paid holidays as designated by the School Board. Those holidays shall be Good Friday, Easter Monday, Memorial Day and Juneteenth.

Section 4. Sick Leave: The Interim Superintendent shall be provided ten (10) sick leave days. Sick leave may be used according to MN Statue 181.9413.

Section 5. Personal Leave: The Interim Superintendent shall be provided two (2) days Personal Leave.

Section 6. Workers' Compensation: Pursuant to M.S. Chapter 176, the Interim Superintendent injured on the job in the service of the School District and collecting workers' compensation insurance may draw sick leave and receive full salary from the School District, the salary to be reduced by an amount equal to the insurance payments, and only that fraction of the days not covered by insurance will be deducted from accrued sick leave.

Section 7. Bereavement Leave: The Interim Superintendent shall be granted bereavement leave for a death within the Interim Superintendent's immediate family. The time utilized shall be in an amount to be determined after conferring with the School Board Chair. Days utilized will not be deducted from the Interim Superintendent's sick leave. "Immediate family" is defined as the Interim Superintendent's spouse, child, parent, brother, sister, or other relative who was living in the same household as the Interim Superintendent.

Section 8. Emergency Leave: The Interim Superintendent may be granted paid emergency leave at the discretion of the School Board.

Section 9. Jury Service: The Interim Superintendent who serves on jury duty shall be granted the day or days necessary as stipulated by the court to discharge this responsibility without any salary deduction or loss of basic leave allowance. The compensation received for jury duty service shall be remitted to the School District.

Section 10. Military Leave: Military leave shall be granted pursuant to applicable law.

Section 11. Medical Leave: Pursuant to M.S. 122A.40, Subd. 12., the Interim Superintendent shall have a right to a leave of absence for health reasons.

## ARTICLE VII INSURANCE

Section 1. Health and Hospitalization and Insurance: The School District shall offer the Interim Superintendent and the Interim Superintendent's dependents with health, hospitalization and dental coverage under the School District's group health and hospitalization plan at the expense of the School District.

Section 2. Life Insurance: The School District shall provide at its own expense, term life insurance for the Interim Superintendent under the School District's group term life insurance plan in the amount of \$150,000 payable to the Interim Superintendent's named beneficiary(ies).

Section 3. Long-Term Disability Insurance: The School District shall provide, at its own expense, long-term disability insurance for the Interim Superintendent under the School District's group long-term disability insurance plan.

Section 4. Eligibility: The eligibility of the Interim Superintendent and the Interim Superintendent's dependent(s) and beneficiary(ies) for insurance benefits shall be governed by the terms of the insurance policies purchased by the School District pursuant to this article.

Section 5. Claims Against the School District: The School District's only obligation is to purchase the insurance policies described in this article, and no claim shall be made against the School District as a result of denial of insurance benefits by an insurer if the School District has purchased the policies and paid the premiums described in this article.

## ARTICLE VIII OTHER BENEFITS

Section 1. Vehicle: The School District shall compensate the Interim Superintendent for business use of his private vehicle at the rate that is set annually by the IRS.

Section 2. Conferences and Meetings: The School District shall pay all legally valid expenses and fees for the Interim Superintendent's attendance at professional conferences and meetings with other educational agencies when such attendance is required, directed, or permitted by the School Board. The Interim Superintendent shall periodically report to the School Board relative to all meetings and conferences attended. The Interim Superintendent shall file itemized expense statements to be processed and approved as provided by School Board policy and law.

## ARTICLE IX SALARY

Section 1. Salary: The Interim Superintendent shall be paid a salary of \$63,631 for the remainder of the 2025-2026 Contract year-duration. During the term of this Contract, the salary may be modified but shall not be reduced. The annual salary shall be paid in eight (8) equal installments during the Contract year-duration.

## ARTICLE X OTHER PROVISIONS

Section 1. Outside Activities: While the Interim Superintendent shall devote full time and due diligence to the affairs and the activities of the School District, he may also serve as a consultant to other school districts or educational agencies, lecture, engage in writing and speaking activities, and engage in other activities if, as solely determined by the School Board, such activities do not impede the Interim Superintendent's ability to perform the duties of the superintendency. However, the Interim Superintendent may not engage in other employment, consultant service, or other activity for which a salary, fee, or honorarium is paid without the prior approval of the School Board.

Section 2. Indemnification and Provision of Counsel: In the event that an action is brought or a claim is made against the Interim Superintendent arising out of or in connection with his employment and the Interim Superintendent is acting within the scope of employment or official duties, the School District shall defend and indemnify the Interim Superintendent to the extent provided by law. Indemnification, as provided in this section, shall not apply in the case of malfeasance in office or willful or wanton neglect of duty, and the obligation of the School District in this regard shall be subject to the limitations as provided in M.S. Chapter 466.

Section 3. Dues: The Interim Superintendent is encouraged to belong to and participate in appropriate professional, educational, economic development, community, and civic organizations when such membership will serve the best interests of the School District. Accordingly, the School District will pay the membership dues for such organizations as are required, directed, or permitted by the School Board. The Interim Superintendent shall present appropriate statements for approval as provided by law.

## ARTICLE XI

SEVERABILITY

The provisions of this Contract shall be severable, and if any such provision or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Contract or the application of any provision thereof.

IN WITNESS WHEREOF, I have subscribed my signature

IN WITNESS WHEREOF, we have subscribed our signatures

this \_\_\_\_\_ day of \_\_\_\_\_, 2026

this \_\_\_\_\_ day of \_\_\_\_\_, 2026

\_\_\_\_\_  
Interim Superintendent

\_\_\_\_\_  
School Board Chair

\_\_\_\_\_  
School Board Clerk

Addendum:

Based on the needs of the district and the mutual desire of the School Board and the Interim Superintendent, this addendum exercises the authority of ARTICLE IV DURATION, EXPIRATION, TERMINATION DURING THE TERM, MUTUAL CONSENT, AND CONTINGENCY Section 1. Duration which allows for modification by mutual consent of the School Board and the Interim Superintendent. The modifications are as follows:

Article IV Duration- The Duration will be extended by 6 days in the month of July 2026.

Article V Duties- The duties will include preparation for and the assistance of the transition of the new Superintendent.

Article VI Duty Year and Leaves of Absence- The basic work year will be extended for 6 days in the month of July, scheduled as needed and mutually agreed upon. There will be no leave or insurance benefits extended.

Article IX Salary- The 6 additional days will be paid at the daily rate of pay of \$739.90