**EMPLOYMENT CONTRACT**

BETWEEN
Scott B. Pillar, Chief Financial Officer and the
ESTACADA SCHOOL DISTRICT

This employment contract is made and entered into between ESTACADA SCHOOL DISTRICT, hereinafter referred to as the "District," and Scott B. Pillar, hereinafter referred to as "Chief Financial Officer" or “CFO”.

**WITNESSETH:**
WHEREAS, the District will employ a Chief Financial Officer under the general supervision of the Superintendent and;

WHEREAS, the District and Chief Financial Officer believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them;

NOW THEREFORE, in consideration of the mutual promises contained herein, the District hereby employs Scott B. Pillar as the Chief Financial Officer and the Chief Financial Officer hereby accepts such employment upon the terms and conditions set forth below.

**SECTION 1. TERM:**
The agreement shall be a three-year agreement commencing July 1, 2026, through June 30, 2029.

**SECTION 2. DUTIES:**
The Chief Financial Officer shall have and maintain the qualifications, perform the specific duties, and shall have and exercise the authority outlined in the job description for the position of Chief Financial Officer. In addition, the Chief Financial Officer shall perform other duties as prescribed by the Superintendent.

**SECTION 3. COMPENSATION:**
**Salary:** The District shall pay the Chief Financial Officer for the services rendered, at an annual base salary of $182,750 for the 2026-27 school year, paid monthly commencing July 1, 2026. The School Board may unilaterally reduce the number of workdays and proportionately reduce the salary if such reduction is part of a District-wide reduction in force in response to limited financial resources.

**Cost of Living Adjustments (COLA) and insurance cap:** The Chief Financial Officer will receive an annually negotiated cost of living (COLA) and insurance cap increase of no less than the Management, Administrative, Confidential (MAC) Memorandum of Understanding for the remaining 2 years of the contract - FY2027-2028 and FY2028-2029.

**SECTION 4. CONTRACT DAYS:**
The contract days for the Chief Financial Officer position is 260 days, which includes eleven (11) paid holidays.

## SECTION 5. BENEFITS:

The Chief Financial Officer shall be entitled to the fringe benefits and agreements accorded to the other District administrative employees as identified in the Management, Administrative, Confidential (MAC) agreement including, but not limited to: health insurance, leaves, professional dues, civic memberships, gym memberships and education reimbursement.

**Retention stipend:** The District agrees that the Chief Financial Officer qualifies for participation in the retention stipend program (Article 18 of the MAC Agreement) upon hire at the Senior Level Director amount (15%). The retention stipend is paid upon completion of each fiscal year with the guaranteed retention of the current position for the following year.

**Forfeiture of Stipends:** If the Chief Financial Officer does not complete the full fiscal year due to early resignation, retirement or other termination, they will be required to reimburse the district the retention stipend received for that year. Under the discretion of the Superintendent this section may be waived.

**Vacation:** The Chief Financial Officer shall receive 20 vacation days per year. Up to 10 unused vacation days may be carried over into the following fiscal year. Up to 5 unused vacation days may be cashed out by the Chief Financial Officer in June of each contract year on a per diem basis at the current year's rate of pay.

Vacation days are granted in full at the beginning of the fiscal year, July 1st of each year. Upon termination of employment, vacation days are pro-rated based on the number of days worked. Any unused, earned vacation, not to exceed 30 (thirty) days, shall be cashed out at the per diem rate at the termination of the Chief Financial Officer's employment with the District.

**PERS Pick-up:** The Chief Financial Officer's 6% contribution to the Oregon Public Employers Retirement System (PERS) shall be fully paid by the District.

## SECTION 6. PROFESSIONAL DEVELOPMENT:

The District is committed to professional development and will provide the necessary resources to facilitate the professional growth of the Chief Financial Officer. The District expects the Chief Financial Officer to continue professional development and to participate in relevant learning experiences at District expense, with Superintendent approval.

A) The Chief Financial Officer is encouraged to develop a professional growth plan that meets the needs of both the individual and the District, as approved by the Superintendent.

B) Participation in a national/regional conference is encouraged, should be part of the overall plan for professional development of the Chief Financial Officer, and is subject to Superintendent approval. The Chief Financial Officer may attend one (1) national conference each year, expenses to be incurred by the District subject to the limit of budgeted amounts for this expenditure.

## SECTION 7. EVALUATION:

The Chief Financial Officer and the Superintendent shall meet annually for the purpose of evaluation of the performance of the Chief Financial Officer and expressing recommendations and observations on how such performance may be continually improved. Such evaluation shall be summarized in writing and placed in the Chief Financial Officer's personnel file.

**SECTION 8. LAYOFF:**
Should the School Board determine to eliminate or reduce the percentage of "FTE" the position of Chief Financial Officer, the Chief Financial Officer shall be considered for any vacant administrative positions he is qualified to fill.

**SECTION 9. RENEWAL:**
The Superintendent and the Chief Financial Officer shall consult and confer each year to consider changes in salaries, benefits, and/or other items either party deems appropriate. The Superintendent shall consider and decide upon renewal of this Contract, recommend a decision to the School Board, and notify the Chief Financial Officer no later than March 15, 2028. If no contract extension is executed, this contract expires at the end of its term.

**SECTION 10. TERMINATION:**
This Employment Contract may be terminated by mutual agreement of the parties, voluntary resignation, death or retirement. Throughout the term of this contract, the Chief Financial Officer will be subject to dismissal under ORS 342.805-910. The Superintendent shall provide notice of specific charges that may be the basis for dismissal and shall provide an opportunity to respond to the Superintendent before the Superintendent makes a recommendation for dismissal to the School Board. The District shall give the Chief Financial Officer no less than ten (10) days written notice in advance of the pre-termination meeting with the Superintendent. If the Chief Financial Officer chooses to be accompanied by legal counsel at the hearing, he will assume the cost of his attorney. The Chief Financial Officer may resign prior to the conclusion of the contract by giving at least 30 days advance notice to the Superintendent and or the Board of Directors.

**SECTION 11. INDEMNIFICATION:**
The District will defend, hold harmless, and indemnify the Chief Financial Officer from any and all demands, claims, suits, actions, and legal proceedings brought against the Chief Financial Officer in his individual capacity, or in his official capacity as agent and employee of the District, provided the incident arose while he was acting within the scope of his employment, all according to the Oregon Tort Claims Act.

**SECTION 12. SAVINGS CLAUSE:**
If during the term of this Contract it is found that a specific clause of the Contract is illegal in federal or state law, the remainder of the Contract not affected by such a ruling shall remain in force.

**SECTION 13. APPLICABLE LAW:**
This Employment Contract is subject to all applicable laws of the State of Oregon, rules and regulations of the State Board of Education, and policies of the District and of the Board, all of which are made part of the terms and conditions of this Contract as though set forth therein.

**SECTION 14. AMENDMENT:**
This Employment Contract may be amended by the parties at any time. No amendment shall be effective unless it is in writing, signed by the Chief Financial Officer and the Superintendent, and approved by the School Board.

IN WITNESS WHEREOF, the District has caused this Contract to be approved on its behalf by a duly authorized officer, and the Chief Financial Officer has approved this Employment Contract.

**Approved for the Estacada School District:**

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| Dr. Ryan Carpenter, Superintendent | Date |
| Board Chairman | Date |

**Accepted by Chief Financial Officer:**

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| Scott B. Pillar, Chief Financial Officer | Date |