

GREENWOOD LEFLORE
CONSOLIDATED SCHOOL DISTRICT
Mary Smith Johnson, Superintendent



May 30, 2025

TRANSMITTED VIA FIRST CLASS MAIL AND EMAIL

Dr. Jo Ann Malone, Ed.D.
Associate State Superintendent
Mississippi Department of Education
Office of Accountability
359 North West Street
P.O. Box 771
Jackson, MS 39205-0771

Re: Response to April 17, 2025, Letter Regarding Process Standard 1.2

Dear Dr. Malone:

We write in response to your letter dated April 17, 2025, regarding the alleged violation of Process Standard 1.2 during the Greenwood-Leflore Consolidated School District's (GLCSD) April 3, 2025, special-called board meeting.

First and foremost, we thank your office for the important work of monitoring and ensuring compliance with state accountability standards. We recognize the critical importance of maintaining transparency and fidelity to the policies and procedures that guide the operations of public school districts in Mississippi.

With respect to the concern raised regarding Policy GBCA and the appointment of GLCSD new superintendent without advance notice, we respectfully submit the following:

1. **Applicability of Policy GBCA:** It is our position that Policy GBCA is inapplicable under the specific circumstances. Other board policies govern the appointment of the superintendent.
2. **Extreme Emergency Justification:** Notwithstanding our belief that Policy GBCA does not govern the circumstances, we also believe that—even if it did—the situation qualifies as a case of “extreme emergency” as outlined in the policy itself. The urgent need for executive leadership to guide the district’s operations, restore stability, and implement strategic decisions to benefit students and staff justified expedited action by the Board. Stated more directly, the vacancy in the superintendent’s position at the special call board meeting

Brenda Hodo,
Executive Assistant

Likisha Coleman,
Assistant Superintendent

Zinnia Wince,
Assistant Superintendent

1901 HIGHWAY 82, WEST | GREENWOOD, MISSISSIPPI 38930
PHONE: 662-453-4231 ext. 101 | EMAIL: mjohnson@glcsd.org

GREENWOOD LEFLORE
CONSOLIDATED SCHOOL DISTRICT
Mary Smith Johnson, Superintendent



required immediate action by the Board to ensure continuity of district operations, particularly during a critical period in the academic year, necessitated decisive measures.

3. Corrective Steps: Moving forward, we are implementing additional safeguards to ensure greater clarity and consistency in how Board policies are interpreted and applied, especially in emergency situations regarding the appointment of the superintendent. As it relates to “extreme emergency” appointment of the superintendent, a review of the aforementioned policy and related policies is underway and board training on compliance and best practices will be conducted to consider amendments, if any, and to ensure alignment with all applicable standards.
4. Documentation: We are providing with this response the following documentation:
 - A copy of Policy GBCA
 - The agenda and minutes from the April 3, 2025, board meeting
 - A copy of the contract of the new superintendent (Mary Johnson)
 - A copy of the contract of the former superintendent and new chief of strategic transition (James Johnson Waldington)

In closing, we appreciate the Office of Accreditation’s efforts to ensure compliance with the Mississippi Public School Accountability Standards and remain committed to transparency, due process, and adherence to board policy.

Please accept this letter and attachments as our formal response in accordance with Accreditation Policy 5.2.2. We remain open to any technical assistance your office may offer and are committed to full cooperation in resolving this matter.

Sincerely,

Dr. Kalanya Moore
President, Greenwood-Leflore Consolidated School Board

Derrick T. Simmons
Attorney, Greenwood-Leflore Consolidated School Board

Brenda Hodo,
Executive Assistant

Likisha Coleman,
Assistant Superintendent

Zinnia Wince,
Assistant Superintendent

GREENWOOD LEFLORE
CONSOLIDATED SCHOOL DISTRICT
Mary Smith Johnson, Superintendent



Enclosures:

- GLCSB Policy GBCA
- April 3, 2025, Board Meeting Agenda and Minutes
- Contract of Mary Johnson
- Contract of James Johnson Waldington

Brenda Hodo,
Executive Assistant

Likisha Coleman,
Assistant Superintendent

Zinnia Wince,
Assistant Superintendent

Policy GBCA: Announcement of Vacancies

Status: ADOPTED

Original Adopted Date: 06/04/2019

ANNOUNCEMENT OF VACANCIES

Announcement of vacancies for full time professional and non-professional positions in the Greenwood Leflore Consolidated School District (GLCSD) shall be posted in each school building, in the central office, and must be advertised on the district's website.

