

SUPERINTENDENT'S EMPLOYMENT AGREEMENT

This Agreement made this 10th day of May, 2011, effective for the term of employment beginning July 1, 2011, by and between the SCHOOL BOARD OF INDIAN RIVER COUNTY, FLORIDA (hereinafter "School Board") and Dr. Frances J. Adams (hereinafter "Superintendent").

WITNESSETH:

WHEREAS, the School Board wishes to retain the Superintendent to provide all of the services of Superintendent, fully and faithfully, consistent with the spirit, intent and statutory requirements regarding the duties and responsibilities of a school superintendent in the State of Florida; and

WHEREAS, the School Board shall appoint the authorized Superintendent of Schools for the District pursuant to Section 1001.50, Florida Statutes;

WHEREAS, the Superintendent is willing to provide said services and will faithfully and fully comply with the duties and responsibilities of her office as outlined herein, as well as provide those services to the School Board as are requested by the School Board throughout the term of this Agreement.

NOW, THEREFORE, in consideration of the mutual promises and covenants set forth hereinafter, it is agreed as follows:

I. **Superintendent of the School District of Indian River County.**

The School Board hereby appoints Dr. Fran Adams as Superintendent of Schools for the School District of Indian River County, for the term of this Agreement.

II. Services and Duties.

A. Superintendent Is the Chief Executive Officer.

The Superintendent shall use her best efforts and devote her full working time to provide those services and work required of the Superintendent by law, such additional duties as are prescribed by the School Board and the job description adopted by the School Board. The Superintendent shall be the Chief Executive Officer of the School District, and, subject to conformance with applicable laws and School Board policies (duly enacted pursuant to law) and directives of the School Board (by majority vote or consensus by a quorum present at a duly conducted public meeting), shall have charge of the administration of all schools, facilities and personnel within the District. The Superintendent shall provide supervision directly and indirectly of all staff members and shall organize, reorganize and arrange the administrative and supervisory staff as best serves the School District subject to approval by the School Board.

B. Conformance With Law and Duly Enacted Board Policy and Directive.

The Superintendent's duties relating to the District's school system shall be those provided by the rules and policies of the School Board, laws of the State of Florida, rules and regulations of other appropriate administrative agencies, including but not limited to the Florida Department of Education and the United States Department of Education, and such special duties and functions as may be prescribed or assigned by

the School Board through mutual goal setting or other forms of direction. All of such duties shall be performed within the time frames or deadlines imposed by law, applicable policy, rule, or goal setting. Absent a legally imposed time frame, the Superintendent shall perform her duties within a reasonable period of time and with due regard for promptness, diligence and professionalism.

C. Obligation of the Superintendent to Present Matters for Decision.

The Superintendent is required by law, School Board policy, and, from time to time, by direction of the School Board, to bring certain matters before the School Board for consideration, decision, or other action. In addition to such matters, the Superintendent is charged to exercise her best professional judgment and shall timely present to the School Board such recommendations which the Superintendent may determine are reasonably necessary for the successful accomplishment of her duties as Superintendent.

D. Devotion of Resources.

The Superintendent shall assign or devote such resources and personnel in a manner which in her judgment best serves the interest of the School District of Indian River County, Florida, consistent with law and the policies and direction of the School Board of Indian River County.

E. Certification.

The Superintendent shall at all times throughout the term of this Agreement obtain, (if necessary), maintain and keep current a valid certification in administration and supervision or equivalent, as issued by the Florida Department of Education. The Superintendent shall notify the School Board immediately of any change in the status of such certification. Suspension, revocation, or lapse of such certification shall be deemed a breach of this Agreement by the Superintendent and shall release the School Board from all obligations under this Agreement. Additionally, the Superintendent shall obtain the Chief Executive Officer Leadership Development Certificate pursuant to Section 1001.47, Florida Statutes, as provided in paragraph VI(C) hereinafter, entitled "Chief Executive Officer Leadership Development Certificate Program". As provided in that paragraph, the School Board shall fund the reasonable and necessary expenses incurred by the Superintendent in obtaining the Leadership Development Certificate pursuant to Section 1001.47, Florida Statutes.

