

**EMPLOYMENT CONTRACT
BETWEEN
Jon A. Peterson
INTERIM SUPERINTENDENT
AND
THE GOVERNING BOARD OF
Pendleton School District 16R**

THIS AGREEMENT, made and entered into this 30th day of June, 2015, between the Pendleton School District, hereinafter referred to as DISTRICT or BOARD, and Jon A. Peterson, hereinafter referred to as SUPERINTENDENT.

WHEREAS, the DISTRICT is desirous of securing an INTERIM SUPERINTENDENT to supervise and direct the schools and educational program of the DISTRICT under the general supervision of the DISTRICT'S School Board for the 2015-16 academic and fiscal year.

NOW THEREFORE, in consideration of the mutual promises contained herein, the DISTRICT hereby employs the SUPERINTENDENT as INTERIM SUPERINTENDENT of said DISTRICT, and the SUPERINTENDENT hereby accepts such employment upon the following terms and conditions:

TERM: The DISTRICT hereby employs the SUPERINTENDENT for a period of one (1) year, beginning on July 1, 2015, and terminating on June 30, 2016. This Agreement is for a fixed period of time and expires on June 30, 2016. This section constitutes written notice of contract nonrenewal under ORS 342.513.

SUPERINTENDENT'S LICENSE: The SUPERINTENDENT shall maintain throughout the life of the agreement a valid and appropriate license to act as Superintendent of Schools as required by the State of Oregon.

SALARY: The SUPERINTENDENT shall be paid \$129,497 for the period from July 1, 2015 through June 30, 2016. This total amount will be separated into 12 monthly salary payments.

BENEFITS: Except to the extent this Agreement provides to the contrary, the SUPERINTENDENT shall be provided the following employment benefits provided District administrators:

- A. *Travel and Telecommunications Allowance:* \$275 per month for in-district travel and telecommunications. Mileage will be paid at the approved IRS rate for travel required to fulfill the duties of the SUPERINTENDENT for mileage outside of the district. The DISTRICT will reimburse the SUPERINTENDENT for any expenses actually incurred in the performance of duties for the DISTRICT; provided such expense has been previously approved by the BOARD.
- B. *Insurance:* The DISTRICT shall contribute to the cost of the SUPERINTENDENT'S health insurance benefits at an amount equal to DISTRICT'S insurance contribution for administrators (\$1308 July-September, \$1386 October-June).

- C. *Dues and Fees:* Recognizing the importance of a strong working relationship between the schools and the community, the DISTRICT shall pay dues, membership fees and related expenses for the SUPERINTENDENT'S membership in one service and/or civic association. The DISTRICT shall pay the SUPERINTENDENT'S dues to COSA (Confederation of Oregon School Administrators) which includes membership in OASE (Oregon Association of School Executives).

WORK YEAR/VACATION: The SUPERINTENDENT shall be required to render full and regular service to the DISTRICT during the period covered by this Agreement, except he shall be entitled to twenty (20) days of vacation, exclusive of legal holidays and the week of Round-Up. At the end of this agreement the SUPERINTENDENT will not be eligible for compensation for any vacation days he has not used.

PAID LEAVES: The SUPERINTENDENT shall accumulate Sick Leave at the rate of one day per contract month and be administered in accordance with ORS 342.596. At the end of this agreement the SUPERINTENDENT will not be eligible for compensation for any sick days he has not used.

In the event emergency conditions arise, an extension of the leave may be determined by the DISTRICT upon the individual merits of the situation.

TERM OF AGREEMENT AND HOURS OF WORK: The parties recognize this Employment Contract may span two different calendar years. SUPERINTENDENT shall work not more than 1040 hours per ORS 238.082(2), during the period of time between July 1, 2015, and December 31, 2015, and SUPERINTENDENT shall work no more than 1040 hours from the period of time between January 1, 2016, and June 30, 2016. SUPERINTENDENT is not eligible for contributions to the Public Employees Retirement System of the State of Oregon, and the DISTRICT contracts with the SUPERINTENDENT on the basis of that understanding.

INTERIM ARRANGEMENT: It is understood the DISTRICT will, during the term of this agreement, be searching for a full time SUPERINTENDENT and this agreement is intended to create a temporary employment arrangement.

EXPENSES. The DISTRICT shall reimburse the SUPERINTENDENT according to DISTRICT policy for incidental expenses necessary for the operation of the DISTRICT.

TERMINATION OF THE EMPLOYMENT CONTRACT. The DISTRICT may terminate this contract at any time for any reason by giving sixty (60) calendar days advance notice. The SUPERINTENDENT may terminate this contract at any time for any reason by giving sixty (60) calendar days advance notice. The SUPERINTENDENT shall receive any unpaid salary attributable to days worked prior to contract termination. All other benefits not previously accrued shall also cease as of that date.

ENTIRE AGREEMENT: This Agreement contains the entire agreement of the parties. Except as set forth herein, there are no representations, agreements, or understandings, oral or written, among the parties relating to the subjects of this Agreement.

Superintendent

Board Chair

Date

Date