

## EMPLOYMENT CONTRACT

THIS AGREEMENT made and entered into at Jonesboro, Arkansas, this first day of July, 2023, by and between JONESBORO SCHOOL DISTRICT NO. 1, hereinafter referred to as School District, and DR. KIM WILBANKS, of Jonesboro, Arkansas, hereinafter referred to as Superintendent, WITNESSETH:

In accordance with vote of the Board of Directors of School District at a regular called meeting held on January 19, 2023 the School District does hereby employ Dr. Kim Wilbanks as Superintendent of Schools for the term commencing July 1, 2023, and extending through June 30, 2026, upon the terms and conditions set out below:

(1) The annual salary of the Superintendent will be \$186,109.83 to be paid in semi-monthly installments. It is agreed and understood that the annual salary is subject to being increased at the discretion of the Board on or after July 1, 2023. The term of this contract may be increased by agreement of the parties at any time after July 1, 2023, but the maximum period within which this contract shall remain in effect and will never exceed three years.

(2) In lieu of providing the use of an automobile, the School District will pay the Superintendent a stipend of \$9,000.00 for her use of her personal automobile for school business. This stipend is based upon 0.20 of the base salary of the additional duties schedule.

(3) The Superintendent agrees to abide by Board and administrative policies of the School District, a compilation of such policies having been furnished the Superintendent.

(4) The Superintendent shall serve the School District as its chief executive officer and shall report to the Board of Directors of the District at all meetings, maintaining open channels of communication with the Board. The Superintendent shall be the official medium of communication between the Board of Directors of the School District and the various constituencies of the School District.

(5) The Superintendent shall administer the governance of the School District and shall have final administrative authority in the internal affairs of the School District, subject to the appellate responsibility of the Board.

(6) The School District may terminate this contract only for insubordination or incompetence of the Superintendent. In the absence of same, this contract shall be deemed irrevocable.

EXECUTED in duplicate originals the date first above written.

JONESBORO SCHOOL DISTRICT #1

By Chris Harty  
Board President

ATTEST:  
[Signature]  
Board Secretary

Kim Wilbanks  
Kim Wilbanks

7/5/23  
Date