STATE OF IDAHO: SUPERINTENDENT CONTRACT

THIS CONTRACT, made this 16th day of March 2026, by and between CALDWELL SCHOOL DISTRICT NO. 132, Caldwell, Idaho in CANYON COUNTY, STATE OF IDAHO (hereinafter called the District), and SCOT MONTOYA (hereinafter called the Superintendent),

WITNESSETH:

1. That the District hereby contracts to and does hereby employ said Superintendent as Superintendent of Schools of School District No. 132, Caldwell, Idaho in Canyon County, State of Idaho, for a period of two (2) years (twelve months per year), beginning July 1st in the year of 2026, and extending to June 30 in the year of 2028, at a salary of ONE HUNDRED SIXTY-FIVE THOUSAND and 00/100 Dollars ($165,000.00) the first year. Said salary shall be paid in equal monthly installments on or before the 25th day of each month for such services, the first payment to be made on or before July 25th in the year of 2026.

1.1. During the term of this Contract, the consideration for the base salary is calculated using **230** work days per contract year (base salary work days). A base salary work day is the time spent on the job, each day by the Superintendent, as reasonably required to fulfill his duties under this contract. Each contract year starts on July 1st and ends on June 30th the following calendar year.

1.1.1. The Superintendent shall certify the number of base salary work days worked in the preceding contract year at the annual meeting of the Board of Trustees in July commencing in 2026.

1.1.2. In the event the Superintendent shall work in excess of the 230 base salary work days within a contract year, at the option of the Board of Trustees, the days worked in excess may either be rolled-over and credited toward a reduction in the base salary work day in the next succeeding contract year or paid to the Superintendent. Work days worked in excess of the base salary work days shall not exceed 30.

1.1.3. In the event the Superintendent shall work less than 230 base salary work days during a contract year, at the option of the Board of Trustees, the Superintendent shall either reimburse the District at the per diem rate for the number of base salary work days not worked, or the number of base salary work days not worked shall be added to the total number of base salary work days for the next contract year.

1.1.4. In the event the Superintendent's contract is not renewed at the end of the contract period, it shall then be determined the number of base salary work days worked in excess or not worked, and the Superintendent's base salary pay shall then be adjusted accordingly on a per diem rate based upon the current annual base salary divided by 230.

1.4. The Superintendent shall be included and provided with all family health benefits as are standard and available for District certificated employees such as: health, dental, vision, life and accident insurance and any other such benefits.

1.5. The District shall pay service club membership dues in local service club(s) and professional organization membership dues as approved by the Board of Trustees.

1.6. The District shall provide a cell phone or a monthly cell phone stipend (at the choice of the Superintendent), and a lap top for use by the Superintendent in the performance of his/her duties under this Contract.

1.7. 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.

1.7.1. Subject to the budget, the Superintendent is also encouraged by the Board of Trustees to attend appropriate meetings at the local, state and national level for professional development and continuing education and as long as the District is a member, attend meetings and training sessions of the Idaho School Boards Association.

1.8. The District shall pay the Superintendent, at the state of Idaho Department of Education then current reimbursement rates, for travel outside of the District while conducting District business.

1.8.1. Travel expenses anticipated to exceed $3,500 per trip require prior approval by the Board of Trustees.

1.9. The Superintendent shall receive One Hundred Dollar ($100.00) per month as travel mileage reimbursement for the Superintendent's travel within the boundaries of the District while conducting District business.

1.10. The Superintendent will be included as a designated employee for use of District credit card in accordance with the District's Credit Card use Policy.

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 Caldwell, Idaho on July 1 in the year of 2026, 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.

2.1. Subject to District personnel policy, the Superintendent shall have authority over all employment issues (e.g., hiring, transfer, termination) of central administrative office personnel directly serving the Superintendent.

2.2. In the event the Superintendent determines to sign a petition, endorse any political party, individual and/or referendum that may be the subject of an election, the Superintendent shall first notify the Board of Trustees.

3. The Board of Trustees shall evaluate the performance of the Superintendent on an annual basis as follows:

3.1. The instruments and measurers of evaluation shall be agreed upon by the regular August meeting of the Board of Trustees;

3.2. Each Board of Trustee's evaluation shall be in written narrative summary form and served upon and discussed with the Superintendent;

3.3. The Board of Trustees shall make a determination as to whether or not the Board will extend the term of the contract by an additional year;

3.4. The evaluation shall be completed no later than June 1 of each year.

3.5. The Board of Trustees and the Superintendent shall, immediately following the Superintendent evaluation:

3.5.1. Review the base salary and any other relevant provisions of this Agreement

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.

5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms 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.

CALDWELL SCHOOL DISTRICT NO. 132 in CANYON COUNTY, STATE OF IDAHO

SUPERINTENDENT _____

CHAIR, BOARD OF TRUSTEES Travis K. Manning

Attest: _____ CLERK, BOARD OF TRUSTEES

CALDWELL SCHOOL DISTRICT NO. 132

SUPERINTENDENT CONTRACT ADDENDUM

This contract addendum, made March 23, 2026 by and between Caldwell School District No. 132, Caldwell, Idaho ("the District"), and Scot Montoya, ("the Administrator"), clarifies additional terms and benefits provided to the Administrator for the 2026-2027 fiscal year.

WITNESSTH:

1. The District agrees to accept and transfer the Administrator's unused sick leave as of June 30, 2026, as provided in writing by the Administrator's previous school district, as per I.C. 33-1217.
2. The District agrees to provide the Administrator with 13 sick leave days per fiscal year, to be allocated on July 1.
3. The District agrees to provide the Administrator with five (5) personal days per fiscal year. Personal days may not be carried forward to the next fiscal year. In the event the Administrator does not use all personal leave days, he/she will be reimbursed at a rate of $110 per day for each unused personal leave day in June of each year.
4. The District agrees to pay the Administrator a monthly reimbursement of $25.00, in lieu of a District cell phone, if the Administrator so chooses.
5. The District agrees to pay the Administrator a monthly reimbursement of $100 for mileage within the District boundaries.

It is hereby mutually agreed by and between the parties hereto that nothing herein contained shall constitute a property right beyond the term of this Addendum.

Date: 3-24-26

Travis K. Manning

Chair, Board of Trustees

Date: 3-23-26

Superintendent