

AGREEMENT FOR EMPLOYMENT OF
JOHN T. AYCOCK, DISTRICT SUPERINTENDENT

PREAMBLE

This agreement is between the Board of Trustees of the Rim of the World Unified School District ("Board"), and John T. Aycock ("Superintendent") herein:

1. Term:

Board employs Superintendent for a term commencing August 1, 1998 and ending July 31, 2002.

2. Salary:

The salary of Superintendent shall be:

\$102,000 - The base salary shall be computed by utilizing 225 days as the days worked.

3. Salary Increases:

Based upon successful performance and review by the Board of Trustees, annual salary increases shall be considered on a year-to-year basis for the duration of the contract.

4. Fringe Benefits:

Superintendent shall be afforded such fringe benefits of employment as are granted to Board's certificated management employees, except as otherwise set forth in this agreement.

Board will pay Superintendent's annual dues for: Association of California School Administrators; Association of Supervision and Curriculum Development; Phi Delta Kappa; and American Association of School Administrators. The Board encourages the Superintendent to join and participate in local service organizations. Any costs incurred by such memberships shall be reimbursed upon approval by the Board.

4.1 Automobile:

Board shall pay Superintendent three hundred fifty dollars (\$350) per month as an allowance in lieu of a district automobile. In addition, the Superintendent will receive a gas mileage allowance at the rate of one hundred dollars (\$100) per month.

4.2 Expenses:

The Board will pay the Superintendent one hundred dollars (\$100) monthly for additional expenses.

4.3 Moving Expense:

The Board will pay a one-time moving expense of two thousand dollars (\$2,000).

4.4 Sick Leave:

The Superintendent shall earn, at the rate of eighteen (18) days per fiscal year, sick leave which shall be cumulative as provided by state law and board policy.

4.5 Professional Meetings:

Superintendent, by notifying Board, shall attend appropriate professional meetings at local, state and national levels. Expenses so incurred shall be reimbursed to Superintendent in accordance with applicable board policy.

4.6 Medical Examinations:

The Superintendent agrees to have an annual medical examination. Any expenses beyond that paid by District insurance will be borne by the District for an amount not to exceed five hundred dollars (\$500). A report on the physical condition of the Superintendent shall be filed with the President of the Board and treated as confidential information by the Board.

4.7 Vacations:

Superintendent shall be required to render twelve (12) full months of full and regular service to Board during each annual period covered by this agreement, except that he shall be entitled to twenty-five (25) working days of annual vacation with pay, exclusive of holidays as defined in Sections 37220 and 37222 of the Education Code. Said vacation shall be taken during the school year in which it is accrued at such time or times as is convenient to Board and Superintendent. In the event Superintendent does not take all or part of his vacation during a school year, such excess vacation may be accrued, but the total accrual shall not exceed twenty-five (25) days without Board approval. Nothing herein shall prohibit Superintendent from using earned vacation days to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations, provided such undertakings do not interfere with Superintendent's performance of his duties under this agreement.

5. Performance Goals and Objectives:

The parties shall meet annually to establish Superintendent's performance goals and objectives for the following school year. Said performance objectives shall be reduced to writing and shall be based on the duties and responsibilities set forth in this agreement and any other criteria mutually agreed upon by the parties. These performance goals and objectives shall be the basis for a satisfactory evaluation of Superintendent as hereinafter provided.

6. Evaluation:

Board will devote a portion of at least one meeting annually to a discussion and evaluation of the performance and working relationships between Superintendent and Board. This evaluation shall be based upon mutually agreed upon and specified board goals and objectives in accordance with a process and format developed by Superintendent and approved by Board, and completed prior to June 30th of each year.

7. Termination of Contract:

Board shall have the power, notwithstanding any other term or provision of this agreement, with at least four (4) members of the Board voting in the affirmative, to vote to terminate the employment of the Superintendent, without cause, prior to the expiration of this agreement. Should the Board exercise said option to terminate

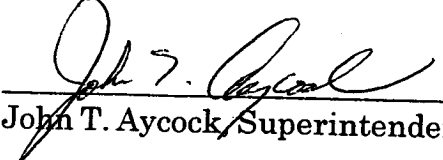
the Superintendent without cause, Board shall pay to the Superintendent upon the effective date of termination, a sum equal to the monthly salary of the Superintendent, times the number of months remaining on the contract, not to exceed eighteen (18) months. The settlement amount shall include health benefits covering the same length of time or until the Superintendent finds other employment, whichever is less. After the eighteen (18) month period, the Superintendent shall have the right to continue through the District, at his own expense, health and insurance benefits provided to Superintendent under this agreement until he attains age sixty-five (65) or secures fulltime employment, whichever comes first.

