

STATE OF IDAHO SUPERINTENDENT CONTRACT FORM

THIS CONTRACT, made this 19th day of June year of 2017, by and between Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho in Kootenai County, State of Idaho (hereinafter called the District), and Dr. Stanley J. Olson (hereinafter called the Superintendent),

WITNESSETH:

1. That the District hereby contracts to and does hereby employ said Superintendent as Superintendent of Schools of Coeur d'Alene School District No. 271, Coeur d'Alene, Idaho in Kootenai County, State of Idaho, for a period of 1 (one) year beginning July 1, in the year of 2017, and extending to June 30 in the year of 2018, at a salary of One Hundred Thirty Three Thousand Dollars (\$133,000). Said salary shall be paid in equal monthly installments on the 25th day of each month for such services, the first payment to be made on July 25 in the year of 2017.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Superintendent agrees to assume the duties of Superintendent of Schools at Coeur d'Alene Idaho on July 1 in the year of 2017, and to faithfully perform and discharge the same to the best of his/her ability as directed by the Board of Trustees, and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this contract as though fully set forth herein.
3. It is further agreed that the Superintendent will have authorization to attend, at District expense, all meetings of the State Board of Education or the State Superintendent of Public Instruction to which the Superintendent is invited, and that the Board of Trustees will adopt policies pertaining to attendance at other professional meetings and conferences including expenses of travel.
4. It is hereby mutually stipulated and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.

IN WITNESS WHEREOF the District has caused this instrument to be executed in its name by its proper officials and the Superintendent has executed the same all on the date first above written.

COEUR D'ALENE SCHOOL DISTRICT NO. 271, COEUR D'ALENE, IDAHO, AND KOOTENAI COUNTY, STATE OF IDAHO

BY:

Attest:

Lynn M. Jovine 6-19-17
 CLERK, BOARD OF TRUSTEES DATE

[Signature] 6-19-17
 CHAIRMAN, BOARD OF TRUSTEES DATE

[Signature] 6/19/17
 SUPERINTENDENT DATE

Coeur d'Alene School District No. 271
Kootenai County, Idaho
SUPERINTENDENT CONTRACT ADDENDUM

It is hereby agreed by and between the Board of Trustees of the Coeur d'Alene School District 271, located in Kootenai County in the State of Idaho (hereinafter referred to as the "Board") and Dr. Stanley J. Olson (hereinafter referred to as the "Superintendent"), that the Board does hereby employ Dr. Stanley J. Olson as Interim Superintendent of Coeur d'Alene School District 271 (hereinafter referred to as the "District"). Said employment shall be for a one-year period commencing July 1, 2017, and ending June 30, 2018.

WITNESSETH:

1. The Superintendent hereby agrees to devote his/her time, skill, labor and attention to the duties of the Superintendent of the District. During the term of this agreement, the Superintendent will be subject to discharge for cause, provided, however, that the Board shall comply with all conditions of this contract and with all applicable provisions for notice and hearing as provided by Idaho State law. In the event District seek or requires termination without cause, then the balance of the contract shall be enforced.
2. The Superintendent, with approval of the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations, which do not conflict with his/her duties as Superintendent and are in accordance with law.
3. The Superintendent, with Board approval, may attend appropriate professional meetings at the local, state and national level, the reasonable expenses of said attendance to be incurred by the District. It is understood that the Superintendent is approved to attend both the State and National conferences of IASA & AASA.
4. Subject to Board approval, the Superintendent will have freedom to organize, reorganize and arrange the administrative and supervisory staff, including instruction and business affairs, which in his/her judgment, best serves the Coeur d'Alene public schools. The responsibility for selection, placement and transfer of personnel shall be vested in the Superintendent subject to approval by the Board.
5. The Board, individually and collectively, shall refer promptly all criticisms, complaints and suggestions called to its attention to the Superintendent for study and recommendation. The Superintendent shall inform the Board of problems which arise so the Board members can be prepared to deal with such questions within the District.
6. The Board and the Superintendent shall meet on or before October 1st to establish District goals and objectives for the ensuing school year. These goals and objectives shall be reduced to writing and, to the extent applicable, shall be considered by the Board in evaluating the Superintendent.
7. In addition to annual salary, the Superintendent shall receive the following forms of compensation in consideration for the faithful performance of the duties of the Superintendent of Coeur d'Alene School District:
 - A. Twelve (12) days annual leave with compensation for illness, injury or emergencies.
 - B. The Superintendent shall be provided with at least the same fringe benefits as are provided other certificated employees of the District.

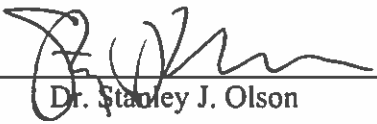
- C. The Board shall pay the Superintendent the I.R.S. rate per mile transportation reimbursement for authorized travel outside of the local area. In addition, effective July 1, 2017, a \$1,000 a month payment for expenses will be paid through the District payroll. Said sum to be considered additional to the Superintendent's basic salary.
- D. The District shall pay dues and association fees for the Superintendent's membership in the Idaho Association of School Administrators, the American Association of School Administrators, and other professional groups or associations specifically approved by the Board.
- E. The Superintendent shall receive sixteen (16) days of paid vacation annually, exclusive of legal holidays.

Upon termination of this employment agreement, the Superintendent shall be entitled to receive reimbursement for any days of unused vacation. The compensation rate for unused vacation is the number of unused vacation days factored by 1/260 of the applicable basic annual salary rate of \$133,000.

- F. The Superintendent's contract year, for purposes of computing per diem, shall consist of 260 workdays.
 - G. The Superintendent shall receive thirteen (13) paid holidays annually, as recognized by the District calendar and negotiated agreements.
 - H. During the employment, the Superintendent shall be provided a term-life insurance policy with the benefit equal to one hundred fifty thousand dollars (\$150,000).
 - I. The Superintendent will be entitled to participate in the Health, Dental and Vision benefit available to all staff employees. If the Superintendent decides to waive such coverage, he will be reimbursed the value of five hundred dollars (\$500.00) per month.
8. The Superintendent agrees to establish and maintain a residence within the District boundaries during the life of this contract.
 9. When acting on behalf of the District, or in the performance of any duties or responsibilities of Superintendent for the District, the Superintendent shall have full access to legal counsel as paid by the District. The Board agrees to defend, hold harmless and indemnify the Superintendent and Spouse, from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent for all non-criminal incidents arising while the Superintendent is acting within the scope of his/her employment.
 10. 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.
 11. This contract and this addendum represent the total agreement between the parties regarding the employment of the Superintendent by the Board and there are no verbal agreements which modify its terms.

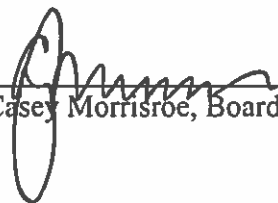
By signing the foregoing contract, Dr. Stanley J. Olson and the Board of Trustees of this District, named herein, agree to its terms.

Accepted this 19~~th~~ day of June, 2017.

By: 

Dr. Stanley J. Olson

Acceptance approved on the 19 day of June, 2017, by the Board of Trustees of Coeur d'Alene School District 271, Kootenai County, Idaho.

By: 

Casey Morrisroe, Board Chairman