

College: **UCA, CONWAY**
 Certification Based on: **MASTERS**
 Social Security Number: _____

Total Years of Experience: **33**
 Years of Experience This District: **19**
 Schedule Title: **NT6-CERTIFIED** Range: **06** Step: **29**
 Check Location: **000**

TEACHER'S CONTRACT

YEAR: **2026-2027**

STATE OF ARKANSAS COUNTY OF **MARION**

PARTIES: The FLIPPIN School District, Party of the First Part, and **KELVIN BRENT HUDSON** 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 **April 27, 2026** agrees to employ **KELVIN BRENT HUDSON** Party of the Second Part, as provided herein:

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

Additional Duty:

SUPERINTENDENT \$34,258.00

LEARNS STEP 29 \$200.00

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 **07/01/2026** through **06/30/2027**.

COMPENSATION: Total compensation under this contract is **\$107,670.63** to be paid in **12** installments. Rate of compensation will be as follows: **\$8,972.55**

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 **FLIPPIN** 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.

Performance Targets and Incentive Payments: The parties shall memorialize by separate agreement, performance targets and incentive payment plan based on the achievement of mutually agreed goals as set forth in Ark code. Ann. §6-17-123. 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. See Attached

Given on: **May 6, 20206**

BY: _____

KELVIN BRENT HUDSON

BY: _____

Board President

BY: _____

Board Secretary

Address _____

Phone _____

EXHIBIT 1

Performance Targets and Incentive Payment

Ark. Code Ann § 6-17-123

Superintendent Contract Shall Contain:

1. District Level Student Achievement

Based on the District's 2025 Report Card, the percentage of District students who meet or exceed grade level standards in ELA was 37%, in MA was 39% and in SCI was 48%. The superintendent is given the performance target to increase the percentage of District students who meet or exceed grade level standards as reflected on the next Report Card.

2. District Level Graduation Rate

Based on the District's 2025 Report Card, the present 4-year cohort graduation rate across all District high schools is 91%. The superintendent's performance goal is to improve the 4-year cohort graduation rate as reflected in the next Report Card.

3. School (Elementary, Middle, and High) Level Achievement for each "C", "D", for "F" schools

The superintendent's performance goal is to raise the letter grade designation by at least one letter designation in each school currently receiving a "C" letter grade designation.

4. School Level Graduation Rate for every "C", "D" for "F" high school

Based on the District's 2025 Report Card, the present 4-year cohort graduation rate at Flippin high school is 91% based on the 2025 report card. The superintendent's performance goal is to improve the 4-year cohort graduation rate based on the 2026 school report card.