

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

THIS CONTRACT entered into on February 21, 2017, between UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY, KANSAS ("School District") and ALICIA L. THOMPSON ("Superintendent").

RECITALS

Kansas Statutes Annotated § 72-8202b(a) provides that the School District shall appoint a Superintendent of Schools for a term of not to exceed three (3) years; and

The School District is appointing Alicia L. Thompson as Superintendent of Schools, Unified School District No. 259, Sedgwick County, State of Kansas, for a term of three (3) years; and

The School District and the Superintendent desire to reduce to writing the terms and conditions of such appointment and employment.

TERMS AND CONDITIONS

The School District and the Superintendent agree as follows:

Section 1. Duties of Superintendent.

a. The Superintendent agrees to devote her time, skill, labor and attention to her employment with the School District during the term of this Contract. The Superintendent, in addition to other duties set forth in this Contract, will perform faithfully the duties of Superintendent of Schools including serving as the chief executive officer of the Board of Education of the School District (the "School Board") and chief administrative officer of the School District. Both parties agree that the Superintendent will perform the duties of the Superintendent of Schools as prescribed by the laws of the State of Kansas and by the rules, regulations, policies and directives made and issued by the School Board and the State Board of Education.

b. The Superintendent will have charge and control of the schools of the School District, subject to the policies and directives of the School Board. The Superintendent's duties will include, but not be limited to, responsibilities for organizing, reorganizing and arranging the administrative and supervisory staff which, in her judgment, best serves the School District. The responsibility for selection of personnel shall be vested in the Superintendent and her staff subject to approval of the School Board. The School Board shall be the final hiring authority as to the selection of personnel who are to be employed by the School District.

c. The School Board, individually and collectively, will promptly refer all significant criticisms, complaints and suggestions to the Superintendent for study and recommendation.

d. The assignment of duties to the Superintendent as set forth in this Contract will not be construed in a manner that would result in the delegation of authority from the School Board to the Superintendent that by statute or state constitution is a matter that the School Board does not have the authority to delegate.

e. The Superintendent will attend appropriate professional meetings and professional development conferences at the local, state, and national levels; the actual expenses of attendance will be paid by the School District. The Superintendent may hold offices or accept responsibilities in these professional organizations. The Superintendent will obtain approval from the School Board President before attending professional meetings or professional development conferences that are at the national level.

f. The Superintendent will fulfill all aspects of this Contract, any exceptions thereto being by mutual consent of the School District and the Superintendent. Failure to fulfill the obligations agreed to in this Contract will be viewed as a violation of the Administrator's Code of Ethics and shall be reported by the School Board to the appropriate State Association of School Administrators and state education authorities.

g. The Superintendent will have the right to attend all open sessions of all School Board meetings, all School Board and citizen committee meetings, serve as an *ex officio* member of all School Board committees and provide administrative recommendations on each item of business considered by these groups.

Section 2. Term of Appointment. The Superintendent's term of employment under this Contract will start July 1, 2017, and will end June 30, 2020.

Section 3. Compensation.

a. **Base Salary.** The Superintendent, for services rendered under this Contract, will be paid a base salary of Two Hundred Forty Thousand Dollars (\$240,000) per year ("Base Salary"), prorated on a monthly one-twelfth (1/12) basis. The Superintendent's salary will be automatically increased each year to an amount that is equivalent to the percentage amount of increase that the School Board approves for teachers in an upcoming school year.

b. **Retirement Income.**

(1) Conditioned upon this Contract remaining in full force and effect (or otherwise as amended, supplemented, and/or renewed so as to remain in effect), commencing July 1, 2017, and ending June 30, 2021, the School District will contribute as an Employer Non-Elective Discretionary Contribution to the Unified School District #259, Sedgwick County, State of Kansas 403(b) Retirement Plan (the "Plan") on behalf of the Superintendent the sum of Twenty-five Thousand Dollars (\$25,000.00) per Contract Year (Contract Year is a year commencing July 1 and ending June 30 of the following calendar year), prorated for the months worked; subject, however, to the following:

The Superintendent shall be one hundred percent vested on July 1, 2021 in contributions made to the Retirement Account between July 1, 2017, and June 30, 2021, unless she voluntarily leaves the employment of the School District ("Voluntary Termination") or is terminated for good cause prior to June 30, 2021, in which case she forfeits entitlement to any and all contributions made to the Retirement Account. In addition, the Superintendent will be one hundred percent vested, in prior and future payments, if by November 1 of any year the School Board fails to offer to extend the Superintendent's Contract for an additional year. For example, the Superintendent will be vested in previous and future payments to the Retirement Account effective November 1, 2018, if the Board has not taken action by November 1, 2018 to offer to extend her Contract until June 30, 2021.

