OKTIBBEHA COUNTY oter's Guide

A GUIDE TO THE NOVEMBER 7 GENERAL ELECTION

This version of the Voter's Guide has been updated to reflect only general election candidates.

eading up to this year's county elections, The Dispatch sent questionnaires to all candidates in contested races. Candidates were asked to provide basic information such as age, political experience and contact information. They were also asked to answer between 1-3 questions, limiting their responses to 150 words.

The answers provided to us are printed in this guide. We only edited

the answers for length; we didn't make any grammatical corrections.

Questionnaires were sent to all candidates, and our staff followed up with multiple phone calls and emails in an effort to get responses from every candidate.



Precinct Polling Places

Oktibbeha County Storm Shelter, 985 Lynn Lane, Starkville **North Longview**

Longview Fire Station, 11059 Highway 12 W., Starkville

South Adaton Adaton Baptist Church, 2872 Highway 82 W.,, Starkville

Double Spring

Double Spring Baptist Church, 10284 Sturgis Maben Road, Maben

East Oktibbeha Fire Station, 15052 Old Highway 82 E., Starkville

North Starkville II

Mt. Pelier Church, 814 N. Jackson St., Starkville

16th Section Baptist Life Center, 5436 Old West Point Road, Starkville **Bell School House**

Bell School House Fire Station, 7407 Highway 389, Starkville

Adaton Fire Station, 16 W. Reed Road, Starkville

East Starkville St. Joseph Catholic Church, 607 University Dr., Starkville

Maben

Maben City Hall, 711 Second Ave., Maben

North Starkville III

Trinity Presbyterian Church, 607 Hospital Road, Starkville

Starkville Sportsplex, 405 Lynn Lane, Starkville

South Longview

Longview Fire Station, 11059 Highway 12 W., Starkville

Craig Springs

Craig Springs Fire Station, 7040 Craig Springs Road, Sturgis

Sturgis Sturgis Fire Station, 137 Montgomery St., Sturgis

Central Starkville Circuit Court Annex, 108 W. Main St., Starkville

Needmore

RecPlex, 8 Buckner Lane, Starkville

Oktoc Oktoc Fire Station, 2024 Oktoc Road, Starkville

Sessums Blackjack M.B. Church, 4907 Blackjack Road, Starkville

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THE STARKVILLE DISPATCH

Sheriff



1. What do you see as the primary crime problem in the county and how would you address it?

2. How effective have the sheriff's office's efforts to retain and recruit officers and jailers been, and what more can be done?

3. The winner of this race will replace three-term sheriff Steve Gladney. What do you plan to continue from his administration? How would you differentiate yourself from your predecessor?

Term: 4 years, Annual salary: \$100,000

Democrat John Rice

Age: 50
Education: Liberal Arts - East
Mississippi CC, B.S. in Science Eastern Michigan University
Political party: Democrat
Political experience:
Candidate for Sheriff in 2019
Residence: Starkville
Family: NA
Email: ricej32@gmail.com

Phone: (662) 312-2187



Primary crime issues are individuals settling issues with weapons, juvenile crimes. Solving these issues will take alot of change, change in the gun culture, change in culture with the help of the community, leaders, groups like (Violent Interrupters), and education.

Did not answer.

Uniting Community where the Sheriffs Office takes the lead creating a relationship with community leaders with monthly meetings.

Republican

Shank Phelps
Age: 51
Education: Starkville High
Graduate, 1990, Graduate of the
Mississippi Law Enforcement
Training Academy, 1993
Political party: Republican
Political experience: Constable
District 1, Oktibbeha County,
2012-Present
Residence: Maben

Family: Married, two children, one grandchild and one on the way

Email: shankphelps@gmail.com

Phone: (662) 418-6444



I believe that the primary crime problem in Oktibbeha County is a combination of juvenile crime and drugrelated offenses. Juvenile crime is a big concern to me because it is affecting the future of the young individuals involved. I would like work closely with our youth court system to hold the juvenile offenders accountable for their actions, and letting them know there are consequences for their actions, while also providing them with support and resources they need to get their lives turned around. Additionally, drugrelated offenses contribute to the rise of criminal activity and pose a threat to public safety. I think that expanding our narcotics team is a crucial step towards resolving these issues in our county. By increasing the resources and manpower of our narcotics unit, we can enhance their ability to investigate, apprehend, and disrupt drug trafficking activities, ultimately making our community safer.

Despite the challenging circumstances faced by many departments in maintaining full staffing levels, our sheriff has done an excellent job in retaining and recruiting all personnel. I would like to expand our department and believe that expanding our narcotics and investigation units would be a valuable step forward. By doing this, I aim to create more job opportunities within our department. Our department would offer comprehensive training programs to ensure that our deputies and personnel are well-prepared to handle the challenges of these units. I also feel like having competitive pay will play a crucial role in attracting, retaining, motivating, and rewarding our personnel within the department. I strongly feel that these factors will help protect the citizens of this county and help our department to grow even more.

