Little Rock School District
Superintendent's Contract
2023 - 2026

1. **PARTIES AND SERVICES:** The Little Rock School District ("LRSD" or "District") offers, and Dr. Jermall D. Wright ("Superintendent") accepts, employment as Superintendent of LRSD on the terms and conditions set forth below. Dr. Wright agrees to perform the services of Superintendent under the supervision of the Board of Directors of the Little Rock School District.

2. **COMPENSATION FOR SERVICES TERMS OF EMPLOYMENT:** The compensation under this contract will be based on 260 days of service over an entire school year from July 1, 2023 - June 30, 2026. For the 2023-2024 school year, beginning July 1, 2023, the Little Rock School District will pay the Superintendent a salary of $249,600 annually. Normal deductions for withholding will apply. Additionally, the District and Superintendent will pay contributions to teacher retirement in the same amounts and in the same fashion as other employees of the District and in accordance with District policy and applicable law. District policies regarding contributions for benefits will be applicable to the Superintendent in the same manner they are applicable to other employees.

   Before the start of the Superintendent's third year, the Superintendent's base pay will be determined based on the outcome of his summative annual evaluation. For an exemplary rating, the superintendent will receive a raise between 3%-5.5% of his base pay. For a proficient rating, the superintendent will receive a raise between 2.5% - 4.4% of his base pay. The Board may determine a base salary cap should the superintendent's annual evaluation yield an exemplary rating for three or more consecutive years at the maximum percentage available or any combination of an exemplary or proficient rating for five consecutive years. At no time during the term of the contract shall the superintendent's base annual salary be reduced except by mutual agreement.

   The board may, by specific action and with the consent of the superintendent, extend the above termination date of this Contract to the full extent permitted by state law, to include extension for an additional year after each satisfactory annual evaluation. Any such extension will be in writing and signed by the BOARD and the SUPERINTENDENT.

3. **SUPERINTENDENT'S PERFORMANCE TARGETS & EVALUATION:** By June 1 of each school year, the Board will conduct an evaluation of Superintendent and determine whether he has made satisfactory progress toward the goals established by the Board and whether Superintendent should continue to operate the District. If the Board

determines the Superintendent should continue to operate the school District, this contract may be extended for an additional year.

The superintendent's annual summative evaluation consists of two components. Component 1: Board Goals and Targets Required by the LEARNS Act (25%) and Component 2: Performance on Arkansas School Boards Association Superintendent Standards (75%).

Component 1: Board Goals and Targets Required by the LEARNS Act (25%)
Goal 1 - College and Career Readiness: Improve student achievement in reading and math, aiming towards meeting or exceeding grade level performance for all students

A. Performance K to 2nd: Increase early literacy and math by two percent in each content, based on MAP assessments
B. Performance 3rd to HS: Increase academic achievement and growth in math and literacy by two percent or more every year as compared to the prior year, based on state accountability assessments
C. Closing the Gap: Decrease the academic achievement gap, for historically marginalized subgroups, in math and literacy by two percent or more every year. (Subgroups for Comparison: African-American, White, Hispanic, Asian-American, Economically Disadvantaged, SPED, Gifted & Talented, and English Learners)
D. Increase and Enhance Advanced Academic Opportunities

Goal 2 - Career Pathways: Through the implementation of academies and career pathways, increase by 2% each year for the next 4 years beginning 2023-24 school year, the number of students enrolled in a CTE career pathway and the number of students earning an industry certification; Increase by 5% each year for the next 4 years beginning 2023-24 school year, the number of students using career planning tools to explore careers, interests, and aptitudes.

Goal 3 - Student Recruitment and Retention: Increase year over year K-12 enrollment such that by 2030, LRSD enrollment is equal to or greater than 24,000 students (or a number based on a current demographic study and population trends).

Goal 4 - Staff Recruitment and Retention: Increase recruitment and retention rates of highly qualified teachers and leaders. Rank among the top five school districts in Arkansas in teacher salaries at every educational level by August 2024 and remain there every year thereafter; Ensure salaries of all staff remain competitive.

Constraint 1 - Welcoming and Supportive Schools: Integrate Social Emotional Learning (SEL) Framework and practices district-wide in order to promote well-being and a sense of belonging amongst LRSD students and staff.

Constraint 2 - Parent/Family Partnerships: Every parent and guardian will be welcomed and encouraged as partners in their child's educational experiences.

Additional LEARNS Act Target 1 - Using 2022 State Report Card data as the baseline, reduce the number of schools receiving letter grades of D or F by 25% by the end of the 2023-24 school year, by 30% by the end of the 2024-25 school year, and by 35% by the end of the 2025-26 school year.

Additional LEARNS Act Target 2 - LA Target 2 - The four year graduation rate for all students in LRSD will increase by 1% each school year during this contract term from a baseline of 80% in 2022 to a goal of 84% by 2026.