8. General Provisions:

If any provision in this agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions shall nevertheless continue in full force without being impaired or invalidated in any way.


This agreement shall be governed by and construed in accordance with the laws of the State of California.

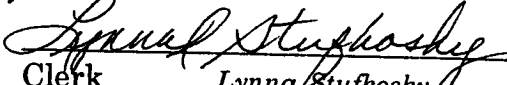
DATED: 6-29-98



John T. Aycock, Superintendent

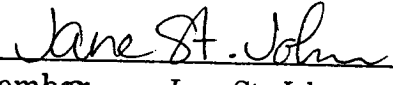
DATED: 6-29-98

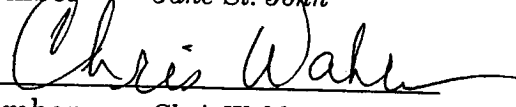
Board of Trustees of the Rim of the
World Unified School District:

By: 
President Jackie Summers


Clerk Lynna Stufkosky


Member Chuck Nelson


Member Jane St. John


Member Chris Wahle

AMENDMENT
TO
CONTRACT FOR EMPLOYMENT OF SUPERINTENDENT
BETWEEN
RIM OF THE WORLD UNIFIED SCHOOL DISTRICT
AND
JOHN T. AYCOCK

THIS AMENDMENT is hereby incorporated into the CONTRACT FOR EMPLOYMENT OF SUPERINTENDENT effective this 13th day of July 1999:

1. Term of Employment

The term of this Contract shall be extended from July 31, 2002, to July 31, 2003.

2. Salary

The Superintendent's annual salary (\$102,000) shall be increased two percent (2%) retroactive to August 1, 1998, to \$104,040.

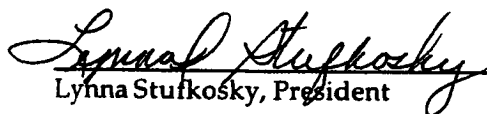
3. Eringe Benefits

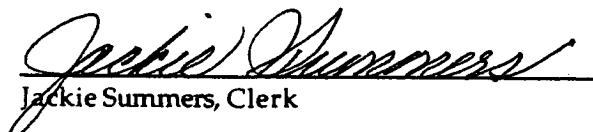
A. Assume funding for \$150,000 term life insurance and other insurance.
Fiscal impact: not to exceed \$1,700 per year.

B. Annual membership in a local civic organization.
Fiscal impact: not to exceed \$150 per year.

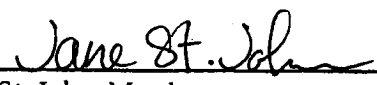
IN WITNESS WHEREOF, the parties hereto have duly approved and executed this Agreement on the day and year above written.


BOARD OF TRUSTEES OF THE
RIM OF THE WORLD UNIFIED SCHOOL DISTRICT


Lynna Stufkosky, President

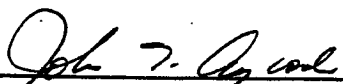

Jackie Summers, Clerk


Chuck Nelson, Member


Jane St. John, Member


Chris Wahle, Member

Acceptance:


John T. Aycock, Superintendent

7-13-99
Date of Acceptance

AMENDMENT
TO
THE EXISTING CONTRACT TERMS FOR EMPLOYMENT OF SUPERINTENDENT
BETWEEN
RIM OF THE WORLD UNIFIED SCHOOL DISTRICT
AND
JOHN T. AYCOCK

THIS AMENDMENT is hereby incorporated into the CONTRACT FOR EMPLOYMENT OF SUPERINTENDENT effective this 28th day of November, 2000:

1. Term of Employment

The term of this Contract shall be extended from July 31, 2003, to July 31, 2004.

2. Salary

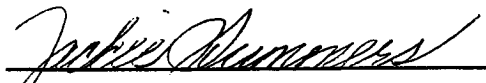
For the 1999-2000 school year, the Superintendent's annual salary shall be increased at the same rate percentage and bonus as the certificated employees contract for that year, retroactive to July 1, 1999. For the school year 2000-2001, the Superintendent's salary will be increased by the same percentages as the certificated employees contract during 2000-2001 with all terms and conditions applicable to the Superintendent's contract.

3. Benefits

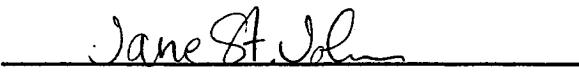
The annual gas mileage allowance shall be increased from \$100 per month to \$200 per month.

IN WITNESS WHEREOF, the parties hereto have duly approved and executed this Agreement on the day and year above written.

