

PRINCIPAL'S CONTRACT

For Class II, III, & VI Schools and Class I Schools with a Superintendent

THIS CONTRACT made by and between the School District of Ravenna, District No. 69, in the County of Buffalo, in the State of Nebraska, hereinafter referred to as the "District", and Brad Kjar, a legally qualified principal, hereinafter referred to as "Principal".

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Principal above named in the schools of the District for a school year, which shall begin on or about August 1, 2016 and end on or about June 30, 2017, and shall consist of 11 months of service and that the Principal hereby agrees to accept such employment at a salary of \$87,500 and under the following conditions.

Contract includes full medical and dental BC/BS of Nebraska insurance for the principal, spouse, & children, state & national dues for NCSA, \$2,000 for National Convention every other year, \$50,000 life insurance, reimbursement at IRS rates for mileage for use of personal vehicle and expenses as necessary for professional meetings.

10 days sick leave accumulating to 40 days
2 days personal leave with approval of Superintendent
5 days emergency leave with approval of Superintendent
Professional leave as required

FIRST: The salary of the Principal shall be payable in twelve equal installments. The first installment shall be payable on the 20th day of August, 2016, and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: The principal hereby agrees to be governed by the policies of the Board of Education of the District and that the principal duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Principal to the best of his/her professional ability.

THIRD: In addition to the principal duties set forth herein, the Principal may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Principal and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the principal's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110, R.R.S. (1982 Supp.)

FIFTH: That upon termination of this contract for just cause, or upon the release of the Principal, from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 11 months of service. Any, unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Principal.

SIXTH: There shall be no penalty for release or resignation by the Principal from this contract; provided no resignation shall become effective under the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Principal hereby affirms that he/she is not under contract with another School Board or Board of Education within this State covering a part or all of the same time of performance as is contemplated by this agreement. The Principal further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Educator's Certificate. It is understood and agreed that this contract is not valid until the Educator's Certificate, as herein listed, is registered in the office of the Superintendent of Schools in this County and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and the principal or a duly recognized collective bargaining agent for said principals, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Principal and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Principal prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-12,111 through 79-12,114 R.R.S. (1982 Supp) and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the district on or before March 15th shall constitute a rejection by the principal of the offer of employment.

TWELFTH: Other Contract Terms:

Executed this 14th day of March 2016

 Principal

School District of Ravenna, District #69, County of Buffalo, State of Nebraska
Approved by Board on March 14, 2016.

President: _____

Secretary: _____