F. Responsibility to Keep the Individual School Board Members Informed of Material Matters.

The Superintendent shall, consistent with the Public Records Act (Chapter 119, Florida Statutes), and the Sunshine Law (Section 286.011, Florida Statutes), keep the individual School Board members informed of matters that are material and significant in the reasonable discretion of the Superintendent.

III. **Term of Agreement.**

This Agreement shall commence on July 1, 2011, and shall remain in full force and effect, continuously, until midnight, June 30, 2014, unless terminated sooner pursuant to this Agreement. This Agreement is for a three (3) year term of employment, and will roll forward after the second year, unless the Board takes action as more fully provided in paragraph IV below.

IV. **Agreement Renewal.**

The Superintendent and the School Board may, on or before June 30, 2013, either extend or not extend the current Agreement for one (1) or more years. On or before June 30, 2013, the School Board may elect, and by action take one of the following options:

- A. The School Board may fail to take any action on the Agreement renewal and the Superintendent's term of employment hereunder will thus automatically extend, or "roll", one additional fiscal year through June 30, 2015;
- B. The School Board can extend the Superintendent's Agreement for one (1) or more years beyond June 30, 2014.
- C. The School Board, by a majority vote, can decline to extend the current Agreement beyond June 30, 2014, in which case the term of employment and employment hereunder will end on June 30, 2014.

If the Board votes to extend, or allows the term of employment to roll an additional year or more following June 30, 2014, then on or before June

30th of each year during the extended term hereof, these procedures and options stated above, including the decision by the School Board shall be repeated, and the Board may either allow or extend the term of employment as provided above, or may take specific action to not extend or roll the term of employment.

V. **Termination of the Agreement.**

A. Release from the Agreement Related to Annual Goals. Notwithstanding any other provision of this Agreement, the School Board reserves the right, on or before June 1 of each year, but in no event sooner than June 1, 2013, to terminate the Superintendent's employment for failure to meet the annual goals established pursuant to paragraph VII of this Agreement. If the Superintendent is released pursuant to this provision, the Superintendent shall continue to receive her terminal pay calculated as for any administrative employee (paragraph VI(H)) plus her monthly base salary only, without any other benefits, including monetary benefits, for a period of six (6) months from the date of the School Board vote to terminate pursuant to this provision. The Superintendent agrees that the School Board shall have the sole and absolute discretion to decide upon such termination under this paragraph and that in the event of such termination, the Superintendent waives all rights to contest or challenge the School Board's decision and will accept the payments provided in this paragraph in full satisfaction of the Board's obligations under this

Agreement and in full release of any and all claims against the School Board under this Agreement. Nothing herein prevents the School Board and Superintendent from negotiating a lump sum payment in lieu of the monthly payments provided for herein.

- B. Termination of the Agreement Without Cause. Notwithstanding any other provision of this Agreement, the School Board reserves the right at any time, in its sole discretion, to terminate this Agreement and the Superintendent's employment without cause. However, if the Superintendent is terminated and released from her Agreement and this Agreement is thereby terminated pursuant to this provision, then the Superintendent shall receive her terminal pay calculated as for any administrative employee pursuant to paragraph VI(H) hereof, plus her monthly base salary only, without any other benefits, including monetary benefits, for a period of one (1) year from the date of the School Board vote to terminate pursuant to this provision. The Superintendent agrees that the School Board shall have the sole and absolute discretion to decide upon such termination under this paragraph and that in the event of such termination, the Superintendent waives all rights to contest or challenge the School Board's decision and will accept the payments provided in this paragraph in full satisfaction of the Board's obligations under this Agreement and in full release of any and all claims against the School Board under this Agreement. Nothing herein prevents the School Board

and Superintendent from negotiating a lump sum payment in lieu of the monthly payments provided for herein.

