

PLEASANTON PUBLIC SCHOOL DISTRICT NO. 10-0105
Buffalo County - Pleasanton, Nebraska

SUPERINTENDENT'S CONTRACT

This CONTRACT is made by and between the Board of Education of Pleasanton School district 10-0105, located in Buffalo County in the State of Nebraska, hereinafter referred to as "the Board" and Ron Wymore, hereafter referred to as "the Superintendent".

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 8th day of December, 2014, the Board hereby agrees to employ the Superintendent and Superintendent hereby agrees to accept such employment subject to the following terms and conditions:

Section 1. Term of Contract. The Superintendent shall be employed for a period of one (1) year (240 work days), beginning on the first day of July, 2015, and expiring on the 30th day of June, 2016.

Section 2. Salary. In consideration of an annual salary of \$107,250, and of the further agreements and considerations hereinafter stated, the Superintendent agrees to perform faithfully duties of the Superintendent of Schools in and for the District as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board hereunder. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of other professional staff employees of the district.

Section 3. Professional Status. The Superintendent hereby affirms that he is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. The Superintendent further affirms that throughout the term of this contract he will hold a valid and appropriate certificate to act as a Superintendent of Schools in the state of Nebraska.

Section 4. Superintendent's Duties. The duties of the Superintendent shall be prescribed in the Organizational Plan of the Pleasanton Public School (Superintendent's Job Description) which duties are incorporated by reference into this contract as if set forth verbatim herein. The Superintendent agrees to devote his time, skill, labor and attention to his duties as Superintendent of Schools throughout the term of this contract; provided, however, the Superintendent, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations. The

duties of the Superintendent, as set forth in the Organizational Plan of Pleasanton Public School, shall not be changed during the continuance of this contract without the consent of the Superintendent by an amendment to this contract.

Section 5. Board-Superintendent Relationship. The Board shall have primary responsibility for formulation and adopting Board policy. The Superintendent shall have the primary responsibility for implementation of Board Policy. The parties agree, individually and collectively, not to interfere with or usurp the duties and responsibility of the other party.

Section 6. Discharge. Throughout the terms of this contract, the Superintendent may be discharged if he materially breaches any provision of this contract, or performs any act which substantially inhibits his ability to discharge his duties as Superintendent, including but not limited to (a) incompetence, (b) immorality, (c) intemperance, (d) cruelty, (e) conviction of a felony, (f) neglect of duty, (g) general neglect of business of the District, (h) unprofessional conduct, and (i) physical or mental incapacity. The Board shall not act arbitrarily or capriciously in calling for discharge of the Superintendent and under no circumstances shall a discharge be effective unless the Superintendent has been given a specific statement of the cause or causes for discharge in writing and due notice of an opportunity for a hearing before the Board.

Section 7. Disability. Should the Superintendent be unable to perform his duties by reason of illness, accident, or other disability beyond his control, and such disability shall continue for more than six (6) months, or if such disability is permanent, irreparable, or of such nature as to make performance of his duties impossible, the Board, may in its discretion, terminate this Contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 8. Transportation. The Board shall provide the Superintendent with transportation required in the performance of his official duties or shall reimburse him for such transportation at the rate of 38 cents per mile.

Section 9. Annual Vacation and Sick Leave. The Superintendent shall be allowed three weeks (fifteen working days) of vacation leave during the year of the contract to be used in a manner and times selected by him. The Superintendent shall be entitled to ten (10) working days of sick leave during the year of the contract, accumulative to 45 days.

Section 10. Professional Development. The Superintendent shall attend appropriate professional meetings at the local, state, and national levels, and the district shall pay the expenses of attending such meetings.

Section 11. Fringe Benefits. The superintendent shall receive all fringe benefits of employment, which are granted other certified employees of the District, and any other such benefits as the Board shall from time to time determine to be appropriate.


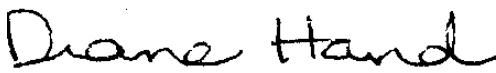

- a. Full BC/BS + Dental Health Insurance (as per teacher agreement)
- b. Expenses as needed
- c. Benefits granted all Certified Employees: Personal Leave, Severance Pay, etc. (Not limited to those mentioned)

Section 12. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the Contract unless accepted by the Board and the Board shall fix the time at which the resignation shall take effect.

Section 13. Renewal of Contract after Contract Expiration Date. The Secretary of the Board shall, not later than the 15th day of December, 2015, notify the Superintendent in writing of the Boards intention not to renew this Contract. Failure to so notify the Superintendent shall result in an automatic renewal of this Contract for a period of one year from and after the contract expiration date provided in Section I of this Contract.

Signed by the Pleasanton Board this 8th day of December, 2015.

ACCEPTED:

Position	Signature	Date
Board Member:		12/8/14
Board member:		12/8/14
Superintendent:		12/8/14