



CONTRACT OF EMPLOYMENT

This Employment Contract is entered into this 6th day of March 2025, by and between **The Blount County Board of Education**, hereinafter called the “Board,” and **Dr. Alisa Teffeteller**, hereinafter called the “Interim Director.”

WITNESSETH:

WHEREAS, by vote of the Board on the 27th day of February 2025 the Board has voted to enter into a contract of employment of the Director as the Interim Director of Schools for Blount County Schools, and Interim Director desires to accept that contract; and

WHEREAS, the Board and the Interim Director have negotiated the terms and conditions of the Interim Director’s employment as set forth herein; now, therefore,

FOR AND IN CONSIDERATION OF the consideration herein specified, the Board and the Interim Director hereby agree as follows:

1. **Term of the Contract.** The Board, in accordance with its action as found in the Minutes of its meeting held on the 27th day of February 2025, employs the Interim Director, and the Interim Director hereby accepts employment, as Interim Director of Blount County Schools for a term commencing on the 6th day of March 2025, and ending upon the hire of a New Director, or as set out below.
2. **Professional Certification.** The Interim Director shall maintain and furnish to the board evidence of her maintaining throughout the life of this Contract, a valid and appropriate certificate to act as Interim Director of Schools of this County in accordance with the laws of the State of Tennessee.
3. **Duties**
 - A. The Interim Director shall perform the duties specified in the Tennessee Code Annotated, as well as those listed in the job description for the Director as adopted by the Board, or as it may be amended from time to time during the term of this Contract. Such job description, as so amended, is hereby incorporated in this Contract by reference as if fully stated herein.
 - B. The Interim Director shall devote such time and energies as are necessary to perform the duties specified in the job description. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Interim Director to work during times other than normal business hours.

- C. The Interim Director will reside within the boundaries of the school district throughout the term of this Contract. The Contract will be voided if the Director does not meet the residency requirement.
4. **Compensation.** The Board shall pay the Interim Director a base annual salary of \$157,000 for the remainder of the 2024-2025 school year. After that year, the Board and the Interim Director agree that the salary of the Interim Director may be adjusted annually during the term of this Agreement by the percentage increase given to certified personnel of Blount County Schools. Any such adjustment of salary made during the term of this Agreement shall be in the form of an amendment to this Agreement. It is expressly understood, however, that any increase in salary shall be at the final discretion of the Board, and this provision shall not be construed as an expectation by the Interim Director that any such increase will occur.
5. **Vehicle Entitlement.** The Board shall provide the Interim Director with a quality vehicle and all expenses involved in the use of said vehicle for the Interim Director to carry out her official duties. The Interim Director shall not use such vehicle for personal purposes.
6. **Insurance and Other Benefits.**
- A. **Health and Major Medical.** The Board shall pay the premium for the Interim Director's individual coverage in the insurance program provided for Blount County employees.
 - B. **Dental Insurance.** The Board shall provide dental insurance coverage for the Interim Director through the insurance program provided for Blount County employees.
 - C. In lieu of providing life insurance, disability insurance and cancer insurance, the Board is providing the Interim Director the opportunity to purchase said policies as reflected in her annual salary.
 - D. The Interim Director shall be entitled to all of the other benefits, including but not limited to leave benefits, applicable to twelve (12) month administrative employees as are incident to their employment relationship with the Board.
7. **Medical Examination.** During the term of this Contract and upon the request of the Board, the Interim Director hereby agrees to submit a copy of a comprehensive medical examination. A physician's statement certifying to the physical and mental competency of the Interim Director shall be filed with the Chairman of the Board. The cost of said medical examination shall be borne by Blount County Schools.
8. **Membership Dues.** Blount County Schools shall pay all dues in any professional societies, associations or civic clubs of which the Interim Director is a member including, but not limited to, the AASA, TOSS, ASCD, Blount Partnership and Leadership Blount. Blount County Schools shall further reimburse the Interim Director for expenses in attending related functions. Provided, however, that the Board must first approve membership except for those organizations listed by name in this paragraph.
9. **Professional Growth.** The Interim Director shall attend the professional meetings approved by the Board, the actual and necessary expenses of said attendance to be paid by Blount County Schools in accordance with Board policy.

