EMPLOYMENT CONTRACT
Executive Director of Assessment, Research and Evaluation

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 **Silvy Lafayette** (hereinafter referred to as the "Executive Director"), who agrees to perform the duties of **Executive Director of Assessment, Research and Evaluation** in the School District. The School District and the Executive Director agree as follows:

1. **Duration, Expiration, and Mutual Consent**

   A. **Duration:** This Contract is for a term of **one** year commencing **July 1, 2025** and ending **June 30, 2026.** It shall remain in full force and effect unless modified by mutual consent of the School Board, their Designee, and the Executive Director, or unless terminated as provided herein.

   B. **Expiration:** This Contract shall expire at the end of the term specified in Paragraph A hereof. At the conclusion of its term, neither party shall have any further claim against the other, and the District employment of the Executive Director shall cease, unless a subsequent contract is entered into by the parties. In the event the parties fail to have entered into a subsequent Contract by **June 30, 2025,** the Executive Director's employment shall continue on an at-will basis until either:

      1. The District enters into a subsequent Contract with the Executive Director;
      2. The School District provides 120 calendar days of written notice of the termination of the Executive Director employment;
      3. The Executive Director provides 30 calendar days of written notice of their resignation.

   C. **Termination During the Term**
      1. **Termination for Just Cause:** The Executive Director employment may be terminated during the term of this Contract for just cause. The grievance procedure pursuant to the Public Employees' Labor Relations Act (PELRA), as adopted by the Commissioner of the Bureau of Mediation Services, Minnesota Rules subparts 5510.5110 – 5510.5190, shall be available to the Senior Executive Director regarding a termination for just cause.

2. **Termination for Reasons Other than Just Cause:** The District has complete discretion during the term of this Contract to terminate the Executive Director employment due to reorganization, elimination of position(s), a reduction in force, or any other organizational or financial reasons. The grievance procedure cited above in Section C.1 shall not be available to the Executive Director for a termination for reason(s) set forth in this section. The School District Shall Provide the Executive Director 10 days' written notice in advance of a termination under this section, and the termination shall be final upon action by the School Board.

3. **Termination by the Executive Director:** The Executive Director may terminate this Contract during its term by the Executive Director giving written notice of their resignation at least 90 days before the effective date of the resignation.

D. **Mutual Consent:** This Work Agreement may be terminated at any time by the parties by mutual consent.

E. **Waiver of Continuing Contract Rights:** The Executive Director understands that their position may requires licensure by the Professional Educator Licensing Standards Board (PELSB) and thus the position is covered under Minnesota Statutes §122A.40. However, the Executive Director hereby knowingly and voluntarily waives any and all continuing contract rights otherwise afforded they're under Minnesota Statutes §122A.40, including, but not limited to, due process rights, the grounds for termination of employment and rights to unrequested leave of absence.

2. **Duties and Responsibilities**

The Executive Director shall serve as the **Executive Director of Assessment, Research and Evaluation** the School District and shall serve under the direction of the Superintendent. The Executive Director shall perform all duties assigned to the position of **Executive Director of Assessment, Research and Evaluation** and such other duties as may be prescribed by the Superintendent from time to time. The Executive Director 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 Executive Director 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 Executive Director shall receive the salary, benefits and other terms and conditions of employment as specified in the Administrators Group Compensation and Benefits Plan approved by the Board and amended from time to time. The Executive Director 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 Executive Director shall be paid within the Administrators Group Salary schedule. The 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 Administrators 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 Executive Director and of the Officials of the School Board.

IN WITNESS WHEREOF, I have sub-scribed my signature this __May__ day of ___13th___ 20_25_.

_____
Executive Director

IN WITNESS WHEREOF, I have sub-scribed my signature this _____ day of _____ 20_____.

_____
School Board Chair

_____
School Board Clerk

_____
Superintendent