C. Termination for Cause. The School Board may terminate for cause in accordance with the following procedures:

1. The School Board may terminate for cause at any duly conducted meeting, provided however, that no action will be maintained to terminate the Superintendent for cause without first giving the Superintendent thirty (30) days prior written notice of the cause and an opportunity for the Superintendent to cure such cause by initiating corrective action in good faith regarding the cause specified in such notice within said thirty (30) day period of time. The term "cause" as it is used in this Agreement shall mean any material breach of this Agreement, violation of any requirement or provision of Florida Statutes, School Board policy or clearly established legal precedence, a failure to perform the duties of the office, failure to follow the direction of the collective School Board acting in accordance with law, and/or any matter that would be a basis for termination for cause that would apply to other instructional personnel of the School District as specified in Section 1012.33, Florida Statutes, as the same may be amended from time to time.

2. However, the Superintendent will not receive an opportunity to cure if the cause is any act or matter that would be sufficient to terminate the employment of a member of the administrative or instructional staff or for any of the grounds mentioned as a basis for possible suspension or dismissal in Section 1012.33, Florida Statutes, as it may be amended from time to time.
3. If the School Board terminates the Superintendent for cause, the Superintendent's sole legal remedy is an action in the court of appropriate jurisdiction and venue.
4. If the Superintendent is terminated for cause and a court of appropriate jurisdiction fails to reverse that decision the Superintendent shall not receive the one (1) year base salary and benefits provided for in subparagraph (B) hereinabove. However, if a court determines that the School Board did not properly terminate the Superintendent for cause, the parties hereby agree that such termination from employment will be deemed a termination without cause pursuant to the provisions of subparagraph (B) above, and the Superintendent will be entitled to the one year of pay and monetary benefits in accordance with the provisions of said subparagraph. Accordingly, the actual damages to be suffered upon a breach of the Agreement are not reasonably ascertainable by the parties at this time, and the parties agree that a

reasonable amount of damages upon a breach by the School Board for failure to properly terminate the Superintendent for cause is one (1) year of pay and monetary benefits under this Agreement, and that said amount is not a penalty.

5. If the Superintendent is terminated for cause, the Superintendent shall be entitled to no further compensation under this Agreement except terminal pay in accordance with sub-paragraph VI(H), *infra*.

VI. **Compensation.**

For all services rendered by the Superintendent under this Agreement, the School Board shall pay and provide for the Superintendent the salary, deferred compensation, and other benefits described hereafter:

- A. **Base Salary.** The Superintendent shall receive an annual salary of One Hundred Fifty-Five Thousand Dollars (\$155,000.00) for the fiscal year July 1, 2011 through June 30, 2012, less appropriate deductions for employment taxes and income tax withholding.

Beginning with the fiscal year July 1, 2012 - June 30, 2013, if the Superintendent receives an overall performance rating of satisfactory or greater on the evaluation described in paragraph VII herein, then she shall receive for that fiscal year the same percentage wage increase, if any, on the same basis granted to other administrators of the District who are not eligible for a step increase during that fiscal year. In no event shall the Superintendent receive less in base salary in the second full year or

subsequent year (or years, if any) than she did in the first year of this Agreement. This same procedure shall apply for each fiscal year after the fiscal year ending June 30, 2013, so long as this Agreement remains in effect.

B. Retirement. The Superintendent shall participate in the Senior Management Category of the Florida Retirement System, subject to then applicable laws and rules relating to such category and program.