Any Contribution made pursuant to this Section 3.b.(1) that is not 100% vested shall be subject to Section 4.4 of the Plan and shall be held either in an annuity contract treated as an Internal Revenue Code ("IRC") Section 403(c) annuity or a Custodial Account treated as an IRC Section 401(a) qualified plan (with separate accounting) until such time as such contribution becomes 100% vested."

(2) "Voluntary Termination" means the termination of employment with the School District by the Superintendent that is voluntary in nature and does not include a termination due to permanent disability, death, nonrenewal by the School District or termination by the School District without good cause. "Permanent Disability" means a physical or mental disability that prevents or will prevent the Superintendent from performing the essential functions of his job as Superintendent of the School District for a period exceeding one hundred eighty (180) days.

Section 4. District Related Expenses of Superintendent. The Superintendent will be paid mileage for travel required in the performance of her official duties outside the School District at the same rate established by the School District for other official travel of other professional staff members in the School District. The Superintendent may be reimbursed for School District business-related expenses as allowable by law upon making appropriate request for such reimbursement.

The Superintendent will be compensated Seven Hundred Eighty Dollars (\$780) per month for the use of an automobile and mileage for in-District travel and an additional Five Hundred Twenty-five (\$525) per month for professional, civic and incidental expenses associated with the role of the Superintendent.

Section 5. Discussion of Working Relationship. The School Board will devote a portion or all of a meeting, at least annually, to a discussion of the working relationship between the Superintendent and the School Board. Not later than the end of the second year of this Contract, the School Board and the Superintendent will meet and review the Superintendent's job performance and frankly discuss continued employment beyond the term of this Contract.

Section 6. Termination of Contract. This Contract, and the Superintendent's employment, may be terminated for good cause by the School District. In the event of

termination for good cause, or in the event of a termination by the Superintendent, all salary and benefits shall cease immediately upon the effective date of such termination. In the event that this Contract, and the Superintendent's employment, are terminated by the School District other than for good cause prior to expiration of the term hereof, then in lieu of any other claim or remedy, the Superintendent will continue to be paid her then-current Base Salary on a prorated one-twelfth (1/12) basis for a period ending upon the earlier of (i) the one-year anniversary of the effective date of such termination, or (ii) the expiration date of this Contract being July 1, 2020; provided, however, that in the event the Superintendent is entitled to Base Salary after termination, the School District's liability will be reduced by the amounts earned by the Superintendent, directly or indirectly, whether as an employee, consultant, owner, partner or otherwise, during the term of such continued Base Salary. The Superintendent agrees to promptly advise the School District of any such earned income.

Section 7. Additional Benefits. In addition to the compensation hereinabove specifically provided, the Superintendent will be entitled to receive the maximum health insurance, cell phone, vacations, leaves, privileges and fringe benefits under the same conditions of eligibility as provided for other licensed employees of the School District under the then current Administrative Employment Policy during each year of this Contract.

Section 8. Inability to Perform Duties Due to Disability. The Superintendent, if she is unable to perform her duties by reason of a disability, will be entitled to receive the same disability income protection as is provided to other licensed employees of the School District under the current Administrative Employment Policy during each year of this Contract after temporary leave is exhausted and the waiting period has been met. The School District, at its option, may terminate this Contract and may terminate the Superintendent's employment if the Superintendent is unable to perform her essential duties because of a disability if such disability continues for more than one hundred eighty (180) days. Such termination will be considered to be a good cause termination.

Section 9. Soliciting District Employees. The Superintendent will not, at any time during Superintendent's employment with the School District or during the one year following separation from employment for any reason, directly or indirectly solicit, entice or induce any employee of the School District to terminate their employment and/or to become employed by any other school district, person, firm, corporation, partnership or other entity.

