

ADMINISTRATOR 261 DAY EMPLOYMENT CONTRACT

This Employment Contract ("Contract") is made effective July 1, 2026, by and between the Board of Education of Unified School District No. 229, Johnson County, Kansas the ("Board" or the "District") and _____ ("Employee").

1. TERM

- a. The Contract is in effect from July 1, 2026, through and including June 30, 2028, unless earlier terminated in accordance with the provisions of this Contract. Employee's employment is for 261 days during the fiscal year.

2. COMPENSATION

- a. For and in consideration of the agreements contained herein and the services to be performed under this Contract, Employee will receive the following compensation:
 - i. Salary
 1. For the 2026-2027 fiscal year, Employee will receive a salary of \$ _____. Employee's salary is payable in 24 installments over 12 months. Employee's salary will be subject to withholding taxes and other deductions as may be authorized by law. Any salary due and owing to Employee for less than a full month will be paid on a per diem basis based on 261 days per fiscal year.
 - ii. Additional Compensation
 1. Employee will receive, as additional compensation, \$_____ per pay period to offset all necessary vehicle operating expenses for local travel required to perform employee's job duties and responsibilities within a 50-mile radius of the district's central office. Employee will not be eligible for a mileage reimbursement for any travel within a 50-mile radius of the district's central office.
 2. Employee will receive, as additional compensation, \$_____ per pay period to offset the cost of a cell phone in order to meet job duties and expectations for conducting district business. These additional compensation amounts will be included in Employee's taxable income to the extent required by law.

3. BENEFITS

- a. Employee will be eligible for the standard benefits that are provided to all eligible district employees pursuant to policies and procedures adopted and amended from

time to time by the Board. In addition, Employee is eligible for the following benefits:

i. Health Insurance

1. Employee will be paid, as additional compensation, an amount determined annually by the Board that may be applied to the District's health insurance plan as permitted under the terms of the insurance plan and federal or state law, which amount will be included in employee's taxable income to the extent required by law.

ii. Dental Insurance.

1. Employee will be paid, as additional compensation, an amount determined annually by the Board that may be applied to the District's dental insurance plan as permitted under the terms of the insurance plan and federal or state law, which amount will be included in employee's taxable income to the extent required by law.

iii. Vision Insurance

1. Employee will be paid, as additional compensation, an amount determined annually by the Board that may be applied to the District's vision insurance plan as permitted under the terms of the insurance plan and federal or state law, which amount will be included in employee's taxable income to the extent required by law.

iv. Leave

1. Employee shall be entitled to leave pursuant to Board Policy GBRH.

v. Insurance

1. Employee shall be entitled to an individual term life insurance plan with a death benefit of \$100,000.00 and long-term disability insurance. The parties agree that the benefits stipulated in this paragraph shall be reviewed and appropriate adjustments to such benefits be made annually.

vi. Voluntary Retirement Savings Plan

1. Employee will be paid, as additional compensation, an amount determined annually by the Board that may be applied to the District's designated voluntary retirement savings plan.

4. EMPLOYEE DUTIES

- a. The superintendent or designee will directly supervise Employee and assign appropriate job duties. Employee agrees to well and faithfully perform the duties of his/her position in compliance with federal and state laws and regulations and according to the criteria, policies, procedures, and/or rules of the District; to accept any assignment; to keep all records and prepare all reports as required by

the Board and/or superintendent; to follow all directives of the Board and/or superintendent; devote his/her full working time to the Board during the period of employment; and to complete other duties as assigned for which Employee is qualified by certification.

5. CERTIFICATION/LICENSE

- a. During the term of this Contract, Employee agrees to continuously maintain on file with the Board a valid Kansas certificate/license for the level at which he/she is employed, unless his/her position is exempted from certification.

6. CERTIFICATE OF HEALTH

- a. Employee agrees to provide a certificate of health from a licensed physician in compliance with K.S.A. 72-6266 whenever such certificate of health is required by said statute.

7. TERMINATION OF AGREEMENT

- a. This Agreement may be terminated by the Board if:
 - i. The terms hereof are breached by Employee;
 - ii. The treasury of the District is, at any time, without funds sufficient to pay the salary stipulated herein;
 - iii. Sufficient funds are not available in the budget of the District, when adopted, to pay the salary specified herein;
 - iv. The District is unable to operate or perform the functions of a school district because sufficient funds are not appropriated by the legislature; or
 - v. Other good cause (any reason put forth by the board that is not arbitrary or capricious) exists for termination of this Agreement.

8. TERMINATION OF AGREEMENT BY MUTUAL CONSENT

- a. This Contract may be terminated by mutual agreement of the parties at any time. If Employee seeks to resign before the end of the term of the Contract, the Board may negotiate with Employee a settlement amount in consideration for agreement to release Employee from the contractual obligations. Such agreement, if reached, will be subject to the writing and all other formalities required for a District contract. However, the Board is not obligated to release Employee from this Contract and the Board may decide to enforce the Contract. If no agreement is reached and Employee decides to breach the Contract, the Board may pursue any lawful remedies and exercise any lawful rights including but not limited to monetary damages.

9. RESIGNATION OR RETIREMENT

- a. Employee may give written notice, in compliance with K.S.A. 72-2251, on or before the 14th calendar day following the third Friday in May of any fiscal year

during the term of this Contract, that the Employee does not desire continuation of this contract. The parties may mutually agree to a shorter notice period.

10. SATISFACTION OF CONTRACT

- a. The Board may completely discharge its obligations under this Contract at any time by paying Employee the salary to which Employee is entitled under paragraph 2(a) for the remainder of the term of the contract, subject to deductions required by law

11. SUPERSEDES PRIOR CONTRACTS

- a. This Contract and all the terms thereof supersedes, cancels, and replaces all prior employment contracts executed by Employee.

12. GOVERNING LAW

- a. This Contract is made and executed in Johnson County, Kansas, and will be construed in accordance with, and interpreted under, the laws of the State of Kansas.

13. SEVERABILITY

- a. If it is determined at any time that any provision of this Contract is illegal or unenforceable, the remaining terms will not be affected.

14. WAIVER

- a. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing in this Contract will operate or be construed as a waiver of any of the rights, powers, privileges or duties of each party hereto under the laws of the State of Kansas, except as otherwise expressly stated herein.

15. ENTIRE AGREEMENT

- a. This Contract contains the entire understanding and agreement of the parties, and supersedes all prior understandings, whether oral or written between the parties. any amendments or modifications to this Contract must be in writing and signed by the parties.

IN WITNESS WHEREOF, the Board of Education and Employee have executed this Contract as of the date by which both parties have affixed their signatures.

BOARD OF EDUCATION PRESIDENT

EMPLOYEE