Vacancies must be advertised for a minimum of fourteen business days except in cases of extreme emergency as determined by the superintendent. Such advertisements must include the minimum qualifications for the position.

Announcement of vacant professional positions may also be submitted to outside sources such as the Mississippi State Department of Education.

In the event of an emergency need to fill a position, the superintendent may waive advertising procedures set forth. He or she shall be authorized to enter into an administrative contract with personnel until such time as the board shall meet and consider his or her staffing recommendation.

Special Called Board Meeting
Greenwood Leflore Consolidated School District
Policy Site: <https://glcsd.msbapolicy.org/>

April 03, 2025 at 03:00 PM

Agenda

1. Call to Order and Invocation
2. Approval of the agenda (Policy BCBD)
3. Consideration for Executive Session
 - 3.1. Personnel
4. Adjournment

Special Called Board Meeting
Greenwood Leflore Consolidated School District

April 3, 2025 at 3:00 PM

Be it remembered that on this Thursday, April 3, 2025, at 3 p.m., the Regular Board Meeting on the Board of Trustees of the Greenwood Leflore Consolidated School District was held at 1901 Highway 82 West (Educational Service Building), Greenwood, MS 38930. For public viewing, please visit the district's webpage at www.glcsd.org and click on District Live Stream under the District tab. Notices were posted on the doors of the Educational Services Building. A copy is attached to these Minutes.

Board Present

Kalanya Moore
Henry Fant
Alice Hilliard
Jackie Lewis
Magdalene Abraham

Board Absent

Others Present

Brenda Hodo	Kellia Washington	James Johnson-Waldington
Likisha Coleman	Zinnia H. Wince	Mary S. Johnson
Taylor Thompson	Henry Phillips (MDE zoom)	
Dr. Jo Ann Malone (MDE zoom)		

MINUTES

1. Call to Order and Invocation

Board President, Dr. Kalanya Moore called the meeting to order at 3:00 p.m. Dr. Moore asked everyone to pause for a moment of silent meditation.

2. Approval of the agenda (Policy BCBD)

Mr. Fant motioned, Ms. Hilliard seconded to approve the agenda as presented. Voting yea: Mrs. Lewis, Ms. Hilliard, Ms. Abraham, Mr. Fant and Dr. Moore. Voting nay: None. The motion **passed**.

3. Consideration for Executive Session

The board determined that the items for consideration were executive session issues as allowed by law, voted to go into Executive Session, and directed the board president to notify the public attendees at the board meeting that the board would be going into Executive Session for purposes to discuss personal issues.

Mrs. Lewis motioned, Ms. Hilliard seconded to close the meeting at 3:01 pm for Executive Session. Voting yea: Mr. Fant, Ms. Abraham, Ms. Hilliard, Mrs. Lewis, and Dr. Moore. Voting nay: None. The motion **passed**.

Mr. Fant motioned, Ms. Hilliard seconded to enter executive session. Voting yea: Mr. Fant, Ms. Abraham, Dr. Moore, Mrs. Lewis, and Ms. Hilliard. Voting nay: None. The motion **passed**.

Present during Executive Session was Atty. Simmons, Ms. Abraham, Supt. Waldington, Mrs. Lewis, Dr. Moore, Mr. Fant, Ms. Hilliard, Dr. Malone (MDE), and Mr. Phillips (MDE)

3.1 Personnel

Mrs. Lewis motioned, Ms. Abraham seconded to begin a search for Superintendent. Voting yea: Ms. Lewis, and Ms. Abraham. Voting nay: Ms. Hilliard, Mr. Fant, and Dr. Moore. The motion **failed**.