During my time working under Sheriff Gladney from 2012-2015, I learned a great deal about effective community policing and building strong relationships with residents. Our county has changed a lot over the past 12 years and I think that Sheriff Gladney has done a great job at keeping our department up to date. I hope to keep promoting teamwork and making sure everyone feels included in our department. I plan on using lessons I have learned from Sheriff Gladney to keep the good changes going while also adapting to what our community needs as it changes. Our county is growing every day and my goal is to keep Oktibbeha County a safe place to raise a family.

Tax Assessor



1. What are your plans to modernize/digitize record keeping in the tax assessor's office?

2. What are the other challenges facing that office, and how would you address them?

3. What experience/ qualifications make you the best candidate?

Term: 4 years, Annual salary: \$74,925 (baseline)

Democrat

JoHelen Walker Age: 50

Education: Starkville High, I've studied at EMCC (East Mississippi Community College), MUW (Mississippi University for Women), certified under Mississippi Office of the State Political party: Democrat Political experience: Member of the National Democratic Party for women. Rally to vote. Residence: Starkville Family: Two children, four grandchildren Email: johelenjoeywalker@

gmai.com **Phone:** (662) 418-9244



The current program that is used to my knowledge is working to the best of it's ability, and with Oktibbeha County growing in leaps and bounds, I plan to keep website updated about exemptions, laws passed by legislation, maps and the land roll.

In the current position I am in: We face long lines! There are times we can not avoid that! Every situation is different and it takes time depending on the matter(s) at hand. However, when you are in front of the deputy, you will have their undivided attention.

I have 24 years of experience being a deputy clerk with a few years of banking. For me, it's not about just collecting money for tags and taxes. I try to understand the questions, situations and problems from "PEOPLE"! I answer questions from "CITIZENS" all across the world trying to get established in general, from understanding documents needed for services requested, who makes the decisions on how taxes and fees are caculated and where your money is going!

Republican

John Montgomery

Age: 45
Education: Graduate from
MSU in the fall of 1999 in Risk
Management/ Insurance/ and
Financial Management
Political party: Republican
Political experience: Served
as Oktibbeha County Supervisor
from 2012 to current. Finishing
my 3rd term.
Residence: Oktibbeha County

Family: Email: johnemontgomery1977@

Email: johnemontgomery1977@ gmail.com

gmail.com **Phone:** (672) 312-0131



It's important to keep a hard copy of all the land deeds and tax records while having a safe backup digital copy off-site to protect the landowners of Oktibbeha County as well as the Tax Assessor's Office in Oktibbeha County. A digital system does currently create and hold this data off site in digital form, and it is also stored and backed up daily. If given the opportunity to serve as your Tax Assessor and Collector, I will certainly explore new technology that will continue to modernize and digitize our tax records. I also want to continue to ensure that the taxpayers of Oktibbeha County have the option to pay their taxes online, in person, or mail them in.

Currently, the Tax Office and the Board of Supervisors are constantly communicating effectively to update and improve the Tax Office for our citizens, and I believe it is vital to keep the line of communication open. Oktibbeha County has experienced and continues to experience growth, and I am very proud of that, and we have to make sure that the Tax Office can keep up with that growth by being efficient, effective, and knowledgeable. I want to ensure that the Tax Office is prepared to handle growth through periodic training to ensure our staff is up to date and knowledgeable to help the tax paying citizens of Oktibbeha County.

I have a degree in Risk Management, Insurance, and Financial Management from Mississippi State University. I graduated with honors in the fall of 1999. I have always been a servant at heart, and after graduating, I wanted to give back to my community so I joined the Starkville Fire Department. That role helped me grow as a leader and taught me the importance of making tough and responsible decisions. I retired from that role as a Lieutenant. I also founded a small business, Montgomery Lawn Maintenance. I was elected District 1 Supervisor in 2011, and I am currently finishing out my third term thanks to the voters of Oktibbeha County. I am currently the Board of Supervisors Vice-President, and I served as Board President in 2020.

Circuit Court Clerk

Term: 4 years, Annual salary: \$99,000

Tony Rook (Independent) - Unopposed incumbent

Chancery Court Clerk

Term: 4 years, Annual salary: \$99,000

Sharon Livingston (Republican) - Unopposed incumbent

County Prosecutor

Coroner

Term: 4 years, Annual salary: \$42,500

Term: 4 years, Annual salary: Up to \$56,500

Michael Hunt (Democrat) - Unopposed incumbent

District 1 Supervisor



1. Currently, the board of supervisors divides money for road projects near-evenly among the five district, rather than operating a countywide program for paving priorities. Which method do you favor and why?

2. How can the county work more effectively with the City of Starkville?

Term: 4 years, Annual salary: \$47,000

vork
City
Solution

Democrat

Erik Young Age: 39

Education: Starkville High School graduate 2003 Political party: Democrat Political experience: None Residence: Starkville Family: Married, four children Email: elyoung84@gmail.com Phone: (662) 418-6032



I would like to see the money dispensed countywide. Many areas are being omitted that needs repairs and upgrades. With everyone paying their taxes, we do not want them being or feeling left out. We would like them to feel included and to have access to the same services as other areas in the county while getting the upgrades needed.

