

# **CONTRACT WITH SUPERINTENDENT**

## **2026-2029**

**THIS CONTRACT** is entered into by and between Bradley McCloskey, Superintendent, and the Board of Directors, hereinafter called the Board, of the Ottumwa Community School District, hereinafter the District located in Ottumwa, Wapello County, Iowa.

In consideration of a base salary of \$235,000 and additional provisions as hereinafter set forth, it is agreed as follows:

### **TERM**

The contract term shall commence on July 1, 2026, and end on June 30, 2029.

### **TERMINATION**

This contract, and any modification or termination thereof, shall be subject to the provisions of *Iowa Code Chapter 279*, including, but not limited to, *Iowa Code Sections 279.20 and 279.23 through 279.25 inclusive*, as applicable.

### **SALARY**

An annual base salary of **\$235,000** shall be paid for the first one-year period, unless otherwise terminated. The salary to be paid in each of the remaining years of this Contract will be fixed by the Board (provided, however, that the salary to be paid in each remaining year shall not be less than the salary paid in the first year).

### **SALARY PAYMENT**

Salary payments are to be paid in equal bimonthly installments of \$9,791.67 payable on the 5th and 20th of each month, the first payment to be made on the 5th of July, 2026.

### **CONTRACT DAYS AND PER DIEM**

The Superintendent's contract shall be for 261 days of service the first year and the Superintendent's per diem rate of pay shall be \$900.38 per day.

### **SUPERINTENDENT POWERS AND DUTIES**

The Superintendent agrees to well and faithfully perform the duties of Superintendent and to serve as executive officer of the Board and to have such powers and perform such duties as may be prescribed by the Board or by law and the Superintendent hereby agrees to devote full time, skill, labor and attention to said employment during the term of this contract.

The Board, individually and collectively, will refer matters before the Board to the Superintendent for study and recommendation. However, this shall not prevent the Board from taking immediate action on matters before the Board if the Board desires.

**AND IT IS FURTHER AGREED:**

1. **Certificate:** The Superintendent shall furnish throughout the life of this contract a valid and appropriate certificate to act as Superintendent in the State of Iowa as directed by the Board. The Superintendent shall present a certificate as required by law to the secretary of the Board of directors of the school district before accepting payment of any part of the annual salary.
2. **Evaluation:** The Board shall provide the Superintendent with periodic opportunities to discuss Superintendent/Board relationships and to discuss the Superintendent's performance at reasonable times set by the Superintendent and the Board President. The Superintendent shall be formally evaluated by the Board on an annual basis no later than May 15. The evaluation form and procedure shall be adopted by the Board following their review and discussion with the Superintendent.
- The Board shall review this contract with the Superintendent annually at the time of the evaluation and shall, on or before May 15 of each year, take official action determining whether or not the contract is extended for an additional year and notify the Superintendent of its action in writing. If no action is taken by the Board, the contract shall be deemed to have been renewed for an additional year.
3. **Moving Expenses:** The Board shall pay directly or reimburse the Superintendent, at the Superintendent's option, for all reasonable, itemized moving expenses up to \$10,000 in connection with the Superintendent relocating to Ottumwa, Iowa.
4. **Automobile/Mileage:** The Superintendent shall be allowed the use of a District vehicle for any professional travel outside the District for District business. The district will pay a \$300 per month mileage stipend for mileage traveled by the Superintendent within the District.
5. **Cell Phone Reimbursement:** The district will pay a cell phone reimbursement for the Superintendent's cell phone plan in the amount of \$100 per month.
6. **Reimbursement of Other Expenses:** The Board shall reimburse the Superintendent for other expenses that are reasonable and necessary consistent with Board policy.
7. **Holidays:** Those days designated as holidays by the Board shall be regarded as days of service subject to the rules of payment of such days and the policies of the School District.
8. **Vacation:** The Superintendent shall receive 20 days of vacation annually, exclusive of legal holidays, which shall be taken within the twelve months of the year in which it is earned unless the Board grants an extension. Vacation days shall be scheduled with or approved by the Board president, or as provided by Board policy. No more than 10 days of vacation can be carried over to the next school year. In the event this contract terminates prior to its termination date, the Superintendent shall receive pay for vacation days accumulated and unused for the preceding year and on a pro rata basis for the final part of the year in which the contract terminates.
9. **Sick Leave:** The Superintendent shall be entitled to 18 days of sick leave per year, which may accumulate to a maximum total of 160 days.
10. **Other Leave:** The Superintendent shall receive other leave on the same basis as other District employees consistent with Board policy.
11. **Deductions from Pay:** Deductions for absence (other leave) for which pay is not allowed shall be made in an amount equal to the pay for one day of service for each day of absence.

12. **Professional Dues and Expenses**: The Board shall pay for the following professional membership dues for the Superintendent:

- School Administrators of Iowa
- National Association of School Superintendents or American Association of School Administrators
- Ottumwa Rotary and Ottumwa Kiwanis

The Superintendent shall be granted approval for one National Conference of their choosing each contract year. Any other trips outside of the State of Iowa for professional development will be brought to the Board for prior approval.

13. **Insurance**: The Board shall pay to the Superintendent a sum equal to the monthly premium rate of a family health and dental insurance plan, per month, toward the total premium cost of the personal insurance coverage selected by the Superintendent. The Superintendent's personal insurance program must include the premium for the purchase of a \$50,000 life insurance policy.

The Superintendent shall be covered by a District-financed liability insurance coverage covering job-related performance of duties.

14. **Payment on Termination**: That if said Superintendent is lawfully discharged or is released by mutual agreement before the completion of said term, final settlement shall be made so the total amount which the Superintendent shall have received shall be an amount equal to the product of the number of days of service multiplied by the amount considered as pay for one day of service.

15. **Records and Qualifications**: That the Superintendent shall file in the office of the Superintendent of Schools such records and qualifications as may be required.

16. **Invalidity if Under Other Contract**: This contract is invalid if the Superintendent is under contract with another board of directors in the State of Iowa covering the same period of time, until such contract shall have been released or terminated by its provisions.

THIS CONTRACT shall be without force and effect unless it is in the hands of the Board, bearing the signature of said Superintendent and the president of the Board on or before February 20, 2026. This Agreement is executed in duplicate on the dates listed by the respective parties to the Agreement.

Date: \_\_\_\_\_

\_\_\_\_\_  
Bradley McCloskey, Superintendent

Date: \_\_\_\_\_

\_\_\_\_\_  
David Weilbrenner, President, Board of Directors