Section 10. Cooperative Claims and Actions. During and after the Superintendent's employment, notwithstanding the cause of separation from employment, the Superintendent will cooperate fully with the School District in the defense or prosecution of any claims or actions which may be pending at separation or may be brought after separation against or on behalf of the School District which relate to events or occurrences that transpired while the Superintendent was employed by the School District. The Superintendent's full cooperation in connection with such claims or actions will include, but not be limited to, being available to meet with legal counsel to prepare for

discovery or trial and to act as a witness on behalf of the School District in connection with any investigation or review of any federal, state or local regulatory authority as any such investigation or review relates to events or occurrences that transpired while the Superintendent was employed by the School District. The School District will reimburse the Superintendent for any reasonable out-of-pocket expenses incurred in connection with the Superintendent's performance of obligations pursuant to this Section. The School District will also provide the Superintendent with a reasonably and mutually agreed upon per diem for any days required by this Section.

Section 11. Return of Property. Upon the Superintendent's separation from employment for any reason, the Superintendent will return to the School District all of its property including, without limitation, all documents and information however maintained (including computer files, tapes and recordings), concerning the School District or acquired by the Superintendent in the course and scope of the Superintendent's employment.

Section 12. Amendments. This Contract may be modified only by mutual agreement of the parties, and all such modifications and agreements will be evidenced by written and executed amendments to the Contract.

Section 13. Severability. If any portion, segment or part of this Contract is deemed unenforceable by a court of competent jurisdiction, the remaining portions will remain in full force and effect.

Section 14. Governed by Kansas Law. This Contract will be governed by and construed in accordance with the laws of the State of Kansas.

IN WITNESS WHEREOF, we have executed this Contract on the day and year first above written.



ATTEST:

Mike Willome
Mike Willome, Clerk of the Board

UNIFIED SCHOOL DISTRICT NO. 259,
SEDGWICK COUNTY, KANSAS

Sheril Logany
Sheril Logany, President
(School District)

Alicia L. Thompson
Alicia L. Thompson
(Superintendent)

SUPERINTENDENT'S SUPPLEMENTAL CONTRACT OF EMPLOYMENT

THIS SUPERINTENDENT'S SUPPLEMENTAL CONTRACT OF EMPLOYMENT entered into on June 19, 2017, between UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY, KANSAS ("Wichita Public Schools") and ALICIA L. THOMPSON ("Dr. Thompson").

RECITALS

On February 21, 2017, The Board of Education for the Wichita Public Schools appointed Dr. Thompson to be the Superintendent of the Wichita Public Schools starting July 1, 2017.

John Allison, the current Superintendent of the Wichita Public Schools, will be the designated Superintendent through June 30, 2017.

Mr. Allison will be on vacation from June 7, 2017, through June 30, 2017.

For all practical purposes, Dr. Thompson will serve as the Superintendent for the Wichita Public Schools during the month of June 2017.

The Board of Education, for June 2017, in recognition of the fact that Dr. Thompson will serve as Superintendent of Schools, wants to pay Dr. Thompson additional compensation. The amount of compensation that will be paid is set forth below.

TERMS AND CONDITIONS

The Wichita Public Schools and Dr. Thompson agree as follows:

Section 1. Dr. Thompson, for the month of June 2017, will perform duties and will serve as the acting Superintendent of Wichita Public Schools.

Section 2. In recognition of the fact that Dr. Thompson will serve as acting Superintendent for Wichita Public Schools in the month of June 2017, Dr. Thompson will be paid, over and above the monthly salary she receives as Assistant Superintendent of Elementary Schools, the amount of \$8,506.00. This amount together with her monthly salary as Assistant Superintendent will equal the monthly base salary she will be paid starting July 1, 2017, when she becomes the designated Superintendent of Wichita Public Schools.

[The remainder of this page is intentionally blank.]

The parties to this Supplemental Contract have executed this Supplemental Contract as of the dates listed below.



ATTEST:

Mike Willome
Mike Willome, Clerk of the Board

UNIFIED SCHOOL DISTRICT NO. 259,
SEDGWICK COUNTY, KANSAS

Sheril Logan
Sheril Logan, President
(Wichita Public Schools)
Date signed: 6/19/17

Alicia L. Thompson
Dr. Alicia L. Thompson
(Dr. Thompson)
Date signed: 6/21/17

2018 ADDENDUM NO. 1 TO
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This 2018 Addendum No. 1 to Superintendent's Contract of Employment is entered into on the 7th day of May, 2018, by and between UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY, KANSAS (the "School District") and ALICIA L. THOMPSON (the "Superintendent"). On February 21, 2017, the School District and the Superintendent entered into an agreement entitled "Superintendent's Contract of Employment" (the "Contract"). The Contract started on July 1, 2017, and ends on the June 30, 2020. By law, the Board of Education has authority to appoint a superintendent to a term of three years. The School District and the Superintendent want to extend the term of the Contract for one additional year, so that beginning July 1, 2018, the Contract will be for a term of three years.

