

**EVANS COUNTY BOARD OF EDUCATION
CONTRACT OF EMPLOYMENT**

This employment contract is made and entered into this 12th day of June, 2025, between the **EVANS COUNTY SCHOOL DISTRICT**, acting through the **EVANS COUNTY BOARD OF EDUCATION**, hereafter referred to as the "Board" or "District" and **Dr. Bradley S. Anderson**, hereafter referred to as the "Interim Superintendent".

In consideration of the mutual promises contained herein, the Board employs the Interim Superintendent and the Interim Superintendent accepts employment as Interim Superintendent of Schools of the Evans County Charter School System pursuant to the following terms and conditions:

1. TERM

A. CONTRACT LENGTH The term of this contract shall be for a period commencing on July 1, 2025 and ending on June 30, 2026, unless sooner terminated as hereinafter provided.

B. Beginning June 13, 2025 and continuing through June 30, 2025, the Interim Superintendent shall serve pursuant to a separate CSA compensation agreement and have the same duties and obligations of Interim as set forth in this contract.

2. INTERIM SUPERINTENDENT'S DUTIES AND RESPONSIBILITIES

A. DUTIES The Interim Superintendent shall be the chief administrative officer of the District and shall perform all the duties of and possess all of the authority now or hereafter imposed upon or granted to a superintendent of schools under the provisions of Georgia law, federal law and the State Board of Education rules. The specific duties and responsibilities of the Superintendent are part of the school system's policy manual.

B. ADDITIONAL DUTIES The Board may, from time to time, prescribe additional duties and responsibilities for the Interim Superintendent; provided, however, that all additional duties and responsibilities prescribed by the Board are consistent with those normally associated with the position of Superintendent of Schools in the State of Georgia.

C. **BOARD REFERRAL** The Board, individually and collectively, shall refer all substantial complaints, criticisms, and suggestions called to its attention to the Interim Superintendent for his study and recommendation. However, all official directions shall be reflected in the minutes of an official Board meeting. The Interim Superintendent shall have the right to attend all Board meetings (except meetings discussing performance of the Interim Superintendent) and all Board and citizen committee meetings, serve as an ex officio member of all School Board committees, and provide administrative recommendations on each item of business considered by each of these groups.

3. **CERTIFICATION**

The Interim Superintendent shall possess a valid certificate to act as superintendent of schools in the State of Georgia during his term of employment with the District.

4. **COMPENSATION**

A. **SALARY** The Interim Superintendent shall be paid a monthly salary of \$16,243.37 payable at the end of the month following the month of services rendered for the 3 month period beginning July 1, 2025 and ending September 30, 2025. Beginning October 1, 2025 and ending June 30, 2026 he shall be paid a monthly salary at the rate of \$7,959.21 per month. The Interim Superintendent will be expected to work all days other than when on personal leave, sick leave, vacation leave, and holidays. For salary purposes, the daily rate of pay is the monthly salary times 12 divided by 240 days.

B. **BENEFITS** In addition to annual compensation specified in paragraph 4 of this contract, the Interim Superintendent will be eligible to receive all benefits which now are, or which during the term or any extension of this contract, may be received by any other full time (230 days or more) district employee.

C. **VACATION LEAVE** The Interim Superintendent shall receive 15 days vacation time per year.

D. **SICK LEAVE** The Interim Superintendent shall earn sick leave as other twelve month administrators according to state and local Board policy.

E. **REPORTS** The Interim Superintendent shall report all absences from duty through the automated leave system and shall cooperate with the appropriate personnel in categorizing all such absences by type of leave used.

F. **TRAVEL ALLOWANCE** The Interim Superintendent is authorized to incur reasonable expenses in the discharge of duties, included but not limited to expenses for travel and lodging, out of county mileage, and expenses at professional meetings and conferences. These shall be reimbursed by the District. Where state regulations apply, reimbursement will be within state guidelines. All out of state travel and reimbursement must be approved, in advance, by the Board.

G. **PROFESSIONAL DUES** The Board will pay professional association dues and fees for the Interim Superintendent. This includes membership in AASA, GSSA and GAEL. In addition, the Board will pay membership dues in one local civic club. Other organization dues and memberships must be approved in advance by the Board.

5. **INDEMNIFICATION**

The Board agrees to provide legal counsel and to indemnify the Interim Superintendent from any and all proceedings, claims, demands, suits, or judgments brought against the Interim Superintendent in his official or individual capacity while acting within the scope of his employment, excluding criminal charges or criminal action. This clause shall not be construed to waive or expand any sovereign immunity applicable to the District.

6. **OUTSIDE ACTIVITIES**

The Interim Superintendent will be permitted to undertake consultant work, speaking engagements, writings or other professional work, with or without remuneration, so long as such activities do not interfere with the full and faithful discharge of the Interim Superintendent's duties in the District, and provided such activities are approved in advance by the Board.

7. **TERMINATION**

A. This contract may be terminated by written agreement between the Board and the Interim Superintendent. This agreement may also be terminated by the Board, with or with or without cause, upon giving the Interim Superintendent 60 days notice of such intent.

B. Notwithstanding any provision of this contract, the Board reserves the right to hire a permanent (non-interim) Superintendent using mandatory statutory and policy procedures at any time and this interim contract shall immediately end upon such employment of a non-interim superintendent.

C. **NO TENURE OR VESTED EMPLOYMENT RIGHTS.** The position of Superintendent is not subject to any tenure, civil service or other system of employment arrangement whereby a Superintendent by serving a term or any part thereof under one or more contracts acquired any right to continued employment beyond a current contract term, and no member of the Board of Education nor any official of the School district has any authority to offer or confer such rights or to represent the availability thereof.

8. **WRITTEN AGREEMENT**

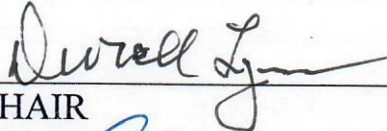
This contract shall continue in full force for the term stated herein. Any extension, revision, or change in the contract shall be in the form of an amendment to the contract and shall be upon the same terms and conditions as herein set forth unless otherwise agreed in writing by both parties.


9. **SEVERABILITY**

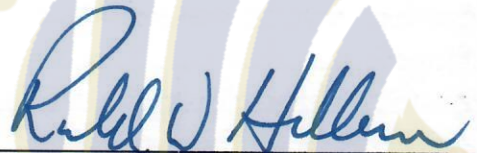
The invalidity or unenforceability of any provision hereof shall in no way affect the validity and enforceability of any other provision.

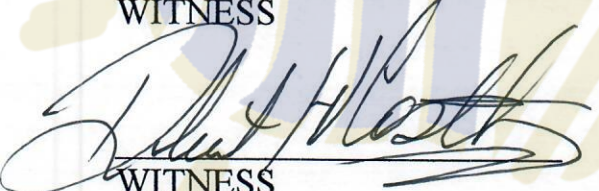
This contract is executed by the undersigned pursuant to a vote by the Evans County Board of Education at a public meeting legally held on the 12th day of June, 2025.

Evans County School District through the
Evans County Board of Education


CHAIR


INTERIM SUPERINTENDENT


WITNESS


WITNESS