CONTRACT WITH SUPERINTENDENT

THIS CONTRACT is entered into by and between the Board of Directors (hereinafter referred to as "the Board") of the Ames Community School District, located in Story County, Iowa, (hereinafter "the District"), and Julious Lawson (hereinafter, "the Superintendent"), for the position of Superintendent of Schools of the District.

FOR SUCH CONSIDERATION, and the further consideration stated in this contract, the Superintendent agrees to perform the duties of Superintendent and to serve as executive officer of the Board and to have such powers and duties as may be prescribed by the Board or by law.

The Board hereby agrees to employ the Superintendent for a period of three years, such employment to begin on July 1, 2022, with an ending date of June 30, 2025. The Superintendent agrees to such terms of employment under the following conditions:

1. The annual salary paid to the Superintendent for the 2022-2023 school year shall be Two Hundred Twenty Thousand ($220,000). This salary shall be paid in Twelve (12) equal monthly installments on the last working day of each month beginning in July 2022. Superintendent's salary for the next year shall be determined on or before June 30, 2023, provided that the salary to be paid in that year shall not be less than the salary paid in the preceding year.

2. The cash benefit paid to the Superintendent shall be Twelve Thousand Dollars ($12,000) paid in Twelve (12) equal monthly installments on the last working day of each month beginning in July 2022.

3. The Superintendent shall be allowed One Thousand Seven Hundred Dollars ($1,700) per year to be paid in equal monthly installments, commencing on the last working day of July in addition to salary hereinbefore stated as reimbursement for the use of their personal vehicle in the transaction of official school business within the District.

4. The Superintendent, in accordance with the provisions of section 403(b) of the Internal Revenue Code and related statutory law and regulations, may elect to defer an amount of salary to a tax-deferred annuity program. The Board has no responsibility for calculating any contribution limitation imposed by the Internal Revenue Code.

   In addition, the Board shall contribute to a 403(b) plan for the benefit of the Superintendent an annual amount equal to $7,500 to be remitted in monthly payments of $625. The contributions to the 403(b) Plan and earnings thereon shall at all times be fully vested with the Superintendent. The 403(b) plan shall be established as employer-paid and the Superintendent shall have no right to receive such contributions in cash. The 403(b) plan shall be established under the District's written plan document that meets the requirements of the Internal Revenue Code and such document is hereby incorporated herein by reference. The funds for the

403(b) plan shall each be invested as determined solely by the Superintendent in such investment vehicles as are allowable under the Internal Revenue Code for the applicable type of plan.

5. The Superintendent shall receive twenty-four (24) days of vacation annually exclusive of legal holidays, which shall be consistent with Board Policy 303.4A unless the Board grants an extension or deviation. In the event this contract terminates prior to its termination date, the Superintendent shall receive pay for vacation days accumulated and unused.

6. The Superintendent shall receive Ten (10) paid holidays per year.

7. The Superintendent shall be entitled to Fifteen (15) days of sick leave per year, which may accumulate to a total of One Hundred Sixty-Five days (165).

8. The Board shall allow the Superintendent reimbursement at the rate provided by the Internal Revenue Service for use of their personal vehicle for travel completed outside the District in the transaction of official school business. The Superintendent shall also be reimbursed for personal expense incidental to the travel when an itemized statement of travel and expense is submitted to the Board and the Board approves the expenditure.

9. The Superintendent shall attend appropriate professional meetings at the local, state, and national levels and shall be reimbursed for actual expense in carrying out professional activities. Reimbursement shall be provided up to a maximum of Three Thousand Dollars ($3,000) when an authorized statement is submitted and approved by the Board.

10. The Superintendent shall receive single medical insurance, single dental insurance, long-term disability insurance and life insurance to the value of the base salary, with all premiums paid by the Board. Additional coverages may be purchased pre-tax with the cash benefit described in paragraph 2.

11. Deductions for absences for which pay is not allowed shall be in the amount equal to the annual salary and cash benefit for one day of service for each day of absence (1/255).

12. The Superintendent shall furnish to the Board a valid and appropriate certificate to act as Superintendent in the State of Iowa.

13. The Superintendent hereby agrees to devote full-time, skill, labor, and attention to said employment during the term of this contract. Other professional activities may be allowed at the discretion of the Board.

14. The Board will provide the Superintendent with opportunities to discuss the Superintendent/ Board relationship, personnel records, and performance as directed by law and the Board.

15. This contract is invalid if the Superintendent is under contract with another Board of Directors in the State of Iowa covering the same time period.

16. The District will reimburse the Superintendent for up to Ten Thousand Dollars ($10,000) in moving expenses incurred in the first year of this Agreement.

Dated this 24th day of January, 2022.

By: _____ _____

Sabrina Shields-Cook, Board President Julious Lawson , Superintendent