C. Chief Executive Officer Leadership Development Certificate Program.

The parties agree that the Superintendent shall participate in, and receive the Chief Executive Officer Leadership Development Certificate Program pursuant to Section 1001.47, Florida Statutes, to the extent that program is in effect and the appointed Superintendent is permitted to participate. The School Board shall fund all reasonable and necessary costs incurred by the Superintendent in complying with the requirements of the program, and in obtaining an maintaining certification pursuant to the program requirements. Obtaining this certificate and maintaining it in good standing is a requirement of this Agreement, to the extent that Florida law provides for the continuation of the program and allows an appointed superintendent to participate therein. In addition to the base salary provided in subparagraph A above, the Superintendent shall receive an annual performance salary incentive in the amount provided for elected Superintendents pursuant to Section 1001.47, Florida Statutes, so long as

the Superintendent has completed all phases of the program as described in that statutory section, and demonstrated successful performance as determined by the Florida Department of Education, as set forth in that statutory subparagraph. The precise amount of the Performance Salary Incentive shall be in the discretion of the School Board but shall be within the range established in the statute. In complying with this provision, no other consideration shall be due or payable from the School Board with respect to the Leadership Development Certificate Program.

- D. Civic and Community Activities Expenses. In addition to the expenses mentioned in subparagraph "D," above, the School Board will annually budget a fund of Three Thousand Dollars (\$3,000.00) that the Superintendent shall have available to expend for civic and community activities, civic club memberships that the Superintendent believes will benefit directly or indirectly the School District, and activities that promote good relations with the public, business community and other community and civic leaders. The Superintendent must obtain the permission of the Chair of the School Board to exceed Three Thousand Dollars (\$3,000.00) annually in expenditures in this category. However, notwithstanding any other provision hereof, in no event shall the Superintendent expend more than her purchase order authority for expenditures in this category, and all expenditures in this category shall be reported to the Board at least quarterly or on such other schedule as the

School Board may direct. Additionally, the School Board shall pay for membership of the Superintendent in the American Association of School Administrators and the Florida Association of School Superintendents.

- E. Per Diem and Travel Expenses of the Superintendent Not Otherwise Accounted For. The School Board shall reimburse the Superintendent, for authorized and reasonably necessary travel and per diem expenses incurred as a result of the Superintendent providing services to the School District pursuant to this Agreement, in accordance with the provisions for per diem and travel expense reimbursement of public officers set out in Section 112.061, Florida Statutes, as it may be amended, and Chapter 112, Florida Statutes, generally.
- F. Leave. Vacation and leave (including sick leave) shall be the same as for other twelve (12) month administrative employees of the School District.
- G. Terminal Pay. Upon termination of employment the Superintendent shall receive in lump sum her lawfully allowed "Terminal Pay", pursuant to applicable state law, and subject to then existent School Board policies or rules, and subject to the limitations in Section 1012.61 Florida Statutes, as the same may be amended. This lump sum payment shall be in addition to any other amount payable to the Superintendent upon termination of employment under this Agreement . It is specifically understood and agreed that the computation of terminal pay for the Superintendent shall be

done under the same rules, limitations and policies as govern other School Board employees.

H. Disability or Death.

1. Termination for Disability. The School Board shall have the right to terminate the Superintendent's employment under this Agreement in the event of her disability to perform fully her duties. The School Board shall have the following two options, that it will implement in its discretion, with respect to the compensation of the Superintendent in the event that she is terminated as a result of disability:

a. Subject to the condition that the School Board may obtain commercially reasonable disability insurance that insures the Superintendent from disability that prevents her from performing the regular requirements of her job, at a premium cost not to exceed Five Thousand Dollars (\$5,000.00) annually, the School Board may purchase a disability policy of insurance that insures the Superintendent from and against disability that prevents her from performing the responsibilities of her job as Superintendent of Schools. If the School Board is unable to obtain a disability insurance policy that is commercially reasonable and at a premium cost not exceeding Five

Thousand Dollars (\$5,000.00) annually, then the School Board shall provide the disability payment provided in the second option, hereinafter. The policy required hereunder is not required to be an own occupation policy of disability insurance and may be a policy that provides for cancellation after a qualification period (typically two (2) years) after which the Superintendent may be found to be reasonably suited for work as a result of her education, experience and training, and will provide as a benefit at least sixty percent (60%) of the base salary on a monthly basis up to a maximum amount specified in the policy.