The parties agree as follows:

Section 1. The term of appointment of the Superintendent, effective July 1, 2018, shall be extended one additional year that ends June 30, 2021.

Section 2. The terms of the Contract shall remain in full force and effect except as amended in this 2018 Addendum No. 1 to the Contract.

The parties have signed this 2018 Addendum No. 1 to the Contract as of the date written below.



UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY,
KANSAS

By Mike Rodee
Mike Rodee, Board President
Date: MAY 07 2018

ATTEST:

Mike Willome
Mike Willome, Clerk of the Board

Alicia L. Thompson
Alicia L. Thompson, Ed.D., Superintendent
Date signed: MAY 07 2018

2019 ADDENDUM TO
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

BACKGROUND

On February 21, 2017, Unified School District No. 259, Sedgwick County, Kansas (the "School District") and Alicia Thompson (the "Superintendent") entered into an employment contract (the "2017 Contract") and on May 17, 2018, the School District and the Superintendent entered into a 2018 Addendum to the 2017 Contract. The 2017 Contract and the 2018 Addendum are jointly called the "Contract." Currently, the term of the Contract ends on June 30, 2021. By law, the School District has the authority to appoint a superintendent for a term of three years. The School District and the Superintendent want to extend the term of the Contract for an additional year; therefore, beginning July 1, 2019, the Contract will be extended through June 30, 2022.

TERMS

The parties agree:

Section 1. One Year Extension. Effective July 1, 2019, the Superintendent's Contract will be in effect through June 30, 2022.

Section 2. Other Terms in Full Force and Effect. The terms of the Contract will remain in full force and effect, except as amended in this 2019 Addendum.

The School District and the Superintendent signed this 2019 Addendum on the dates written below.



ATTEST:

Mike Willome
Mike Willome, Clerk of the Board

UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY,
KANSAS

By Sheril Logan
Sheril Logan, Board President
Date: 6/27/19

SUPERINTENDENT

Alicia L. Thompson
Alicia L. Thompson, Ed.D., Superintendent
Date signed: 6/27/19

**FIRST 2020 ADDENDUM TO
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT**

BACKGROUND

On February 21, 2017, Unified School District No. 259, Sedgwick County, Kansas (the "School District") and Alicia Thompson (the "Superintendent") entered into an employment contract (the "2017 Contract"); on May 17, 2018, the School District and the Superintendent entered into a 2018 Addendum to the 2017 Contract; and on June 27, 2019, the School District and the Superintendent entered into a 2019 Addendum to 2017 Contract. The 2017 Contract, the 2018 Addendum and the 2019 Addendum are jointly called the "Contract." Currently, the term of the Contract ends on June 30, 2022. By law, the School District has the authority to appoint a superintendent for a term of three years. The School District and the Superintendent want to extend the term of the Contract for an additional one year, beginning July 1, 2020. In addition, the Superintendent is requesting that she be allowed to perform education-related consulting services and teaching services.

TERMS

The parties agree:

Section 1. One-year Extension. Effective July 1, 2020, the Superintendent's Contract will be extended until June 30, 2023.

Section 2. Consulting Services. The Superintendent may perform education-related consulting services for compensation and she may teach classes outside the School District for compensation. Education-related consulting services and teaching of classes must be provided at times that are outside the School District workday or while using vacation time. Approval of the Board President must be obtained before education-related services are performed or before teaching of classes occurs.

Section 3. Other Terms in Full Force and Effect. The terms of the Contract will remain in full force and effect, except as amended in this First 2020 Addendum.

The School District and the Superintendent signed this First 2020 Addendum on the dates written below.

UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK
COUNTY, KANSAS

By *Sheril Logan*
Sheril Logan, Board President
Date: 7/30/2020

ATTEST:

Mike Willome
Mike Willome, Clerk of the Board



SUPERINTENDENT

A Thompson
Alicia L. Thompson, Ed.D., Superintendent
Date signed: 7/30/2020

2021 ADDENDUM #1 TO
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This 2021 Addendum #1 to Superintendent's Contract of Employment between Unified School District No. 259, Sedgwick County, Kansas, and Alicia L. Thompson, Superintendent, is entered into on the 17th day of September 2021.

