

CONTRACT ADDENDUM, GERALD W. JACKSON

1. The contract shall be from August 1, 2011 through July 31, 2015. The annual salary shall be paid in twenty-six (26) equal installments.

2011-12
\$104,273.67

2. The Board shall provide the Superintendent with the following fringe benefits:
 - A. The Superintendent shall be afforded sick leave of absence benefits of twenty-three (23) days per year, accumulative to a maximum of three hundred (300) days.
 - B. The Superintendent shall receive mileage reimbursement per the district approved amount for all approved travel.
 - C. Professional Dues – The Board agrees to pay for the Superintendent's dues for professional organizations (IAPSS and AASA) related to the performance of the Superintendent's position responsibilities. The amount shall be subject to Board approval annually.
 - D. The Superintendent shall be afforded five (5) days of personal leave per contract year (August 1-July 30) for the purpose of conducting personal business which cannot otherwise be conducted outside of regular work hours.
 - E. The Board agrees to pay the premium amount for term life insurance policy, covering the Superintendent, in the face amount equal to 200% of the salary stated in this contract.
 - F. Upon proper application and acceptance for enrollment by the appropriate carrier/underwriter the Board agrees to make premium payment for the Superintendent and eligible dependents for the following insurance coverage. Coverage shall be effective as of date of hire.
 - Health:
 - Life: 200% of salary
 - LTD:
 - Vision:
 - Dental:
 - Cancer: \$509.52 (increased 4-30-11)
 - *Annuity: MetLife \$3,000.00 effective Dec. 1, 2004
- *Effective December 1, 2004 Superintendent's spouse was dropped from Health Insurance. In lieu of the cost of the spouse's health insurance, a set amount of \$3,000 will be placed in the Superintendent's annuity of choice.
- G. The Board, at the request of the Superintendent, and when in accordance with State statutes will withhold and transfer an amount of salary annually, semi-annually, biweekly or monthly, said amount to be determined by the Superintendent permitting the Superintendent to participate, if he so desires, in a tax-deferred annuity program of his choosing.

H. The Superintendent shall be entitled to annual vacation benefits of twenty (20) workdays of which ten (10) days may be carried over to the following year. In any event, no more than thirty (30) vacation days may be taken in any one year.

I. The Superintendent will be allowed the following holidays (11): Independence Day, Labor Day, Thanksgiving Day and the day following, Christmas Eve and Christmas Day, New Year's Eve and New Year's Day, Good Friday, Memorial Day, and President's Day if not a makeup day.

J. The Board shall endeavor to maintain its present policies of liability insurance covering the Superintendent for defense of claims and payment of judgments resulting from the performance of his duties as Superintendent.

3. At least once each year, the Superintendent will meet for the purpose of reviewing a written evaluation of the performance of the Superintendent and to express recommendations and observations of how such performance might be improved. The time and date of said meeting shall be agreed upon by the parties sufficiently in advance of the meeting to permit adequate preparation for the constructive exchange of views. Provided, in no event shall said evaluation be completed later than February 1 of any contract year. The Board may waive this provision, if it desires.

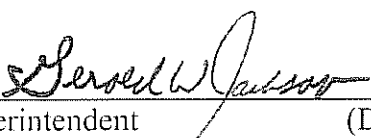
It is agreed that by February 28, following the annual evaluation, (A) the Superintendent will receive written notification as to whether or not his contract will be extended for one or more additional years – having the effect of a continuous seven (7) year contract providing the performance is satisfactory or (B) should the Board not elect to extend the contract, the Superintendent shall receive written notification of such with recommendations to improve the deficiencies. Should neither (A) nor (B) be completed by the Board, the contract will automatically extend for one year effective February 28 of said year. **(Effective Feb 23, 2009 this was rescinded upon Mr. Jackson's request)**

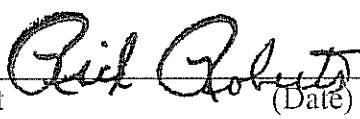
4. The Superintendent shall be granted up to five (5) days of uncharged leave with pay when death occurs in his immediate family. The Board may approve additional leave days to be deducted from personal or sick days. Immediate family would include, spouse, mother/father in-law, parents, grandparents, children, grandchildren, and other members of the administrator's household not otherwise listed.
5. The Board shall extend to the Administrator, at a minimum, such compensable and non-compensable leaves of absence, other benefits and insurance benefits as shall be the substantial equivalent to those granted by the Board to other certified personnel of the School District pursuant to Board policy or pursuant to the terms of such master contract or agreements as may be in force and effect between said certified personnel and the Board during the contract period hereunder, whichever is greater. The benefits shall be adjusted so that the Superintendent's additional days of annual service are considered.

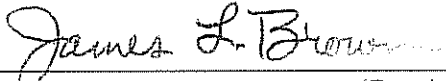
6. Superintendent is eligible for full early retirement benefits or Bridge to Social Security or comparable benefits as provided in the Master Contract.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 1st day of August 2011

WEST WASHINGTON SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES


Superintendent (Date)


President (Date)


Secretary (Date)