- b. In the event the School Board does not procure a policy of disability insurance that meets the above-stated minimum requirements, and in the event the Superintendent becomes disabled and is unable to perform her duties hereunder, then the School Board shall pay to the Superintendent, as severance pay and in full satisfaction of the School Board's obligations under this Agreement, a lump sum equivalent to the Superintendent's base salary for six (6) months without benefits, at the rate of pay then in effect, together with such terminal benefits (paragraph VI(H)) as have accrued as of the date of termination. The parties acknowledge and agree

that if there is disability insurance paid for by the School Board, then no further payment will be due from the School Board in the event there is a termination for disability.

- c. Superintendent agrees that the School Board shall have the sole and absolute discretion to decide upon a termination for disability, and that in the event of such termination the Superintendent waives all right to contest or challenge the School Board's decision in that regard and will accept the benefits provided in this subparagraph in full satisfaction of the School Board's obligations under this Agreement in full release of any and all claims against the School Board under this Agreement.

2. Payment in the Event of Death. In the event of the death of the Superintendent during the term of this Agreement , the School Board shall pay to her surviving spouse, if any, or if the Superintendent does not have a surviving spouse, to the estate of the Superintendent, all of the Superintendent's salary to which she was entitled through the date of her death, including any Terminal Pay amount to be paid as provided for in sub-paragraph VI(H), *supra*, hereof concerning terminal pay, payable within one month of the date of her death.

I. Other Benefits Not Specifically Mentioned in this Agreement . The Superintendent is eligible to participate in other benefits that are afforded twelve (12) month administrative employees of the School District, under the same terms and conditions as other senior administrative employees, including but not limited to life insurance, participation in the health plan, and participation in the Florida Retirement System at the senior management class level. The Superintendent shall also be eligible to exercise any retirement option available to other administrators of the School District. If the Superintendent retires from the School District, the Superintendent shall retain the right, under the same eligibility requirements as other employees, to participate in such School District group insurance plans as are in effect at such time, if any, which participation shall be at no expense to the School Board.

J. Budgetary Process. Nothing herein precludes the Superintendent from requesting that the School Board, through the budgetary process, include additional line items and/or authorization for expenditures as she shall deem reasonably necessary or appropriate for the operation of her office or the school system.

VII. Goals; Evaluations; Board Member Discussions and Board Action.

A. Goals and Objectives. On an annual basis, the School Board shall establish measurable goals for achievement by the Superintendent. These measurable goals shall be assessed, beginning upon the completion of the

second year of employment, and annually thereafter, for purposes of negotiating increases in compensation, if any. The extent of accomplishment of these annual goals shall also be used for the purposes of increases tied to administrative step increases, if any, in future years, pursuant to the provisions in subparagraph VI(A) of this Agreement.

- B. Annual Evaluation. Before the first day in May of each year during the term of this Agreement, the Superintendent shall report to the School Board her progress in meeting goals and performance objectives established as provided under sub-paragraph "A," above, and such matters as she deems relevant to her performance under this Agreement. Between May 1st and June 30th of each year the School Board shall review with the Superintendent her progress in meeting the goals and objectives and the working relationships among the Superintendent, School Board, faculty, staff, and community. Each individual member of the School Board may prepare and present a written or oral evaluation of the Superintendent's performance. Also the annual evaluation of the Superintendent's performance may include a formal evaluation procedure and form as may be mutually agreed upon by the School Board and the Superintendent. If Agreement on the form for the evaluation is not mutually agreed, then it shall be as established by the School Board unilaterally. Any evaluation, whether written or oral, which indicates that the performance of the Superintendent has not been satisfactory overall shall include in writing