Mr. Fant motioned, Dr. Moore seconded to approve the Position for Chief Strategic Operation-Transition to Mr. James Johnson-Waldington.

EMPLOYMENT CONTRACT OF SUPERINTENDENT

This Agreement made and entered into by the board of trustees of the Greenwood Leflore Consolidated School District ("the Board") and Mary Johnson ("Superintendent").

WHEREAS, on April 3, 2025, the Board voted to appoint and/or employ Mary Johnson, effective immediately, as Superintendent of Schools of the Greenwood Leflore Consolidated School District ("the District"); and

WHEREAS, on April 8, 2025, the Board enter into a formal contract with Mary Johnson as Superintendent of Education for the period from April 3, 2025 through June 30, 2029. Mary Johnson desires to be employed in such capacity; and

WHEREAS, the parties desire to set forth terms under which Mary Johnson will be employed by the District as set forth above.

NOW, THEREFORE, for the mutual considerations expressed herein, it is hereby agreed as follows:

1. **Employment.** The Board does hereby amend the current Superintendent's contract to employ Mary Johnson as Superintendent of the District for the period from April 3, 2025 through June 30, 2029 to perform such duties as are required by law or by Board and to perform such duties in a satisfactory manner and in accordance with the policies, rules and regulations of the State Board of Education and the Board. The Superintendent shall devote such time, skill, labor and attention to his

employment as may be necessary to completely and successfully fulfill his duties and obligations. The Superintendent agrees to such employment by the Board under the terms of this contract.

2. **Compensation.** The salary of the Superintendent shall be \$160,000 per year. Said salary shall be paid in accordance with the rules and regulations of the board governing payment of other professional staff members of the District. The Board reserves the right to adjust the annual salary of the Superintendent during the term of this Contract provided that no salary adjustment will reduce the total salary and benefits payable hereunder unless it is in accordance with a uniform plan of reduction affecting all certified employees of the District. Any such adjustment made during the life of this Contract shall be in the form of an amendment and shall become a part of this Contract. Salary and salary supplement payments shall be subject to withholding and other applicable taxes.
3. **License.** During the term of the Contract, and any extensions thereof, the Superintendent shall maintain a valid and appropriate license as may be required by the Mississippi State Board of Education.
4. **Management Responsibilities.** The Superintendent shall be the Chief Executive Officer of the District. Subject to the Board's approval, the Superintendent shall be responsible for the organization, management and evaluation of the instructional programs and business affairs of the District in the manner which will serve the best interest of the Greenwood Leflore

Consolidated School District, pursuant to policy established by the Board, and shall be vested with all other powers and duties as outlined in Section 37-9-14 of the Mississippi Code of 1972, as amended. The responsibility for the selection, placement, and transfer of all personnel shall be vested in the Superintendent, subject to approval by the Board.

5. **Annual Reports.** Each year, the Superintendent will prepare and submit to the Board for its consideration and action a plan of how the superintendent will accomplish the District's goals during the next twelve months, and an annual report on actual attainment of district goals for the previous year. Such plan shall be based on data evidence of successful attainment of district goals.
6. **Professional Training.** The Superintendent shall attend such Board-approved professional meetings and continuing education courses as may be appropriate to continue Superintendent's professional training and expertise. The Board shall pay for and reimburse the Superintendent for all reasonable expenses associated with such professional meetings and courses; provided, however, the Superintendent shall submit upon request by the Board an evaluation report with regard to the professional meeting or course attended. All out-of-state training shall be approved in advance by the Board.
7. **Professional Organizations.** The Superintendent shall belong to professional, educational organizations such as Mississippi Association of

School Superintendents. Such membership fees shall be paid by the District, the amount of membership fees not to exceed \$_____ annually.

