

## **2019-20 Joint Sharing Agreement Superintendent of Schools**

This joint sharing agreement is between the Iowa Falls Community School District, herein after referred to as Iowa Falls, and the Alden Community School District, herein after referred to as Alden.

1. **PURPOSE OF THE AGREEMENT:** This joint sharing agreement is to employ one Superintendent of Schools for both Iowa Falls and Alden.
2. **AUTHORITY:** This agreement is entered into under the authority of Iowa Code section 280.15 (2005).
3. **TERM:** This agreement is for the period commencing July 1, 2019, and terminating June 30, 2020.
4. **APPOINTMENT:** The Superintendent pursuant to this agreement shall be Mr. Anthony Neumann.
5. **COMPENSATION/EXPENSE REIMBURSEMENT**
  - a) Alden shall reimburse Iowa Falls thirty percent (30%) of the annual salary and benefit package for the superintendent's service by February 1 of each contract year. This payment is to pay Alden's estimated thirty percent (30%) share of the superintendent's salary and benefit package consisting of FICA; IPERS; life and disability insurance premiums; physical examination; annuity; travel allowance; and professional dues. The actual expense incurred in paying the Superintendent's salary and benefit package will be certified by Iowa Falls to Alden by June 1 of each year of this contract and by June 30 of each year Alden will pay any amount owed for its thirty percent (30%) share in excess of the amount previously paid.
  - b) Iowa Falls will advance all conference registration fees and related expenses, and other membership/subscriptions maintained by the Superintendent throughout the term of the agreement. Iowa Falls will submit a bill to Alden no later than June 1, of each contract year, for the reimbursement of thirty percent (30%) of the total cost of these expenditures by June 30 of each year of the term of this Agreement.
  - c) Except as specifically provided for in this Agreement, Iowa Falls and Alden share at the rate of seventy percent (70%) and thirty percent (30%) respectively for the related expenses of the superintendent unless the expense only benefits one school district, in which case the district reaping the benefit shall pay for the expense. Any expense incurred by one district for which the other district should by its percentage share shall be certified by June 1 by the paying party and reimbursed by the other party by June 30.

- d) Iowa Falls and Alden will each contribute a maximum of \$1,000.00 towards advance education coursework completed by the Superintendent. Actual education expenses incurred shall be certified no later than June 1 and shared equally between both school districts.
- e) In the event of a disagreement regarding expenses and sharing or apportionment of expenses, the presidents of the two school boards will attempt to resolve the dispute. If they are unsuccessful, the issue shall be referred to the respective boards that shall resolve the matter.

6. **DUTIES OF THE SUPERINTENDENT: DUTIES OF SUPERINTENDENT:** Mr. Anthony Neumann, as the superintendent of Iowa Falls and Alden, shall serve as the executive officer of each school district and shall have such powers, duties, responsibilities and obligations in relationship to each district as prescribed by all applicable federal and state laws, local board policies and regulations, and the superintendent's individual contract of employment. The Superintendent shall, at all times, conduct himself in a professional manner in accordance with established professional standards applicable to superintendents.
7. **CONTRACTING AND PAYROLL RESPONSIBILITIES:** Iowa Falls will be deemed the employer of the superintendent for purposes of rights and obligations under Iowa Code chapter 279, and for purposes of complying with federal and state laws relating to employment. Iowa Falls will manage the payroll, accounting, and contractual functions relevant to this position, with the sharing of expenses as herein before set out.
8. **LIABILITY COVERAGE:** Each district shall cover the Superintendent under its liability insurance policy.
9. **EVALUATION AND TERMINATION OF SUPERINTENDENT'S EMPLOYMENT:** Iowa Falls and Alden will provide an annual evaluation of the Superintendent. Districts may work collaboratively or separately in completing the annual evaluation as long as compliance with Iowa Code Section 279.23A is achieved.
10. **DISTRICT TIME ALLOCATION:** A time allocation of 70% / 30% to Iowa Falls and Alden (respectively) shall be the general understanding of the parties regarding actual time to be allocated through physical presence of the Superintendent in each district. The Superintendent shall establish and communicate to the parties a normal office schedule consistent with the above-referenced time allocation to be maintained in each district. The parties understand, however, that a certain amount of flexibility needs to be exercised in this regard, and that the Superintendent may perform certain duties while physically located in the other district.
11. **TERMINATION OF JOINT SHARING AGREEMENT:** This Agreement may be terminated by mutual consent of the two districts at any time.

**12. NOTIFICATION REGARDING CONTINUATION:** Both districts shall review and assess this Joint Sharing Agreement, with the full participation of the superintendent in the reviewing process, by March 1, 2020. Each district shall notify the other of its intent to continue this Agreement by March 1, 2020.

**IN WITNESS THEREOF,** the parties sign this Agreement on the date approved by their respective boards. Superintendent Neumann also signs to indicate his understanding and awareness of and agreement with the terms herein described, and his obligations to both districts.

**IOWA FALLS COMMUNITY SCHOOL DISTRICT**

**BY:** \_\_\_\_\_, **BOARD PRESIDENT**

**DATE:** \_\_\_\_\_

**ALDEN COMMUNITY SCHOOL DISTRICT**

**BY:** \_\_\_\_\_, **BOARD PRESIDENT**

**DATE:** \_\_\_\_\_

**SUPERINTENDENT ANTHONY NEUMANN**

\_\_\_\_\_

**DATE:** \_\_\_\_\_