the incidents or areas of unsatisfactory performance. The Superintendent shall be entitled to present a written response to any written unsatisfactory evaluations or evaluations which indicate a need for improvement. In the sole discretion of the School Board, the completion of the annual evaluation process may be extended in order to allow for the School District to receive the results of annually administered tests and assessments, and/or annually announced grades and results that are issued by the State or Federal Departments of Education, including FCAT results, determination of AYP and grades for individual schools. A delay in the receipt of such data or other good cause, as determined by the School Board in its sole discretion, may delay the completion of the evaluation process beyond the start of the next fiscal year. If there is such delay, then any bonus or other compensation which the School Board may determine shall be retroactive to the beginning of the fiscal year.

- C. Procedure for Discussion with School Board Members. Each School Board member may meet individually with the Superintendent subject to applicable case law and legislation relating to open government to discuss how the particular board member views the performance of the Superintendent and her progress in light of School Board policy decisions and objectives. Such meetings shall consist of full, frank and honest exchanges, but shall not involve the discussion of any matter that is prohibited by law to be discussed in such private meeting. Without

limitation, the Superintendent will not discuss with any School Board member, individually, any matter related to how another School Board member views any topic, nor shall any School Board member and the Superintendent act as a conduit for any other School Board member during the course of any such discussion. The purposes of these individual meetings may include the individual School Board informing the Superintendent how the individual Board member views the performance of the Superintendent or for the Board member to inform the Superintendent regarding matters of District business.

- D. Referral of Matters to the Superintendent. Board members individually may not take action on behalf of the School District. Therefore, the members of the School Board will promptly refer to the Superintendent for her study and recommendation, criticism, complaints and suggestions called to the attention of individual members of the School Board. Additionally, to the extent reasonably possible, the School Board as a body corporate will refer to the Superintendent for her study and recommendation, criticisms, complaints and suggestions called to the attention of the School Board so that the Superintendent may make her professional recommendations before the School Board takes action with respect to such matters.

VIII. Indemnification.

To the extent allowed by law, the School Board will defend, hold harmless and indemnify the Superintendent against any and all civil demands, claims, suits, actions, and legal proceedings brought against the Superintendent individually or in her capacity as agent or employee of the School Board that may arise while the Superintendent is acting within the scope of her employment and is not acting in bad faith or with malicious purpose or in a manner exhibiting wanton or willful disregard of human rights, safety, or property; and further, criminal litigation shall not be included in this indemnity clause. This clause shall be interpreted and construed in a manner not inconsistent with Florida Statutes governing the indemnification of School Board employees. No School Board member shall be personally liable to the Superintendent for any cost, expense, fee or judgment arising from matters described in this paragraph.

IX. **Applicability of School Board Policy and Florida Law.**

The Superintendent shall be bound by all policies of the School Board and shall faithfully enforce, administer and abide by the same. Additionally, the Superintendent is bound by the Code of Ethics for Public Employees and Officers in Florida and all other laws of Florida that relate to the operation of the School District and the performance of her duties.

X. **Annual Physical Examination.**

Once each year during the term of employment under the Agreement , including any renewal, the School Board shall pay for a complete physical examination of the Superintendent by a primary care physician who is a participant of the School

District's health network. The Superintendent agrees to undergo such an annual physical examination. The results of such examination shall be given to the School Board by the examining physician in the following form:

"In my opinion, based upon a complete physical examination of _____, she is (is not) physically capable of carrying out the duties of Superintendent."

(Signature of Physician)

XI. **Severability.**

If any of the provisions of this Agreement are held invalid it shall not affect the validity or enforceability of any other provision, and the invalid provision shall be deemed severed from the remainder of the Agreement, and the remainder of the Agreement shall be fully enforceable.

XII. **Amendments.**

This Agreement embodies the entire Agreement between the parties and all prior negotiations and understandings, whether written or oral, are deemed to be merged and integrated in this written Agreement . This Agreement may not be amended except by written Agreement dully adopted by the parties in the manner provided by law.

