SUPERINTENDENT CONTRACT
CUTTER MORNING STAR SCHOOL DISTRICT

JULY 1, 2026 to JUNE 30 2028

The Board of Directors of the Cutter Morning Star School District (hereinafter "Board") and Dr. Lance Campbell (hereinafter "Superintendent") agrees:

1. **Employment:** The Board agrees to employ the Superintendent of the Cutter Morning Star School District for the period of July 1, 2026, through June 30, 2028, on a 240 day Agreement, who shall serve as the school district's chief administrative officer, and perform all duties and possess all powers granted by applicable Arkansas law, rules or regulations, and Board policy, until such time as this Agreement expires or is terminated. During the term of this Agreement, the Superintendent agrees to devote his full attention to the performance of these duties and will perform no other gainful employment or profession. The Superintendent agrees to accept the employment and faithfully discharge the duties incident to it and to fully abide by all District policies and the Code of Ethics for Arkansas Educators and Superintendent recognizes that failure to act and perform his duties accordingly will be considered a material breach of this agreement.

2. **Compensation:** The salary to be paid to the Superintendent, effective July 1, 2026, shall be at an annual rate of $120,000 payable 12 monthly installments. Additionally, the District and Superintendent will pay contributions to teacher retirement in the same fashion as employees of the District. For exemplary performance as measured by the Superintendent's Performance, Goals, and Targets the Board reserves the right but not obligation to increase the Superintendent's annual compensation or pay an annual incentive.

3. **Duties:** The Superintendent shall serve as the chief executive officer of the School District and shall have the powers necessary to perform this duty. The Superintendent shall tender an official transcript of all post-secondary course work, a copy of his teaching license, proof of age and any other documents necessary to comply with state or federal law. The Superintendent shall maintain his license in good standing. Any disciplinary suspension of the Superintendent's license by the Professional Licensing Standards Board shall constitute a material breach of this Agreement.

   -All district staff shall be subject to the direction of the Superintendent and shall be recommended for hire, rehire, or termination by the Superintendent to the Board.

   -The Superintendent will recommend policies to be adopted by the Board and overseeing implementation of established policies.

   -Superintendent shall fiscally manage the district and prepare and submit a budget as provided by State Law.

   -Perform any other duties assigned by action of the Board.

   -The Superintendent or his designee shall attend all meetings of the Board and its committees, both public and closed to the extent allowed by law and except as otherwise directed by the Board.

   -Conduct all such activities and duties in accordance with the federal and state laws and regulations, District Policies and lawful directives of the Board.

4. **Fitness for Duty:** The Superintendent represents that he is fully qualified to serve as Superintendent and is fit and able to perform all physical and intellectual duties of the office.

5. **Benefits:** **Vacation, Sick leave and Travel Expenses:** The Superintendent shall have the same fringe benefits as other contracted full-year employees, including vacation and personal days, and shall follow all personnel policies concerning these benefits. The Superintendent may transfer in sick leave days from another Arkansas school district as provided by law. The Superintendent shall be paid for any unused vacation days at the end of each school year at the daily rate.

   Superintendent shall be entitled to participate in the District's health insurance program and other benefits offered to employees of the District in the same fashion and same cost as other employees of the District.

   The Board shall provide a vehicle for the official and business use of the Superintendent, and shall assume all expenses related to this use of this vehicle, including insurance, fuel, maintenance, etc. The Board will also permit the Superintendent to submit receipts for reimbursement for approved travel to conferences and meetings in accordance with District policy.

6. **Performance Targets:** On or before July 1st of each year the Board and Superintendent will meet and agree upon performance targets as required by Ark. Code Ann 6-17-123. The targets will be attached to this contract as Exhibit I. The Board shall annually determine whether the Superintendent has met the Performance Targets and Goals. Failure to meet one or more of the performance targets shall not constitute a material breach of this Contract as the Board recognized the achievements of the targets depend on many factors, including factors beyond the Superintendent's control.

