

**Addendum to July 1, 2019 through June 30, 2020 Employment Contract**  
John O'Brien

This is an addendum to the July 1, 2019 through June 30, 2020 Employment Contract between the Kenai Peninsula Borough School District ("Employer") and John O'Brien ("Employee") for duties related to the Assistant Superintendent, Instruction. This addendum will become effective July 1, 2019 and shall run through June 30, 2020.

The parties, for good consideration, hereby agree as follows:

1. On July 1, 2019, John O'Brien shall assume the position of Interim Superintendent and perform the duties of Interim Superintendent as established by the Kenai Peninsula Borough School District Board of Education and the laws of the State of Alaska. Such performance of duties will run through June 30, 2020.
  2. The Interim Superintendent will be compensated at the current Assistant Superintendent salary of \$146,656 plus the KPBSD certified per day substitute rate for the length of this contract computed as \$33,040 for a total of \$179,696.
  3. Automobile expenses shall be added as follows: the District shall provide the Interim Superintendent a four-wheel drive vehicle and operating expenses for his use in conducting District business and reasonable personal use during the period of this contract addendum. The Interim Superintendent will not receive a car allowance or mileage reimbursement.
  4. Professional Dues and Professional Development: The District shall pay the Interim Superintendent's dues in one Alaska, and one national or regional superintendents' association. The District shall provide the Interim Superintendent reasonable funding for travel to and attendance at the annual conference of the American Association of School Administrators and regular meetings of the Alaska Association of School Administrators.
  5. Indemnification: The District agrees to defend, hold harmless, and indemnify the Interim Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Interim Superintendent for all non-criminal incidents arising while the superintendent is acting within the scope of his employment.
  6. Continued Employment: If John O'Brien is not hired to fill the permanent superintendent position for the 2020-2021 school year, he will be returned to the position of Assistant Superintendent, Instruction with salary and experience based on his original date of hire as Assistant Superintendent, Instruction.
-

Signed at:  
Kenai Peninsula Borough School District  
Soldotna, Alaska

---

John O'Brien, Interim Superintendent

---

Date

---

Penny Vadla, Board President

---

Date

---

Attest:  
Debbie Tressler  
Notary Public, State of Alaska  
My Commission Expires 07/16/2020

---

Date