BOYCEVILLE COMMUNITY SCHOOL DISTRICT
SUPERINTENDENT'S CONTRACT

IT IS HEREBY AGREED by and between the School Board of Boyceville Community School District (hereinafter, designated as the "Board") and **[NAME]**, (hereinafter designated as "Administrator") that the said Board does hereby employ the said Administrator in the position of SUPERINTENDENT OF SCHOOLS.

I. TERM

THIS CONTRACT SHALL COVER a period of two (2) years beginning on July 1, 2026, and ending June 30, 2028. Unless the Board notifies Employee by June 30, 2027, of its intent to not do so, the contract shall be subject to a two-year extension to cover the 2027-2028 and 2028-2029 school years and the parties shall enter into a new contract for the 2027-2029 term.

Unless the Board notifies Employee by January 31, 2028, of its intent not renew, that contract shall be subject to a single one-year extension to cover the 2029-2030 school year and the parties shall enter into a new written contract for the 2028-2030 term.

*The contract year shall be July 1 through June 30, and any pro-rations applicable to this contract shall be determined on the basis of 261 days.

II. RESPONSIBILITIES

Said Administrator agrees to perform at a professional level of competence, the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies of the Board which are now existing or which may hereinafter be enacted by the Board. The Board agrees to furnish the Administrator with a written copy of all such rules, regulations and policies now in effect or becoming effective during the term of this or future contracts.

In case of direct conflict between any rules, regulations or policy of the Board and any specific provision of this contract, the contract shall control.

The Administrator agrees to devote full time (261 days) to the duties and responsibilities normally expected of the Administrator's position during the term of this contract, and shall not engage in any pursuit or accept any employment, which interferes with the proper discharge of such duties and responsibilities.

The Administrator may participate in professional meetings and college level courses for the purpose of improving and stimulating the Administrator's professional growth. Participation shall be in accordance with Board rules and policies. Necessary expenses

will be paid for (with Board approval) as provided by existing Board policies and this contract. (See subsections IV. 5, 6 7 and 8).

III. SALARY

In consideration for the services rendered, the Board will pay the Administrator an annual salary of **[SALARY]** in accordance with the appropriate salary policies adopted by the Board. If Administrator does not work the full fiscal year, his salary, leave, and vacation benefits shall be prorated. In addition, the Board agrees to contribute **$3,000** towards a tax-sheltered annuity program of the Administrator's choice. Payment shall be in twenty-four (24) equal semi-monthly payments.

IV. FRINGE BENEFITS

1. The Administrator shall be entitled to twelve (12) sick days annually, cumulative to a total of 120 days. Sick leave days accumulated prior to taking this position shall be part of Administrator's accumulation. Days accumulated beyond 120 days will be reimbursed at the end of each contract year at the rate of $25.00 per day.

2. During each twelve-month period of the employment year the Administrator will be entitled to twenty-five (25) vacation days. The scheduling of the vacation time shall be taken so as not to conflict with the prudent operation of the school district. The Board President shall be advised, in advance, of vacation, personal leave, and emergency leave days. Vacation time shall not be carried over or be cumulative.

   *The Board will allow up to five (5) unused vacation days to be reimbursed at the current year per diem rate for the 2025-2026 and 2026-2027 school years due to referendum work.

3. The Administrator shall be entitled to time off with pay on the following holidays: Independence Day, Labor Day, Thanksgiving, Thanksgiving Friday, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Good Friday, and Memorial Day.

4. The Administrator shall be entitled to two (2) personal days and up to five (5) Board approved paid emergency leave days per contract year. None of these days are accumulative, except the two (2) personal days which are accumulative to sick days if unused.

5. Authorized use of the Administrator's personal car for the performance of the Administrator's duties will be reimbursed at whatever rate is in effect for other employees of the District, as duly adjusted from time to time.

6. The Board of Education will pay the state and national dues for these

professional associations: WASDA, ASCD and AWSA.

7. The Board of Education will pay 100% of the expenses of attending one national convention annually and any other conventions/workshops as approved by the Board.

8. The Board of Education will pay 100% of the cost of obtaining continuing education credits as approved by the Board.

9. The cost of participation in the District's group family or single health insurance program shall be paid by the Board, except for $30/month for a family plan or $15/month for a single plan, effective 11/01/02.

10. The cost of participation in the District's group dental insurance program shall be paid by the Board.

11. The Board of Education will pay 100% toward the premium for a Board approved term life, accidental death and dismemberment insurance. The amount of said coverage to be 1-1/2 times the annual salary rounded to the nearest $1,000.

12. The Board shall pay 100% of the cost of a physical examination of the Administrator by a physician mutually acceptable to the Board and the Administrator. The Administrator or said physician shall submit a medical report or statement prior to payment under this paragraph.

