

**Little Rock School District  
Superintendent's Contract  
2022-2025**

**PARTIES AND SERVICES:** The Little Rock School District (LRSD) 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.

**COMPENSATION FOR SERVICES:** The compensation under this contract will be based on 260 days of service over an entire school year. For the 2022-2023 and 2023-2024 school years, beginning July 1, 2022, and July 1, 2023 respectively, the Little Rock School District (District) will pay Superintendent a salary of \$240,000 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 Superintendent in the same manner they are applicable to other employees. Before the start of the Superintendent's second and third years, the Board will determine the Superintendent's base pay for the coming year, and the Board and the Superintendent will discuss goals for the Superintendent and potential bonus pay for achievement of those goals.

**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.

**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 1<sup>st</sup> 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 30<sup>th</sup> of each year will be paid at the Superintendent's daily rate of pay as of June 30<sup>th</sup>. 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, Superintendent will be entitled to all federal and state holidays recognized by the District.

**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.

**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.

**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.

**EFFECTIVE DATES:** This contract (with the exception of the “TRANSITION” provisions, which will take effect immediately) will become effective beginning July 1, 2022 and will terminate on June 30, 2025, unless terminated sooner or extended pursuant to the provisions of this contract.

**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 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, the District will continue to pay the Superintendent’s salary for one year after the date of termination, or for the amount of time remaining on this contract, whichever is shorter. Any compensation or payment of benefits in addition to the Superintendent’s salary will cease after the effective date of the termination of Superintendent’s employment.

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 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.

**TRANSITION:** Within seven days of the execution of this agreement, the District will pay the Superintendent a relocation stipend of \$9,000. Superintendent will make a good faith effort to ensure a smooth transition to his tenure as Superintendent by working in the District as much as reasonably possible between the date of execution of this agreement and the beginning of his tenure on July 1, 2022. The District will pay the Superintendent for this work at a daily rate of pay based on an annual salary of \$240,000, plus reasonable expenses.

**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.

**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.

**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.

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

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

Signed this \_\_\_ day of \_\_\_\_\_, 2022.

By: \_\_\_\_\_  
Greg Adams, *President of the Board of  
Directors of the Little Rock School District*

By: \_\_\_\_\_  
Dr. Jermall D. Wright, Superintendent