8. **Reimbursement of Expenses.** The Superintendent shall be reimbursed for all reasonable expenses incurred by the Superintendent during board authorized employment-related travel outside the District and for other reasonable expenses incurred in performing his duties within the District upon the Superintendent's submission of receipts and other proper documentation for such expenses to the Board in accordance with Board policy.
9. **Travel Within the District:** The Superintendent will be allowed use of a school district vehicle for travel between schools and/or professional developments. The Superintendent is not allowed to use district vehicles to travel to and from work.
10. **Performance Evaluation and Accountability Requirements.** No less often than annually the Board shall evaluate the performance of the Superintendent and, through the President or the President's designee, shall provide the Superintendent with periodic opportunities to discuss the performance evaluation of the Superintendent and Superintendent/Board relationship. On or before January 31st of each year the Board shall inform the Superintendent of any inadequacies or suggestions for improvement.
11. **Termination.** It is the intention of the parties that the Superintendent be employed and compensated during the full term of the Contract with any

additions or extensions agreed to by the Parties. The Superintendent agrees that, absent emergency health or other extraordinary personal reasons, Superintendent will not terminate the Contract or leave the employment of the District during the term of the Contract. The Superintendent's inability or failure to complete the term of the Contract may be treated as a willful breach of employment contract pursuant to Section 37-9-57 of the Mississippi Code of 1972.

It is expressly acknowledged that the Board's removal of the Superintendent from office shall not relieve it of the obligations to the Superintendent hereunder unless such removal is based upon a finding of gross negligence, malfeasance in office, commission of a crime involving moral turpitude or other good cause as provided for under the provisions of Section 37-9-59 of the Mississippi Code of 1972, as amended. The Board may take such action only after proper notice and hearing as provided below.

Unless the Board votes to extend the term of this Contract on or before January 31 during the last year of the Contract, the Contract shall terminate as of June 30, 2029, with no further rights or obligations on behalf of either party, including the opportunity for a hearing.

At any time during the term of this Contract, the Board hereby reserves the right to terminate this Contract and the employment of the Superintendent for any one or more of the following reasons, as determined in its discretion, which discretion must be reasonably exercised: (1)

incompetence, (2) neglect of duty, (3) immoral conduct, (4) intemperance, (5) brutal treatment of a student, (6) any "other good cause" for which a Mississippi public school district licensed employee could be terminated pursuant to Section 37-9-59 of the Mississippi Code of 1972, as amended, (7) gross negligence, (8) malfeasance in office, (9) commission of a crime involving moral turpitude, (10) failure to achieve, or make substantial progress toward the achievement of, the assessment components of Miss. Code Ann. Section 37-7-301(pp) or the assessment benchmarks established by the Mississippi School Boards Association, or (11) any valid educational reason.

Termination shall be by written notice to the Superintendent, specifying the reason(s) for termination and the nature of the evidence related to those charges, and provided to the Superintendent not less than thirty (30) days prior to the effective date of termination, unless termination occurs within the last thirty days of the term of the contract. In that event, notice should be given as soon as practicable. The Superintendent may appeal the Board's decision to terminate Superintendent by delivering written notice thereof to the President of the Board within five (5) working days of Superintendent's receipt of notice of termination. If the Superintendent fails to deliver a written notice of appeal as set forth above, the termination shall be effective as of the date stated in the Board's initial notice of termination. Upon receipt of a written notice of appeal from the Superintendent, the Board, or its designee, shall notify the Superintendent,

in writing, of the date, time and place that the appeal will be considered by the Board, such notice to be received by the Superintendent not less than ten working (10) days prior to the hearing. In considering the appeal, the Board shall not be bound by common law or statutory rules of evidence or technical or formal rules of procedure, but the hearing may be conducted in such manner as to afford the Superintendent a fair and reasonable opportunity to present evidence pertinent to the issues. The Superintendent shall submit in writing to each Board member, not less than five (5) working days prior to the hearing date, any and all additional information on Superintendent's behalf that Superintendent wishes the Board to consider. In the event the Superintendent fails to attend the appeal hearing, Superintendent's failure to attend shall be deemed as an acceptance of the termination. The Board shall render a written decision to the Superintendent within ten (10) working days of consideration of the appeal.