On February 21, 2017, Unified School District No. 259, Sedgwick County, Kansas (the "School District") and Alicia Thompson (the "Superintendent") entered into an employment contract (the "2017 Contract"); on May 17, 2018, the School District and the Superintendent entered into a 2018 Addendum to the 2017 Contract; on June 27, 2019, the School District and the Superintendent entered into a 2019 Addendum to 2017 Contract; and on July 30, 2020, the School District and the Superintendent entered into a First 2020 Addendum to Superintendent's Contract of Employment. The 2017 Contract, the 2018 Addendum, the 2019 Addendum and the First 2020 Addendum are jointly called the "Contract."

TERMS

The parties agree:

Section 1. Section 3.b. Amended. Section 3.b. of the 2017 Contract is amended to read as follows:

Section 3. Compensation.

a. **Base Salary.** Commencing July 1, 2021, and annually during the term of the Contract, the parties agree to the following:

- (i) The Superintendent's salary will be automatically increased by the same percentage as any base salary increase to teacher compensation pursuant to the Teachers' Employment Agreement between the School District and the United Teachers of Wichita ("UTW Contract"); and
- (ii) in any year in which the UTW Contract provides a lump sum bonus to teachers, whether in lieu of an increase to base salary or in addition thereto, and whether calculated as a percentage of base salary or in a stated amount, an equivalent bonus shall be paid to the Superintendent.

b. **Retirement Income.** Commencing July 1, 2021, and annually during the term of the Contract, the School District shall contribute on the Superintendent's behalf an Employer Non-Elective Discretionary Contribution to the Unified School District #259, Sedgwick County, State of Kansas 403(b) Retirement Plan (the "Plan") the sum of Twenty-five Thousand Dollars (\$25,000.00) per Contract Year, prorated for the months worked, such sum vesting immediately upon contribution. As used herein, "Contract Year" means the one-year period beginning on July 1 and ending June 30 of the following calendar year.

c. **Prior Years Compensation.** With the next scheduled paycheck following the execution date, the Superintendent shall receive \$7,375.69 as additional wages plus interest to the present date for the period from July 1, 2017 - June 30, 2021.

Section 2. The term of appointment of the Superintendent, which concludes June 30, 2021, shall be extended by an additional one-year, effective July 1, 2021, and ending June 30, 2022.

Section 3. Other Terms in Full Force and Effect. The terms of the Contract will remain in full force and effect, except as amended in this 2021 Addendum #1 to Superintendent's Contract of Employment.

The School District and the Superintendent signed this 2021 Addendum #1 to Superintendent's Contract of Employment on the dates written below.

UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY,
KANSAS

By Stan Reeser
Stan Reeser, Board President

Date: 9-21-21



SUPERINTENDENT

Alicia L. Thompson
Alicia L. Thompson, Ed.D., Superintendent

Date: 9/17/2021

2022 ADDENDUM TO
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This 2022 Addendum to Superintendent's Contract of Employment between Unified School District No. 259, Sedgwick County, Kansas ("USD 259"), and Alicia L. Thompson, Superintendent, (collectively "the parties"), is entered into on the 30th day of June, 2022.

WHEREAS, on February 21, 2017, Unified School District No. 259, Sedgwick County, Kansas (the "School District") and Alicia Thompson (the "Superintendent") entered into an employment contract (the "2017 Contract"); on May 17, 2018, the School District and the Superintendent entered into a 2018 Addendum to the 2017 Contract; on June 27, 2019, the School District and the Superintendent entered into a 2019 Addendum to 2017 Contract; on July 30, 2020, the School District and the Superintendent entered into a First 2020 Addendum to Superintendent's Contract of Employment; and on September 21, 2021, the School District and the Superintendent entered into a 2021 Addendum #1 to the 2017 Contract. (The 2017 Contract, the 2018 Addendum, the 2019 Addendum, the First 2020 Addendum, and the 2021 Addendum #1 are jointly called the "Contract.");

WHEREAS, the parties wish to extend the terms of the 2017 Contract, amend the Superintendent's compensation, and include additional terms to further benefit the parties' working relationship; and

WHEREAS, the parties recognize that the Superintendent should enjoy the same rights and privileges as all other employees in USD 259, including the ability to carry out her duties as Superintendent with regard to management and administrative matters consistent with the directives stated in USD 259 Board of Education ("School Board") Policies.