BOARD OF TRUSTEES OF THE
RIM OF THE WORLD UNIFIED SCHOOL DISTRICT



Jackie Summers, President



Jane St. John, Clerk



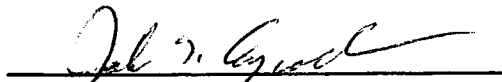
Chuck Nelson, Member



Lynna Stufkosky, Member

Pete Shaw, Member

Acceptance:



John T. Aycock, Superintendent

11/28/00

Date of Acceptance

**AMENDMENT TO THE EXISTING CONTRACT TERMS
FOR EMPLOYMENT OF SUPERINTENDENT
BETWEEN
RIM OF THE WORLD UNIFIED SCHOOL DISTRICT
AND
JOHN T. AYCOCK**

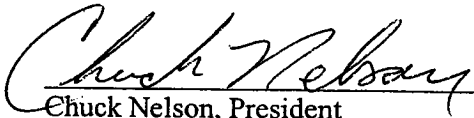
This Amendment is hereby incorporated into the CONTRACT FOR EMPLOYMENT OF SUPERINTENDENT effective this 27th day of June, 2002:

Salary

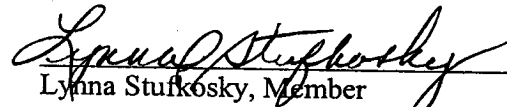
For the school year 2001-2002, the Superintendent's salary will be increased by the same percentage that the certificated employees received with all terms and conditions applicable to the Superintendent's Contract.

IN WITNESS WHEREOF, the parties hereto have duly approved and executed this Agreement on the day and year above noted.

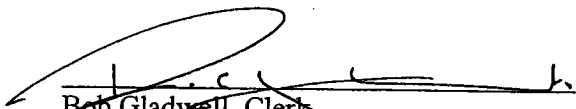
**BOARD OF TRUSTEES OF THE
RIM OF THE WORLD UNIFIED SCHOOL DISTRICT**



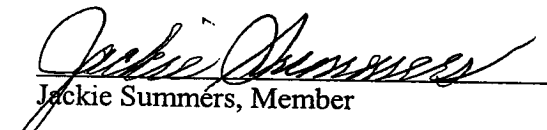
Chuck Nelson, President



Lynn Stufkosky, Member



Bob Gladwell, Clerk

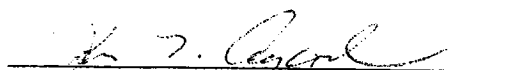


Jackie Summers, Member



Jane St. John, Member

Acceptance:



John T. Aycock, Superintendent

7-14-02

Date of Acceptance

GENERAL PROVISIONS - CERTIFICATED MANAGERS:

1. The District will provide for each full-time Certificated Manager, and family dependents qualifying, a fully paid major medical health plan.
2. The District will provide for each full-time Certificated Manager, and family dependents qualifying, a fully paid dental-plan.
3. The District will provide for each full-time Certificated Manager, and family dependents qualifying, a fully paid vision plan.
4. The District will provide for each full-time Certificated Manager during his/her period of employment a \$60,000 life insurance plan.
5. Any Certificated Manager retiring after age 55 with ten (10) consecutive years of service in the District shall be covered by the major health benefits program available to regular employees until the Certificated Manager reaches age 65 or becomes eligible for Medicare, whichever comes first.
6. Each Certificated Manager retiring from the District ~~may~~ shall be eligible to return to the District to perform consultant or substitute services. If selected, manager shall receive at their per diem rate of pay.
7. Each Certificated Manager employed by the District in a full-time management position shall be entitled to eighteen (18) days sick leave per year accumulative, unlimited.
8. Certificated Managers called upon to work additional days above their assigned work year shall be compensated at their current per diem rate of pay.
9. After seven (7) years of district service, a Certificated Manager shall receive an increase of \$600 per year one year after having reached step 6 on the salary schedule, and a \$600 annual increase for every five years of service thereafter.
10. Monthly mileage allowances for Certificated Management positions shall be paid in accordance with Board Policy 3350 (Travel, Reimbursement)
11. The stipend for summer school principals shall be \$6000.
12. The District shall pay for the cost of the Certificated Manager's personal insurance deductible, not to exceed \$300 for replacing or repairing property of the Certificated Manager lost or damaged due to fire, burglary or vandalism while such property is at the work site.
13. The District shall pay annually up to \$500 per Certificated Manager for insurance product enhancement and/or professional dues to be chosen from the following list: ACSA; CASBO; Long Term Care; Income Protection; AFLAC Products, cancer, accident, intensive care, unreimbursable medical, disability insurance (payroll deductible).
14. Certificated Managers shall be paid an annual stipend of \$1500 for a Doctorate Degree earned from an accredited institution. If a degree is awarded prior to September 1 the stipend shall be retro active to July 1 of the current school year.

Board Approved: 6/17/96

Board Revised: 9/14/99

Board Revised: 12/11/01