12. **Vacation.** The Superintendent shall be allowed paid vacation each year equal to the maximum allowed to any employee, either at the time of execution of the contract or during the term thereof.

13. **Holidays.** In addition to the Superintendent's vacation days, the Superintendent shall have all the holidays afforded to District employees in accordance with Board policy.

14. **Personal Business, Sick Leave.** In addition to vacation days and holidays, the Superintendent shall be allowed the maximum number of

personal leave and sick leave days allowed to any employee during the term of this Contract.

15. **Incentive.** The Superintendent shall be entitled to a 3% raise each year contingent having an overall satisfactory composite evaluation AND increasing the district performance classification by at least one letter grade. In the event the Superintendent is successful in moving the District to a B rating as established by the Mississippi Department of Education, the District will pay the Superintendent a one-time monetary incentive in the amount of \$10,000. Future incentives will be at the discretion of the Board.
16. **Indemnification.** To the extent allowed by law, the District shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions, judgments and legal proceedings brought against the Superintendent in Superintendent's official or individual capacity, provided that, in the incident giving rise thereto, the Superintendent was acting within the scope and course of Superintendent' employment with the Board.
17. **Modification.** No modification of or addition to this Contract shall be valid or effective for any purpose unless embodied in an amendment to this Contract agreed to in writing by the parties.
18. **Severability.** If any provision or item of this contract or the application thereof is held invalid or found to be in violation of state or federal law, such invalidity shall not affect other provisions, items or applications of

this contract without the invalid provisions, items or applications, and to this end the provisions of this contract are hereby declared severable.

- 19. **Governing Law.** The performance and interpretation of this Contract shall be governed by the laws of the State of Mississippi.
- 20. **Effective Date.** This Contract shall be effective from and after the last date appearing below.

BOARD OF TRUSTEES OF GREENWOOD LEFLORE
CONSOLIDATED SCHOOL DISTRICT

Date: 4/8/2025

By: 
President

Date: 4/8/25


Ms. Mary Johnson, Superintendent

EMPLOYMENT CONTRACT OF CHIEF OF STRATEGIC TRANSITION

This Agreement made and entered into by the board of trustees of the Greenwood Leflore Consolidated School District ("the Board") and James Johnson-Waldington ("Chief of Strategic Transition").

WHEREAS, on March 4, 2025, the Board accepted the resignation of James Johnson-Waldington as Superintendent of Schools of the Greenwood Leflore Consolidated School District ("the District"), effective June 30, 2025, and

WHEREAS, on April 3, 2025, the Board voted to employ and contract James Johnson-Waldington as Chief of Strategic Transition, effective April 4, 2025, and continuing until June 30, 2025 and James Johnson-Waldington desires to be employed in such capacity; and

WHEREAS, the parties desire to set forth terms under which James Johnson-Waldington will be employed by the District as set forth above.

NOW, THEREFORE, for the mutual considerations expressed herein, it is hereby agreed as follows:

1. **Employment.** The Board does hereby employ James Johnson-Waldington as Chief of Strategic Transition of the District for the period from April 4, 2025 through June 30, 2025 to perform such duties as are required by law or by Board and to perform such duties in a satisfactory manner and in accordance with the policies, rules and regulations of the

State Board of Education and the Board. The the Chief of Strategic Transition shall devote such time, skill, labor and attention to his employment as may be necessary to completely and successfully fulfill his duties and obligations. The Chief of Strategic Transition agrees to such employment by the Board under the terms of this contract.

2. **Compensation.** The compensation or pay of the Chief of Strategic Transition shall be \$1,200 per day. Said salary shall be paid in accordance with the rules and regulations of the board governing payment of other professional staff members of the District. The parties agree that during the term of this Contract that no salary adjustment will be made and all compensation or pay shall be subject to withholding and other applicable taxes.
3. **License.** During the term of the Contract, and any extensions thereof, the Chief of Strategic Transition shall maintain a valid and appropriate license as may be required by the Mississippi State Board of Education.
4. **Management Responsibilities.** The Chief of Strategic Transition shall have no responsibility for the organization, management and/or evaluation of the instructional programs and business affairs of the District in any manner. Further, the Chief of Strategic Transition shall have no responsibility for the selection, placement, and transfer of any personnel in the District.
5. **Weekly Reports.** Weekly, the Chief of Strategic Transition will prepare and submit to both the Acting Superintendent and the Board for its