7. **Evaluation:** The Board shall evaluate the Superintendent at least annually, using the last adopted evaluation instrument for the Superintendent, or the evaluation instrument required by law, if one exists. If individual evaluations are completed by board members, each individual evaluation as well as any composite evaluation will be shared with the Superintendent and retained in the Superintendent's personnel file. If the Board does not use an evaluation instrument, but votes to extend the Agreement of the Superintendent, that vote shall constitute an evaluation of the Superintendent's job performance. The failure of the Board to evaluate the Superintendent or to extend the Agreement of the Superintendent into the future as an evaluation of the Superintendent shall not constitute a material breach of this Agreement.

8. **Termination:** The Board shall have the right to terminate this Agreement for good cause. In the event that a majority of the Board vote to initiate termination proceedings against the Superintendent for material breach of this Agreement, or other just cause, notice to the Superintendent shall be provided, and the Superintendent shall be provided an opportunity to a hearing before the Board. The decision of the Board shall be final. In the event of termination, the salary and benefits of the Superintendent shall terminate immediately.

9. **Disability:** In the event that the Superintendent is unable to report to his job site and fulfill the duties of Superintendent for a period in excess of 30 days due to personal illness, disability, incapacity or other cause of unfitness to perform job responsibilities, regardless of whether or not any available sick leave or other paid leave has been exhausted or not, the Board may, by majority vote, deem the inability of the Superintendent to satisfactorily return to his contracted duties to be a material breach of the Agreement, and to terminate the Agreement of employment upon tender of 90 days pay. The Board's decision and determination as to the disability of the Superintendent shall be final.

10. **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 Agreement shall 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 shall continue in full force and effect.

11. **Severability:** In case any provision of the Agreement shall be invalid, illegal or unenforceable, the validity, legality, and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

12. **Entire Agreement:** 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 thereof.

13. **Indemnification; Legal Representation.** The District shall indemnify and hold the Superintendent harmless from any and all claims, actions, suits and proceedings at law or equity brought against the Superintendent in his capacity and arising out of his reasonable and lawful actions as Superintendent and employee of the Board; provided, however, that the District reserves the right to select such counsel to represent the Superintendent subject to the Superintendent's consent, such consent not to be unreasonably withheld.

14. **Governing Law:** This Agreement shall be governed by the laws of the State of Arkansas.

Cutter Morning Star School District

BY: ______________________

President of Board

Superintendent

BY: ______________________ 3-9-26

Secretary of Board (board member)

EXHIBIT I

SUPERINTENDENT PERFORMANCE TARGETS AND GOALS

District-Wide Student Achievement

A. The Superintendent shall increase overall student academic performance district wide as measured by the Arkansas ATLAS assessment:

- Increase the percentage of students scoring Level 3 (Proficient) or Level 4 (Advanced) in English Language Arts from % (2026 baseline) to at least **% (+5 percentage points)**.
- Increase the percentage of students scoring Level 3 or 4 in Mathematics from % (2026 baseline) to at least **% (+5 percentage points)**.
- Reduce the percentage of students scoring Level 1 (Below Basic) in ELA and Math by at least 3 percentage points district-wide.

Progress will be measured using official Arkansas Department of Education accountability data.

B. For any campus within the district receiving a C, D or F letter grade, the Superintendent shall:

- Increase ELA proficiency (Level 3 or 4) by at least *** percentage points.
- Increase Math proficiency (Level 3 or 4) by at least *** percentage points.
- Improve the school's overall state accountability score by no fewer than *** index points.

The Superintendent shall present quarterly progress reports to the Board outlining implemented interventions, tutoring participation rates, and formative assessment results.

The Superintendent shall improve the district's four-year adjusted cohort graduation rate by:

- Increasing the graduation rate from _***__% (2026 baseline) to at least 95%
- Reduce the number of students off-track for graduation (failing two or more core courses) by 10% by the end of the first semester.
- Implement and document target credit recovery interventions serving at least 90% of identified at-risk students.
- Reduce chronic absenteeism (students missing 10% or more of instructional days) by *** percentage points.