Additional LEARNS Act Target 3 - The four year graduation rate for all high schools receiving the letter grade of a C, D, or F will not fall below 80% during this contract term.

4. **ADDITIONAL RETIREMENT BENEFITS**: The board shall make contributions in an amount equal to Twenty Thousand Dollars ($20,000.00) annually to an annuity provider [403(b) plan, 401(a) plan, any other tax sheltered pension plan] of the superintendent's choosing. Any annuity chosen by the superintendent must be consistent with the Internal Revenue Code (IRC) and the terms of the respective plan. During the Term of this Contract, the contribution amount shall be allocated as of October 1 each year commencing in the 2023-24 school year. In the event that any portion of the contribution amount exceeds the IRC limits and cannot be allocated to another pension plan, the excess amount will be paid to the superintendent as a bonus which will not count in the calculation of annual pay increases described above.

5. **PROFESSIONAL AND CIVIC MEMBERSHIPS:** The Little Rock School District will pay for Superintendent's fees associated with memberships in the American Association of School Administrators and the Arkansas Association of Educational Administrators, and a civic organization of the Superintendent's choice.

6. **SICK LEAVE, VACATION PAY AND BOARD HOLIDAYS:** Superintendent will be granted sick leave in accordance with District policies and applicable Arkansas law. The Superintendent will be awarded 20 vacation days on July 1st each year. The Superintendent shall be entitled to begin each fiscal year with no more than 25 days of vacation. Any vacation days accrued in excess of 25 days as of June 30th of each year will be paid at the Superintendent's daily rate of pay as of June 30th. Earned but unused vacation will be paid upon resignation, retirement, termination, or nonrenewal at the

employee's then current daily rate of pay. In addition to this leave, the Superintendent will be entitled to all federal and state holidays recognized by the District.

7. **AUTOMOBILE, CELLULAR PHONE, AND COMPUTER USE:** The District will pay Superintendent $1,000 monthly, and the Superintendent will obtain a personal vehicle and pay for routine travel incident to the performance of his duties, not to include out of District travel, which will be compensated at the current IRS standard mileage rate or at the current allowable rate pursuant to District policy, whichever is less, from the District headquarters to the meeting site and back. Superintendent may use a District cellular phone, laptop computer, and tablet for his official use.

8. **REIMBURSEMENT OF EXPENSES:** Any other lawful expenses incurred by Superintendent in the performance of his official duties as Superintendent will be reimbursed in accordance with District policy and applicable Arkansas law.

9. **EFFECTIVE DATES:** This contract will become effective beginning July 1, 2023 and will terminate on June 30, 2026, unless terminated sooner or extended pursuant to the provisions of this contract.

10. **EARLY TERMINATION:** Prior to June 30, 2023, this contract may be terminated by either party. A termination of the contract by Superintendent will be accomplished by Superintendent providing the District with thirty calendar days written notice. During the thirty-day notice period, Superintendent will continue to faithfully report to work and fully perform his duties, unless expressly excused from doing so in writing by the District. In the event of termination of the contract by Superintendent, the District will not continue to compensate Superintendent after the effective date of termination.

    A termination of the contract by the District Board of Directors without cause will be accomplished by written notice of the termination from the District to the Superintendent. Such notice of termination may be effective immediately or upon a stated date no greater than thirty calendar days into the future. Superintendent will be excused from reporting to work and performing any duties for the District after the effective date of termination. In the event of such termination (without cause), the District will continue to pay the Superintendent's salary and benefits for one year after the date of termination.
    The District may terminate the contract at any time for cause. "Cause" for termination includes, but is not limited to, incompetent performance, conduct which materially interferes with the continued performance of the Superintendent's duties, repeated or material neglect of duty, or other just and reasonable cause. In the event of termination for cause, the District will notify the Superintendent in writing of the specific reasons for

termination. The termination will be effective immediately upon such notification, and payment of all compensation and other benefits will immediately cease.

11. **WAIVER:** The failure of either party to insist, in any one or more instances, upon performance of any of the terms or conditions of this contract will not be construed as a waiver or relinquishment of any right granted hereunder or of the future performance of any such terms or conditions, but the obligations of either party will continue in full force and effect.

12. **SEVERABILITY:** In case any provision of the contract is invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions will not in any way be affected or impaired.

13. **ENTIRE AGREEMENT:** The amounts of compensation in this contract are inclusive of all compensation that will be paid by the District to Superintendent under the terms of this contract. This instrument contains the entire agreement of the parties. It may not be changed orally, but only by an agreement in writing signed by all parties.

14. **GOVERNING LAW:** This contract will be governed by the laws of the State of Arkansas.

15. **ACCEPTANCE:** This contract must be signed and returned to the Human Resources Department.

Signed this 27th day of April, 2023.

By: Michael Mason
Michael Mason, *President of the Board of Directors of the Little Rock School District*

By: [signature]
Dr. Jermall D. Wright, *Superintendent*