consideration and action, if necessary, reports consistent with the proper transition and successful continuation of the district. Such reports may include but are not limited to the actual attainment of district goals as outlined and directed by the Board and/or Acting Superintendent. Should the Board fail to specify a weekly topic to be addressed, the subject matter of same shall be left to the discretion of the Chief of Strategic Transition.

6. **Professional Training.** The Chief of Strategic Transition shall attend such Board-approved professional meetings and continuing education courses as may be appropriate to continue professional training and expertise. The Board shall pay for and reimburse the Chief of Strategic Transition for all reasonable expenses associated with such professional meetings and courses; provided, however, the Chief of Strategic Transition shall submit upon request by the Board and/or Acting Superintendent an evaluation report with regard to the professional meeting or course attended. All out-of-state training shall be approved in advance by the Board.
7. **Professional Organizations.** The parties agree that the Chief of Strategic Transition Superintendent shall maintain his membership to existing professional, educational organizations to which he is already a member, and such membership fees shall be paid by the District.
8. **Reimbursement of Expenses.** The Chief of Strategic Transition shall be reimbursed for all reasonable expenses incurred by the Chief of Strategic

Transition during board authorized employment-related travel outside the District and for other reasonable expenses incurred in performing his duties within the District upon the Chief of Strategic Transition's submission of receipts and other proper documentation for such expenses to the Board in accordance with Board policy.

9. **Travel Within the District:** The Chief of Strategic Transition will not be allowed use of a school district vehicle for travel between schools and/or professional developments. The Chief of Strategic Transition is not allowed to use district vehicles to travel to and from work.
10. **Supervision and Use of District Email Only.** Except as provided in Paragraph 5 above, the Chief of Strategic Transition shall not be supervised and/or required to report to the Acting Superintendent and/or his/her designee during the term of this Contract. Further, the duties and responsibilities of the Chief of Strategic Transition are agreed upon by the parties to be remote with permitted use of district email. Except for the use of district email, all assets of the district including, but not limited to, office keys, building keys, use of district vehicles, passwords, etc. shall be returned immediately to the district and are prohibited for use under the terms of this Contract.
11. **Termination.** It is the intention of the parties that the Chief of Strategic Transition be employed and compensated during the full term of the Contract with any additions or extensions agreed to by the Parties. The Chief of Strategic Transition agrees that, absent emergency health or

other extraordinary personal reasons, Chief of Strategic Transition will not terminate the Contract or leave the employment of the District during the term of the Contract. The Chief of Strategic Transition's inability or failure to complete the term of the Contract may be treated as a willful breach of employment contract pursuant to Section 37-9-57 of the Mississippi Code of 1972.

It is expressly acknowledged that the Board's removal of the Chief of Strategic Transition from office shall not relieve it of the obligations to the Chief of Strategic Transition hereunder unless such removal is based upon a finding of gross negligence, malfeasance in office, commission of a crime involving moral turpitude or other good cause as provided for under the provisions of Section 37-9-59 of the Mississippi Code of 1972, as amended. The Board may take such action only after proper notice and hearing as provided below.

Unless the Board votes to extend the term of this Contract on or before June 30 during the last year of the Contract, the Contract shall terminate as of June 30, 2025, with no further rights or obligations on behalf of either party, including the opportunity for a hearing.

At any time during the term of this Contract, the Board hereby reserves the right to terminate this Contract and the employment of the Chief of Strategic Transition for any one or more of the following reasons, as determined in its discretion, which discretion must be reasonably exercised: (1) incompetence, (2) neglect of duty, (3) immoral conduct, (4)

intemperance, (5) brutal treatment of a student, (6) any "other good cause" for which a Mississippi public school district licensed employee could be terminated pursuant to Section 37-9-59 of the Mississippi Code of 1972, as amended, (7) gross negligence, (8) malfeasance in office, (9) commission of a crime involving moral turpitude, (10) failure to achieve, or make substantial progress toward the achievement of, the assessment components of Miss. Code Ann. Section 37-7-301(pp) or the assessment benchmarks established by the Mississippi School Boards Association, or (11) any valid educational reason.

