

**VALLEY CITY PUBLIC SCHOOL DISTRICT NO. 2  
VALLEY CITY, NORTH DAKOTA 58072**

**SUPERINTENDENT'S CONTRACT**

This Employment contract, made and entered into this 15<sup>th</sup> day of March, 2022, between the School Board of the Valley City School District, Barnes County, State of North Dakota, hereinafter called "DISTRICT" and Joshua Johnson, hereinafter called "SUPERINTENDENT."

The above parties agree to the following:

1. **Employment and Term.** DISTRICT hereby employs SUPERINTENDENT, and SUPERINTENDENT accepts employment upon the terms and conditions set forth for a term of three years commencing on the 1<sup>st</sup> day of July, 2022, and ending on the 30<sup>th</sup> day of June, 2025.
2. **Compensation.** DISTRICT agrees to pay SUPERINTENDENT a salary of \$175,783.80 the first year, a salary of \$179,738.94 the second year and \$183,783.06 the third year, annual salary payable in 12 equal monthly installments, commencing on the 1<sup>st</sup> day of July, 2022, and continuing thereafter during the term of the employment contract. The DISTRICT will contribute 20.50% of the SUPERINTENDENT's salary to the Teacher's Fund for Retirement.
3. **Sick Leave.** SUPERINTENDENT is entitled to 12 days sick leave annually. Sick leave is cumulative to 180 days. At retirement, the SUPERINTENDENT shall receive payment of \$100 per unused sick leave day up to maximum \$10,000.
4. **Vacation.** SUPERINTENDENT shall receive 25 days of vacation annually, exclusive of legal school holidays.
5. **Other Benefits.** Dues paid to the North Dakota Council of Educational Leaders; dues paid to Association for Supervision and Curriculum Development; dues paid to North Dakota Association of School Administrators; dues paid to American Association of School Administrators; \$25,000 life insurance policy; long-term disability insurance coverage; family health plan and family dental plan. Upon completion of said Doctorate, a salary increase of \$2,000.00 will take place the fiscal year after his completion of said Doctorate.

6. Policies of the DISTRICT. SUPERINTENDENT agrees to abide by and administer the policies of the DISTRICT, so long as those policies do not conflict with state or federal law.
7. Evaluation. The DISTRICT shall evaluate the SUPERINTENDENT in accordance with the provisions of the North Dakota Century Code.
8. Termination. This Employment Contract will be terminated at the end of year two if the Superintendent requests a release from this Contract. This Employment Contract may be terminated at any time by mutual agreement of the parties. Procedures for nonrenewal, discharge, and resignation will follow the applicable provisions of the North Dakota Century Code.
9. Savings Clause. If any portion of this contract is determined to be invalid or unenforceable, the remainder of the contract shall not be affected and shall remain in force.
10. Deadline for Acceptance. This contract must be signed and returned to the business manager by 4:00 p.m. on the 30th day of March, 2022, or it will be deemed rejected.
11. Entire Agreement. This contract contains the entire agreement of the parties. It may be amended only by written agreement and signed by the parties.

IN WITNESS WHEREOF, DISTRICT has caused this Employment Contract to be approved by its School Board and executed on its behalf by a duly authorized officer, and SUPERINTENDENT has approved this Employment Contract the year and date first written above.

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President Valley City School District

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Superintendent

ATTEST:

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Business Manager