THEREFORE, the parties agree as follows:

TERMS

Section 1. Section 3. Amended. Section 3 of the 2017 Contract is amended to read as follows:

Section 3. Compensation.

a. **Base Salary.** Commencing July 1, 2022, and annually during the term of the Contract, the parties agree to the following:

- (i) The Superintendent's salary will be automatically increased by the same percentage as any base salary increase to teacher compensation pursuant to the Teachers' Employment Agreement between the School District and the United Teachers of Wichita ("UTW Contract"); and

- (ii) in any year in which the UTW Contract provides a lump sum bonus to teachers, whether in lieu of an increase to base salary or in addition thereto, and whether calculated as a percentage of base salary or in a stated amount, an equivalent bonus shall be paid to the Superintendent.

b. **Retirement Income.** Commencing July 1, 2022, and annually during the term of the Contract, the School District shall contribute on the Superintendent's behalf an Employer Non-Elective Discretionary Contribution to the Unified School District #259, Sedgwick County, State of Kansas 403(b) Retirement Plan (the "Plan") the sum of Twenty-five Thousand Dollars (\$25,000.00) per Contract Year, prorated for the months worked, such sum vesting immediately upon contribution. As used herein, "Contract Year" means the one-year period beginning on July 1 and ending June 30 of the following calendar year.

c. **2021-2022 Compensation.** The parties agree that the payment of 2021-2022's lump sum bonus as provided in section 3(a)(ii) discharges the School District's compensation-related obligations for the 2021-2022 Contract Year.

Section 2. Contract Extension. Effective July 1, 2022, the Superintendent's Contract, which currently expires on July 1, 2023, will be extended until June 30, 2025. Superintendent may elect to retire during the term of the Contract by giving the School Board 90 days written notice of her intent to retire.

Section 3. Board Policies. The parties hereby incorporate Board Policies P0250, P0400, P0900, and P1120 by reference as part of the parties' Contract.

a. Consistent with Board Policy P0250, USD 259 agrees that the School Board will avoid involvement in management and administrative matters that are within the Superintendent's duties, as stated in Section 1 of the 2017 Employment Contract.

b. Further, in carrying out its duties, the School Board will provide the Superintendent with a work environment that is respectful and free from harassment and discrimination consistent with Board Policies P0400, P0900, and P1120.

c. If the Superintendent believes that the School Board, or any member thereof, has violated the above-referenced Board Policies, the Superintendent will notify the Board President or USD 259 General Counsel in writing. The Board President or USD 259 General Counsel will determine if investigation by a third-party human resource or employment law professional is warranted. Violations of Board Policies may subject the Board Member to reprimand or censure, as provided by law or policy.

d. Where the Superintendent has notified the Board President or USD 259 General Counsel of violations of the aforementioned Board Policies by the School Board, or any member thereof, and such violations have not been reasonably cured within 30 days of the reported violation, Superintendent will have good cause to resign her

employment. Upon receiving the Superintendent's notice of her intention to resign, the Board or the Board's designee may elect to pay the Superintendent her then-current Base Salary on a prorated one-twelfth (1/12) basis for the remainder of the current school year up to a maximum of eight months, and such payment shall be the sole and exclusive monetary remedy for such violations.

e. Except as otherwise provided herein, the Superintendent retains all rights available under the law with regard to violations of Board Policies and the law.

Section 4. Other Terms in Full Force and Effect. The terms of the Contract will remain in full force and effect, except as amended in this 2022 Addendum to Superintendent's Contract of Employment.

The School District and the Superintendent signed this 2022 Addendum to Superintendent's Contract of Employment on the dates written below.

UNIFIED SCHOOL DISTRICT NO. 259,
SEDGWICK COUNTY, KANSAS

By Stan Reeser
Stan Reeser, Board President

Date: 7-19-22

ATTEST:


Patrick Greene, Clerk of the Board

APPROVED:

Dan Lawrence
Dan Lawrence, General Counsel

SUPERINTENDENT

Alicia L. Thompson
Alicia L. Thompson, Ed.D., Superintendent

Date: 07/20/2022