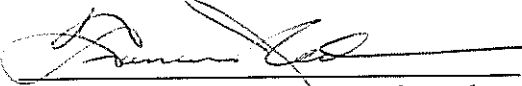
~~ signatures on following page ~~

WHEREUPON, the undersigned parties do hereby enter and accept this Agreement on this the 10th of May, 2011, effective July 1, 2011, which date of July 1, 2011, shall be the commencement date of this employment.

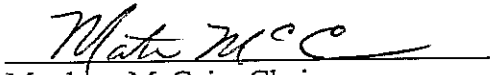
SUPERINTENDENT, SCHOOL DISTRICT
OF INDIAN RIVER COUNTY, FLORIDA

SCHOOL BOARD OF INDIAN RIVER
COUNTY, FLORIDA

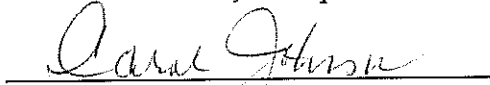
By:


Dr. Frances J. Adams, Superintendent

By:


Matthew McCain, Chairperson

Attest:


Carol Johnson, Vice-Chairperson

**FIRST AMENDMENT TO SUPERINTENDENT'S
EMPLOYMENT AGREEMENT DATED MAY 10, 2011**

Dr. Frances J. Adams and the School Board of Indian River County agree as follows:

1. On May 10, 2011, the parties entered an agreement whereby Dr. Adams will be the Superintendent of Schools for the School District of Indian River County beginning July 1, 2011. The terms of that Agreement remain in full force and effect and are not changed in any manner, and said Agreement is fully restated and binding upon the parties except only to the extent expressly amended hereinafter.

2. At the School Board meeting on May 11, 2011, the School Board approved the Agreement with Dr. Adams as presented subject to a single amendment; that amendment being the language in paragraph 2 of Russell Petersen's letter to Usher L. Brown, School Board Attorney, dated May 5, 2011.

3. The purpose of this Amendment is to include within the Superintendent's Agreement dated May 10, 2011, the provisions stated in paragraph 2 of Mr. Petersen's letter dated May 5, 2011. Accordingly, the following amendment is hereby made to the Superintendent's Agreement:

- a. Section VI(H)(1)a and c, concerning termination for the reason that the Superintendent becomes disabled and concerning disability insurance coverage, is clarified to specify that if the School Board exercises its option to provide disability insurance, then the policy of disability insurance shall consist of Unum "Plan A", which has an elimination period of Choice A of the current Unum Life Insurance Company of

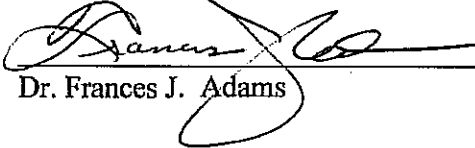
America or such other policy with the same terms as Choice A. Additionally, paragraph "c" shall provide that the determination of whether the Superintendent is disabled and cannot perform the essential requirements of the job shall be in the sole and absolute discretion of a Florida licensed medical doctor based upon a medical determination of disability.

Effective date: July 1, 2011.

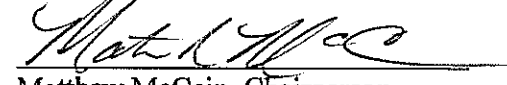
SUPERINTENDENT, SCHOOL DISTRICT
OF INDIAN RIVER COUNTY, FLORIDA

SCHOOL BOARD OF INDIAN RIVER
COUNTY, FLORIDA

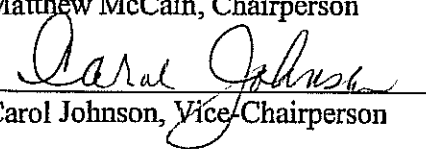
By:


Dr. Frances J. Adams

By:


Matthew McCain, Chairperson

Attest:


Carol Johnson, Vice Chairperson