



ASSISTANT SUPERINTENDENT OF STUDENT SERVICES

The School District of Independent School District No. 283, St. Louis Park, Minnesota (hereinafter referred to as the "School District") enters into this contract with **Dr. Alecia Mobley** (hereinafter referred to as the "Assistant Superintendent"), who agrees to perform the duties of **Assistant Superintendent** in the School District. The School District and the **Assistant Superintendent** agree as follows:

1. Duration, Expiration, and Mutual Consent

A. Duration

This contract is for the term of **July 1, 2024, through June 30, 2026**, unless modified or terminated earlier according to the provisions of this contract. It shall remain in full force and effect unless modified by mutual consent of the School Board and the Assistant Superintendent or unless terminated as provided herein.

B. Expiration

This contract shall expire at the conclusion of the term specified in Section 1.A hereof. Unless the Assistant Superintendent is notified in writing by March 1 prior to the expiration of the contract duration that the district does not intend to renew this contract, the current contract will remain in full force and effect until a subsequent contract is entered into by the parties. The Assistant Superintendent's contract shall continue on a month-to-month basis until the School District either enters into a subsequent contract with the Assistant Superintendent or until the School District provides 120 calendar days of written notice of the termination of the Assistant Superintendent's employment.

C. Termination During the Term

The Assistant Superintendent's employment may be terminated during the term of this contract for just cause. If the School Board terminates the Assistant Superintendent during the contract term for cause, it shall notify the Assistant Superintendent in writing of the proposed grounds for termination. The Assistant Superintendent shall be entitled to request a hearing before an arbitrator provided the Assistant Superintendent makes a request in writing within fifteen (15) calendar days after the receipt of written notice of proposed termination. In such event, the parties shall jointly petition the Bureau of Mediation Services (BMS) for a list of five (5) arbitrators. The arbitrator shall be selected by the parties through the normal striking process as provided by BMS rules. The arbitrator shall conduct a hearing under normal arbitration procedure rules and issue a written decision. The decision of the arbitrator shall be final and binding upon the parties, subject to normal judicial review of arbitration decisions as provided by law. The Assistant Superintendent may be suspended with pay pending final determination by the arbitrator. If the Assistant Superintendent fails to request a hearing as provided herein within such fifteen (15) day calendar period, it shall be deemed acquiescence by the Assistant Superintendent to the School Board's action and the Assistant Superintendent shall have no further claim or recourse.

D. Mutual Consent

This contract may be terminated or modified at any time by the parties by written mutual consent.

2. Duties

The Assistant Superintendent shall serve as the **Assistant Superintendent** of the School District and shall serve under the direction of the Superintendent. The Assistant Superintendent shall perform all duties incident to the position of **Assistant Superintendent** and such other duties as may be prescribed by the Superintendent and School Board from time to time. The Assistant Superintendent shall abide by the policies, regulations, rules and procedures established by the School Board and the Commissioner of the Department of Education and shall abide by all Minnesota laws relating to the operation of the School District. The Assistant Superintendent shall attend School Board and other meetings as directed by the



Superintendent and shall provide recommendations to the Superintendent regarding the assigned operations and programs for the District.

3. Terms and Conditions of Employment

The Assistant Superintendent shall receive the salary, benefits and other terms and conditions of employment as specified in the Assistant Superintendent Group Compensation and Benefits Plan approved by the Board and amended from time to time. The Assistant Superintendent will be given the most current copy of the Plan at the beginning of this contract and receive an assignment letter with updated rates of pay for additional years during the duration of this individual contract.

4. Salary Placement

The Assistant Superintendent shall be paid within the Administrators Group Salary Range **27** on Step **9** and will receive an initial annual salary rate of **\$187,797** for the **2024-25** school year. This annual salary will be prorated for partial years of work for people who start after July 1 of any year or leave prior to June 30 and do not complete a full year of service.

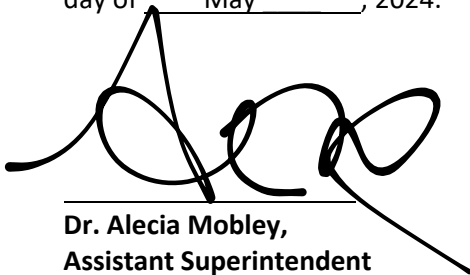
The salary shall be paid pursuant to the approved Assistant Superintendent Group Compensation and Benefits Plan, School District policy, and procedures.

5. Severability

If any provision of this contract is held to be invalid by operation of law the remainder of the contract shall not be affected thereby and shall remain in full force and effect.

This contract shall be effective upon approval of the School Board and signatures of the Assistant Superintendent and of the Officials of the School Board.

IN WITNESS WHEREOF, I have sub-
scribed my signature this 14th
day of May, 2024.



**Dr. Alecia Mobley,
Assistant Superintendent**

IN WITNESS WHEREOF, I have sub-
scribed my signature this 14th
day of May, 2024.

Chair

Clerk

Superintendent