

CERTIFICATED ADMINISTRATORS CONTRACT
Lincoln Public Schools
Lincoln, Nebraska

Date: May 20, 2020

This contract is made and entered into by and between Lancaster County School District 001, a/k/a The School District of the City of Lincoln, in the County of Lancaster, in the State of Nebraska, hereinafter sometimes termed "School District," and Sarah E. Salem hereinafter termed "Administrator."

WITNESSETH:

That the School District hereby agrees to employ the Administrator and the Administrator hereby accepts such employment on the following terms and conditions:

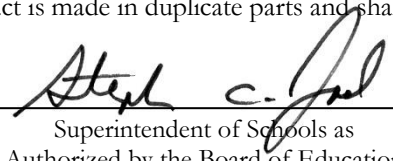
1. The beginning date of service under this contract shall be on or about July 1, 2020, and shall consist of and continue for 260 working days to be assigned by the Superintendent of Schools, which timeframe may hereinafter sometimes be referred to as the "term" of the contract. The salary of the Administrator for such service shall be \$143,056.00 (Level 5) and shall be paid in accordance with a policy of the School District governing the payment of salary to certificated administrative staff members of the School District. It is agreed that the Superintendent of Schools may increase or decrease the number of working days, and in such event, a proportionate increase or decrease in salary shall be made. This contract shall conform to and the above-stated salary shall be subject to laws and regulations governing deductions with reference to withholding tax, Social Security, school employees state retirement, and other such laws. Other deductions may be withheld as provided by policy or as agreed by the Administrator and the School District. It is agreed that if for any reason this contract is ended prior to completion of the required number of working days, the salary paid or to be paid hereunder shall be prorated based upon the number of working days actually worked compared to the total number of required working days under this contract.
2. The Administrator agrees that this contract and the Administrator are subject to and bound by policies of the School District, administrative regulations and personnel manuals. The Administrator agrees to follow Superintendent's orders and further agrees that the duties to be performed by the Administrator under this contract are subject to assignment and reassignment when and where needed, as the Superintendent of Schools may direct. The Administrator may further be assigned and reassigned to such extra-duty assignments when and where needed, as the Superintendent may direct. The Administrator agrees to devote full time to the Administrator's position and duties in all respects, to diligently and faithfully perform the assigned duties as Administrator. The Administrator agrees that the School District shall have the right to restrict or prohibit outside employment as determined appropriate by the School District.
3. The Administrator agrees that at the beginning of this contract and throughout the term thereof, the Administrator will hold, furnish, and register according to law a valid and appropriate certificate to act in the position to which assigned from time to time.
4. It is agreed that the School District may require, in accordance with its rules, a certificate of health and physical fitness of the Administrator at any time while this contract is in force.
5. It is agreed that the Administrator shall be provided fringe benefits and sick leave in accordance with the policies of the School District.
6. It is agreed that this contract may cancelled or amended during its term for any of the following reasons:
 - (a) Upon cancellation, termination, revocation, or suspension of the Administrator's certificate by the State Board of Education;
 - (b) Breach of any material provisions of this contract;
 - (c) For any reason set forth in this contract;
 - (d) Incompetency;
 - (e) Neglect of duty;
 - (f) Unprofessional conduct;
 - (g) Insubordination;
 - (h) Immorality; or
 - (i) Physical or mental incapacity.

Cancellation or amendment of this contract during its term shall be governed by Nebraska law. It is agreed that this contract may be terminated or nonrenewed at the end of its term in accordance with Nebraska law. It is further agreed that the failure to notify the Administrator of the School District's intent to terminate or nonrenew this contract at the end of its term, by April 15 of any given term, will automatically result in an extension of this contract for one additional term.

7. OTHER CONTRACT TERMS

Current assignments shall be as Director of Continuous Improvement and Professional Learning and as the Administrator of Educational Service Unit No. 18 ("ESU 18").

This contract is made in duplicate parts and shall become binding when approved by the Board of Education of the School District.



Superintendent of Schools as
Authorized by the Board of Education
for the School District

Human Resources Administrator

Sarah E. Salem, Certificated Administrator

Signed this _____ day of _____, 20 ____

Address: 9603 South 28th Street
Lincoln, NE 68516