Termination shall be by written notice to the Chief of Strategic Transition, specifying the reason(s) for termination and the nature of the evidence related to those charges, and provided to the Chief of Strategic Transition not less than thirty (30) days prior to the effective date of termination, unless termination occurs within the last thirty days of the term of the contract. In that event, notice should be given as soon as practicable. The Chief of Strategic Transition may appeal the Board's decision to terminate Superintendent by delivering written notice thereof to the President of the Board within five (5) working days of Chief of Strategic Transition's receipt of notice of termination. If the Chief of Strategic Transition fails to deliver a written notice of appeal as set forth above, the termination shall be effective as of the date stated in the Board's initial notice of termination. Upon receipt of a written notice of appeal from the Chief of Strategic Transition, the Board, or its designee, shall notify the Chief of

Strategic Transition, in writing, of the date, time and place that the appeal will be considered by the Board, such notice to be received by the Superintendent not less than ten working (10) days prior to the hearing. In considering the appeal, the Board shall not be bound by common law or statutory rules of evidence or technical or formal rules of procedure, but the hearing may be conducted in such manner as to afford the Chief of Strategic Transition a fair and reasonable opportunity to present evidence pertinent to the issues. The Chief of Strategic Transition shall submit in writing to each Board member, not less than five (5) working days prior to the hearing date, any and all additional information on Chief of Strategic Transition's behalf that Chief of Strategic Transition wishes the Board to consider. In the event the Chief of Strategic Transition fails to attend the appeal hearing, Chief of Strategic Transition's failure to attend shall be deemed as an acceptance of the termination. The Board shall render a written decision to the Chief of Strategic Transition within ten (10) working days of consideration of the appeal.

12. **Vacation.** The Chief of Strategic Transition shall be allowed paid vacation each year equal to the maximum allowed to any employee, either at the time of execution of the contract or during the term thereof.
13. **Holidays.** The Chief of Strategic Transition shall have all the holidays afforded to District employees in accordance with Board policy.
14. **Personal Business, Sick Leave.** In addition to holidays, the Chief of Strategic Transition shall be allowed the maximum number of personal

leave and sick leave days allowed to any employee during the term of this Contract.

15. **Incentive.** The parties agree that there shall be no incentives during the time of the contract or during the term thereof.
16. **Indemnification.** To the extent allowed by law, the District shall defend, hold harmless and indemnify the Chief of Strategic Transition from any and all demands, claims, suits, actions, judgments and legal proceedings brought against the Chief of Strategic Transition in Chief of Strategic Transition's official or individual capacity, provided that, in the incident giving rise thereto, the Chief of Strategic Transition was acting within the scope and course of Chief of Strategic Transition's employment with the Board.
17. **Modification.** No modification of or addition to this Contract shall be valid or effective for any purpose unless embodied in an amendment to this Contract agreed to in writing by the parties.
18. **Severability.** If any provision or item of this contract or the application thereof is held invalid or found to be in violation of state or federal law, such invalidity shall not affect other provisions, items or applications of this contract without the invalid provisions, items or applications, and to this end the provisions of this contract are hereby declared severable.
19. **Governing Law.** The performance and interpretation of this Contract shall be governed by the laws of the State of Mississippi.

20. **Effective Date.** This Contract shall be effective from and after the last date appearing below.

BOARD OF TRUSTEES OF GREENWOOD LEFLORE
CONSOLIDATED SCHOOL DISTRICT

Date: 4/3/2025

By: K Moore
Dr. Kalanya Moore, President
Greenwood Leflore Consolidated School District

Date: 4/3/25

James Johnson-Waldington
Mr. James Johnson-Waldington, Chief of
Strategic Transition