- 10. Work Year.** The Interim Director's work year shall consist of 260 duty days. The Interim Director shall be entitled to one additional day of vacation for each year served as the Director of Blount County Schools. Vacation Days may be accumulated indefinitely if not used within the school year.
- 11. Professional Liability.** The Board shall, to the extent permitted by law, directly or through insurance, defend the Interim Director, bear defense costs, and indemnify and hold the Interim Director harmless on demands, claims, suits and legal proceedings brought by third parties against the Interim Director in her official capacity as agent and employee of the Board, except that this obligation of the Board shall not exist with respect to violations of criminal law, improper personal gain or willful misconduct, and in no event will individual Board members be considered liable for indemnifying the Interim Director against such demands, claims, suits and legal proceedings.
- 12. Expenses.** Blount County Schools shall reimburse the Interim Director for all actual and necessary travel and other expenses required in the performance of the official duties during employment under the Contract subject to such limitations as provided by law and by Board policy.
- 13. Renewal of Employment Contract.** The Board and the Interim Director may renew the term of this Contract upon such terms and conditions as may be mutually agreeable to the parties hereto. In the event this Contract is not renewed, it is understood and agreed to by the parties hereto that the Interim Director has tenure in Blount County Schools based upon service prior to the commencement of the term of this Contract and that the Interim Director does not waive or forfeit any rights to tenure and to employment in Blount County Schools by execution of this Contract, and upon termination of her duties as Interim Director. Upon nonrenewal, the Interim Director may return to the Interim Director's previous position of Supervisor of Career and Technical Education and Federal Programs for the 2025-26 school year.
- 14. Referrals to Director.** The Board, collectively or individually, shall promptly refer to the Interim Director all criticisms, complaints and suggestions called to their attention relative to the Interim Director. The Interim Director shall study and make recommendations.
- 15. Loyalty.** The Interim Director shall devote time, attention, knowledge and skills to the business and interests of the Board and Blount County Schools. The Interim Director may, however, undertake consulting work, speaking engagements, writing, lecturing, and collaboration with other districts or other activities which do not interfere with the discharge of the Interim Director's duties and responsibilities hereunder. The determination of the Board as to whether such work interferes with the discharge of the Interim Director's duties and responsibilities hereunder shall be conclusive.
- 16. Any Other Contract Superseded.** This Employment Contract sets forth the terms of employment of the Interim Director, as Interim Director of Schools, by the board during the term of this Contract, and with respect only to Interim Director supersedes any other contract of the Board with its employees including any negotiated contract with the Blount County Education Association, as to the terms and conditions of the Interim Director's employment.

17. Disability. In the event the Interim Director shall be unable to perform her obligations hereunder for 90 days or longer, due to mental or physical illness or incapacity, the Board, at its option, may terminate this Contract and thereby shall be released from all further obligations contained hereunder.

18. Retirement Benefits. The Interim Director shall have the same retirement benefits as provided for certified employees under the Tennessee Consolidated Retirement System.

19. Contract Termination: This employment contract may be terminated for the following reasons:

- (a) **Mutual Agreement.** This contract may be terminated by mutual agreement of the parties.
- (b) **For Cause.** The Board may terminate this Contract for cause upon sufficient proof satisfactory to the Board. If the Board terminates this Contract for cause, the Interim Director is entitled to no further compensation or benefits. Discharge for cause shall be conducted in accordance with the laws of the State of Tennessee. Discharge for cause shall mean:
 - (1) The commission by Interim Director of a willful or grossly negligent act which causes material harm to the school system;
 - (2) The commission or perpetration by the Interim Director of any criminal act, any act of moral turpitude or any fraud;
 - (3) Habitual absenteeism, chronic alcoholism or other form of addiction by the Interim Director; and/or
 - (4) Any material violation by the Interim Director of her obligations under this employment contract or under the laws of the State of Tennessee.
- (c) **Unilateral Termination by Board.** The Board may, at its option, unilaterally terminate this contract. In the event of such unilateral termination the Board shall pay to the Interim Director, as severance pay, all of the aggregate salary she would have earned under this contract from the actual date of termination to the termination date of this contract.
- (d) **Unilateral Termination by Interim Director.** The Interim Director may terminate this Contract at any time, at her sole discretion, by giving the BOARD fifteen (15) days written notice of his resignation. In the event of such termination the DIRECTOR will have no right or entitlement to any severance pay and will be entitled only to the salary and benefits unpaid through the effective date of resignation or retirement, subject to any rights the Interim Director may have under COBRA.
- (e) **Removal From Office.** This contract will be terminated if the State Board of Education, in accordance with provisions of Title 49, Chapter 1 of Tennessee Code Annotated as enacted or hereafter amended, orders the removal of the Interim Director. If such removal is ordered, the Interim Director will be entitled to no further benefits or compensation under the terms of the contract, including severance pay.

20. Severability. If, during the term of this Contract, it is determined that any provision in this Contract is unlawful pursuant to any federal or state law, the remainder of the Contract not affected by any such determination shall remain in full force and effect.

Made and executed by the parties the day and date first above-mentioned:

Blount County Board of Education

BY: _____
Chris Pass, Board Chair

Interim Director of Schools

BY: _____
Dr. Alisa Teffeteller, Interim Director