

Years of College Training: 5  
Certification based on: MSE Degree

Total Years of experience: 29  
Years of experience in this district:

## Teacher's Contract

STATE OF ARKANSAS

COUNTY OF IZARD

**PARTIES:** The **Melbourne School District**, Party of the First Part, and **Timothy Massey**, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **January 9, 2023** agrees to employ **Timothy Massey**, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform services as follows: **Melbourne School District Superintendent**

**Additional Duty: Duties assigned by Administration**

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to the total compensation under this contract.

**TIME:** The period of time covered by this contract is **480** days of school, from **07/01/23 to 06/30/25**.

**COMPENSATION:** Annual compensation under this contract is **\$115,000.00** to be paid in 12 installments.

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

**BOARD POLICIES:** The parties shall follow the Melbourne School District Personnel Policies, which are made a part hereof by reference.

**PERFORMANCE TARGETS:** 1. Student achievement for the entire public school district;  
2. Student achievement for public schools within the public school district that have received any variation of a school performance letter grade designation of "C", "D", or "F" under 6-15-2015 and 6-15-2106 and state board rules;  
3. Graduation rates for the entire public school district;  
4. Graduation rates for public schools within the public school district that have received any variation of a school performance letter grade designation of "C", "D", or "F" under 6-15-2105 and 6-15-2106 and state board rules.

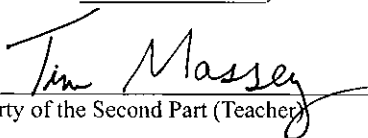
**CERTIFICATION:** The Party of the Second Part certifies that at the date of this contract, he or she is not under employment contract with another school district.

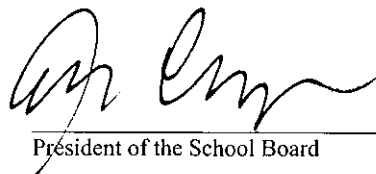
**REFUND OF UNEARNED COMPENSATION:** The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:** This contract may be terminated by either party pursuant to law.

**OTHER CONDITIONS:**

Given on \_\_\_\_\_, 2023

  
\_\_\_\_\_  
Party of the Second Part (Teacher)

  
\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Secretary of the School Board