

College: AR STATE UNIV	Total Years of Experience: 24
Certification Based on: MASTERS	Years of Experience This District: 24
Social Security Number: XXX-XX-4786	Schedule Title: 490-190 CERTIFIED Range: 03 Step: 5
	Check Location: 0

TEACHER'S CONTRACT

YEAR: 2024-2025

STATE OF ARKANSAS COUNTY OF **FULTON**

PARTIES: The SALEM School District, Party of the First Part, and **GREGORY WAYNE GUILTNER** 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 8, 2024** agrees to employ **GREGORY WAYNE GUILTNER** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **SUPERINTENDENT**
Additional Duty:

SUPERINTENDENT \$28,165.25

SUPERINTENDENT \$28,165.25

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 **240** days, from **07/01/2024** through **06/30/2025**.

COMPENSATION: Total compensation under this contract is **\$112,830.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$9,402.50**

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 **SALEM** School District Personnel Policies, which are made a part hereof by reference.

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.

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

OTHER CONDITIONS: Any subsequent contracts shall supersede the provisions of this contract.
THE DISTRICT WILL PAY ALL ADMINISTRATIVE DUES AND OTHER RELATED EXPENSES. SEE ATTACHED SUPERINTENDENT PERFORMANCE TARGETS FOR 2024-2025.

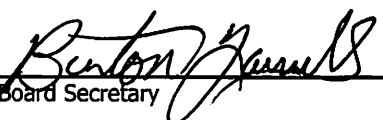
Given on: **APRIL 15, 2024**

BY: 
GREGORY WAYNE GULTNER

BY: 
Board President

PO BOX 192
SALEM AR 72576
Address

870-371-0323
Phone

BY: 
Board Secretary

Salem School District



Superintendent Performance Targets: Set November 13, 2023 for the 2024-2025 school year.

Performance Targets:

The parties shall memorialize performance targets based on the achievement mutually agreed goals as set forth in Ark. Code. Ann. 6-17-123, which may be referenced as an exhibit or addendum to this agreement. Failure of Superintendent to meet any performance target is not a material breach of this agreement, but will be reviewed by the Board during the Superintendent's annual evaluation.

Student Achievement

District Level Student Achievement

Grade Level Measurement Model

For School Year 2022-2023 the percentage of District students who tested at grade level was 50.26%. The superintendent is given the performance target to increase the percentage of District students who test at grade level in the 2023-2024 test cycle to 51%

School Level Student Achievement

Student Growth Measurement Model

For School year 2022-2023 the percentage of District students demonstrating academic Growth (average between Salem Elementary School and Salem High School) of at least one grade level was 80.84%. The superintendent is given the performance target to increase the number of District students who demonstrate academic growth of at least one grade level by 80% in the 2023-2024 test cycle.

School Letter Grades

School Letter Grade

The Salem Elementary School earned the letter grade of B during the 2022-2023 school year. The superintendent is given the performance target to increase the school letter grade to an A or to stay at the school letter grade of B.

The Salem High School earned the letter grade of B during the 2022-2023 school year. The superintendent is given the performance target to increase the school letter grade to an A or to stay at the school letter grade of B.

Graduation Rates

District Level

The present 4 year cohort graduation rate at Salem Schools is 100%. The target 4 year cohort graduation rate for the 2023-2024 school year will be set at 100%

The present 5 year cohort graduation rate at Salem Schools is 100%. The target 5 year cohort graduation rate for the 2023-2024 school year will be set at 100%