13. The Board will pay 50% of actuarial required contribution to the state retirement plan as required by the Employee Trust Fund.

14. The Board will pay 100% of the cost of the Administrator's long-term disability plan.

15. After five (5) years of experience, the Board may grant without pay, a one-year's leave of absence request.

16. The Administrator may serve on jury duty without loss of pay. However, any jury pay shall be deposited with the district minus mileage.

17. The Board will provide the Administrator with severance pay of twenty-five dollars ($25.00) of unused sick days upon the termination of employment.

18. The Board encourages the Administrator to live in the district. The Board agrees to pay a $5,000 one-time stipend towards moving expenses when establishing residency with the school district. The stipend will be paid when residency is established within the district.

19. The Board shall offer a health insurance plan to the Administrator who elects to retire at age not sooner than 57. The health insurance plan shall be in

accordance with the current insurance plan offered by the District. This offer of participation in the health insurance plan shall be for a period of 60 months of family coverage or until such time as the retiree qualifies for Medicare, whichever comes first. The Administrator may instead elect at the time of retirement to take single coverage for a period of time not to exceed 120 months or until such time as the retiree qualifies for Medicare, whichever occurs first. The District's cost will be fixed at the exit year premium costs. The retirement plan cannot begin during the school year except for special circumstances with the approval of the Board.

V. BOARD'S RESPONSIBILITIES AND RIGHTS

The Board reserves all management rights not abrogated by this agreement. The rights of the Board include, but are not limited to, the following:

1. To direct all operations of the District;

2. To establish reasonable work rules;

3. To assign duties or responsibilities or transfer Administrator to other positions within the District. Administrator shall be given as much advance notice as is practicable and shall not be reassigned to a position for which Administrator is not certifiable;

4. To suspend or take other disciplinary action against Administrator. Discipline shall not be arbitrary or capricious and Administrator shall have the right to request a hearing before the Board on the merits of the discipline;

5. To determine the kind and amount of services to be performed by Administrator;

6. To change insurance carriers and/or self fund insurance programs;

7. To determine the methods, means and personnel by which District operations are to be conducted; and

8. To provide the Administrator with a written evaluation at least once each year.

VI. NONRENEWAL

The renewal or nonrenewal of this agreement shall follow the procedure set forth in Section 118.24, Wisconsin Statutes. Administrator shall have the right to prior written notice of any allegations of deficient performance. Administrator shall also have an opportunity to request and have a fair and impartial hearing before the Board regarding those perceived deficiencies. Administrator shall have the right to prior written notice of the time and place of said hearing. Administrator shall have the right to demand that the hearing be held in open session. Administrator shall have the right to present testimony and cross examine those making the allegations. Administrator

shall have the right to be represented by counsel of their choice at such a hearing. Administrator shall have the right to a decision which is neither arbitrary nor capricious.

VII. CONTRACT TERMINATION

The parties understand that this is a solemn, binding contract.

Upon mutual written agreement by the Board and the Administrator, this contract and the employment of the Administrator may be terminated without penalty or prejudice against either the Board or the Administrator. In this event, the Board shall pay the Administrator all remuneration and benefits accrued but unpaid during the period of employment immediately prior to such termination.

The Board may terminate this agreement and discharge Administrator during the term of this agreement for just cause. Administrator shall receive prior written notice of the charges. Administrator shall have an opportunity to request and have a fair and impartial hearing before the Board regarding those charges. Administrator shall have the right to prior written notice of the time and place of said hearing. Administrator shall have the right to demand that the hearing be held in open session. Administrator shall have the right to present testimony and cross examine those making charges against him. Administrator shall have the right to be represented by counsel of his choice at such hearing.

Administrator may unilaterally terminate this agreement. In the event said Administrator terminates his services during the term hereof, the sum of Two Thousand Dollars ($2,000.00) is determined to be the reasonable liquidated damages which the parties, looking forward, reasonably anticipate will follow from such a breach and the Board may, at its option, demand and recover from Administrator said amount as liquidated damages.

VIII. SAVINGS

In case of direct conflict between any rules, regulations or policies of the Board and any specific provision of this agreement, this agreement shall control. If any article of this agreement or portion thereof is held to be invalid or if compliance with or enforcement of any part of said article is restrained by any tribunal, the remainder of this agreement shall not be affected thereby.

This contract is subject to review should the IRS rules for Highly Compensated Employees deem this contract not to be in compliance.

IX. EXECUTION

All parties have read and understand the provisions of this agreement and agree to abide by its provisions.

Dated this _____ day of _____, 2026.

BOARD OF EDUCATION FOR THE BOYCEVILLE COMMUNITY SCHOOL DISTRICT

_____ President

_____ District Administrator

_____ Vice President

_____ Clerk

_____ Treasurer

_____ Member