

CONTRACT AGREEMENT
Clarinda Community School District and South Page Community School District
Superintendent
2024-2025 School Year

This contract is entered into between the Board of Education of the Clarinda Community School District, State of Iowa, and the South Page Community School District, State of Iowa.

- 1. PURPOSE OF THE AGREEMENT:** This sharing agreement is to employ one Superintendent of schools for both Clarinda and South Page.
- 2. AUTHORITY:** This agreement is entered into under the authority of Iowa Code sections 257.11 and 280.15 and all other lawful authority.
- 3. TERM:** This agreement is for the period commencing July 1, 2024 and terminating June 30, 2025, unless discontinued pursuant to paragraph 11.
- 4. APPOINTMENT:** The superintendent appointed pursuant to this agreement shall be Jeff Privia, Superintendent of Clarinda.
- 5. COMPENSATION/EXPENSE REIMBURSEMENT:**
 - a. South Page shall reimburse Clarinda \$30,000 for the Superintendent's service for the 2024-2025 school year.
 - b. Clarinda will invoice South Page in December and May. Payment will be made not later than the 15th day of December and June of the fiscal year.
- 6. DUTIES OF THE SUPERINTENDENT:** The Superintendent of Clarinda and South Page shall serve as the executive officer of each school district and shall have such powers, duties, responsibilities and obligations in relationship to each district as prescribed by all applicable federal and state laws, local board policies and regulations, and the Superintendent's individual contract of employment with Clarinda. The Superintendent shall, at all times, conduct himself in professional manner in accordance with established professional standards applicable to superintendents.
- 7. CONTRACTING AND PAYROLL RESPONSIBILITIES:** Clarinda will be deemed the employer of the Superintendent for purposes of rights and obligations under Iowa Code chapter 279, and for purposes of complying with federal and state laws related to employment. Clarinda will manage the payroll, accounting and contractual functions relevant to this position, with the sharing of expenses as herein before set out.
- 8. LIABILITY COVERAGE:** Each district shall cover the superintendent under its liability insurance policy.

9. EVALUATION AND TERMINATION OF SUPERINTENDENT’S EMPLOYMENT:

Clarinda and South Page will each provide an annual evaluation of the superintendent. South Page, at its discretion, may provide input as to the superintendent's performance directly to the superintendent, or to the Clarinda Board of Directors, or both. All aspects of compliance with Iowa Code Sections 279.24 or .25 and related sections shall be the responsibility of Clarinda.

10. DAYS OF WORK AND DISTRICT TIME ALLOCATION:

The Superintendent shall be contracted to work 260 days per year. The Superintendent shall receive 20 days of vacation annually, exclusive of legal holidays and other school vacations, up to 5 days of which may be carried over to the next year but all of which shall be taken within the twelve months of the year in which it is earned unless the Board grants an extension. In the event this contract is terminated by mutual agreement prior to its expiration date, the Board shall compensate the Superintendent for any unused vacation days on a pro rata basis for the then current year. Notwithstanding the aforementioned, in the event the Superintendent is terminated or a resignation is accepted in lieu of termination related to misconduct or violation of Board Policy, no accrued vacation shall be paid. A time allocation of 20% South Page and 80% Clarinda shall be the general understanding of the parties regarding actual time to be allocated through physical presence of the Superintendent in each district. At the commencement of this Agreement, the Superintendent shall establish and communicate to the parties a normal office schedule consistent with the above-referenced time allocation to be maintained in each district. It is understood by the parties, however, that a certain amount of flexibility needs to be exercised in this regard, and that the Superintendent while physically located in one district on occasion may necessarily perform certain duties pertaining to the other district. The Superintendent will make a good faith effort to attend all meetings of the Board of Directors of Clarinda and South Page unless otherwise agreed.

11. TERMINATION OF SHARING AGREEMENT:

This Agreement may be terminated by mutual consent of the two districts at any time. It may also be terminated unilaterally, without cause, by providing notice to the other party on or before March 1, with termination effective June 30 of any given fiscal year.

IN WITNESS HEREOF, the parties sign this Agreement on the date approved by their respective boards.

CLARINDA COMMUNITY SCHOOL DISTRICT

BY: _____
Board President

Board Secretary

DATE: _____

SOUTH PAGE COMMUNITY SCHOOL DISTRICT

BY: _____
Board President

Board Secretary

DATE: _____

BY: _____
Superintendent

DATE: _____