The county can work more effectively with the city by cross training. Meaning that the city allows the county see what projects that the city considers a priority and the county allows the city to see what projects the county considers a priority. This collaboration will work for the common good of the people by allowing both teams to find common ground to move projects forward. The city and the county can then work to build a plan where the needs of the people are a priority while the needs of the city and county are being met.

Although I think the county is doing a fantastic job, there is always room for improvement. One needed improvement I see is the trash cans. Our residents are paying for the trash cans. They should not have to call to have destroyed or damaged trash cans replaced. The trash cans should be replaced once they reach a certain number of years of usage. In addition, I see low hanging limbs and debris on the county roads that can be deemed as a hazard. There is also a need to ensure that our county and city employees feel valued and appreciated within their positions. .

Republican

Ben Carver Age: 42 Education: Starkville High School c/o 1999 East MS Community College c/o 2001Delta State University c/o 2004 (Bachelor of Business Administration)Mississippi State University 2008 (Masters of Public Policy and Administration) Political party: Republican Political experience: I am currently serving my fourth term (14 years) as Ward 1 Alderman for the City of Starkville. Residence: Starkville

Family: Married, two children Email: b.carver@cityofstarkville. org Phone: (662) 769-7017



Since 1989, each county (without exemption) operates under the countywide (unit) system. Oktibbeha County is one of the 44 counties that operate under the unit system. Regardless of how I feel about it, we will continue to operate under the parameters of the law. The greatest asset I bring to the office is the ability to inspect and assess county road conditions, and coordinate with the Road Manager. My 14 years of experience as an Alderman will be extremely valuable in the capacity to pave as many road miles as possible each year. I've voted on ensuring that all of the most needed roads are paved in town, and I look forward to seeing substantial progress in the near future for the County as well. Maben-Sturgis Road will be getting paved around time of this printing, and that project will serve as an example of future road projects.

The most important way to facilitate communication between the City and the County is to host quarterly or annual meetings. This allows all newly-elected and incumbent officials to meet people on the "other side of the table." Whether you live in town or the county, we are all residents of Oktibbeha County. Having said that, if elected, my immediate responsibility becomes the integrity of the County roads and the immediate maintenance of District 1 roads and bridges.

As previously stated, Oktibbeha County must further improve road and bridge conditions countywide. Also, if elected, there will be significant job creation in the near future. Oktibbeha County Residents routinely drive to other counties to work. And while that is admirable, we need more local manufacturing jobs. Oktibbeha County residents deserve more diversity of employment options. I believe with the addition of the SDI aluminum plant, you WILL see an exploration of new industry opportunities in the near future. The next decade will be an exciting time to live in Oktibbeha County.

District 2 Supervisor

Term: 4 years, Annual salary: \$47,000

Orlando Trainer (Democrat) - *Unopposed incumbent*

District 3 Supervisor

Term: 4 years, Annual salary: \$47,000

Marvell Howard (Democrat) - Unopposed incumbent

Term: 4 years, Annual salary: \$47,000

District 5 Supervisor (continued) Democrat

Joe Williams (I)

Age: 71
Education: College Graduate
Political party: Democrat
Political experience: 12 Years
as District 5 Supervisor, previously
served on the Oktibbeha County
Economic Development
Authority Board for over 20
Years. Presently serving on
the Golden Triangle Waste
Management Board.
Residence: Starkville
Family: Married

Family: Married
Email: jwilliams@gtpdd.com or wjoe36700@gmail.com
Phone: (662) 312-3558



I recommend that the board continue to maintain the present method of paving roads. The present method gives each citizen an opportunity to be equally represented by the work of the supervisor that they elected. The citizens is now able to hold their supervisor accountable, and not the whole board based on a 3-2 majority vote. The present method also gives each supervisor an opportunity to develop and complete a 4-year road plan which is required by state law.

The board of supervisors Is presently working effectively with the city when assistance is requested. The board has always agreed to assist the city with projects within the city limits. The board presently has an agreement to assist with the improvement of Spring Street crossing of Hwy 12, and onto Blackjack Road. Additionally, the board just shared in the cost of paving Hospital Road. The board has provided funds and entered into many interlocal agreements with the city. The above are just the most recent ones.

The county faces challenges of having enough funds to pave State Aid Roads. Too many county dollars are presently used to pave State Aid Roads. As a supervisor, I will continue to request that the state provide more funds for paving State Aid Roads, thereby maintaining county dollars to pave county roads.

The county faces a challenge with not having public wastewater sewage in the county. As a supervisor, I will continue to search for federal and state dollars to provide public sewage for county residents.

The county faces challenges of having jobs that are appealing to young adults while starting a family. As a supervisor, I will consult with economic development agencies that could suggest solutions to address this challenge.

The county faces challenges in helping senior citizens during cold and hot weather and providing a healthy meal to seniors who need it.

Republican

Les Lindley Age: Education: Political party: Republican Political experience: Residence:

Residence: Family: Email: Phone:



Did not submit answers to the questionnaire by the deadline.

Justice Court Judge District 1

Term: 4 years, Annual salary: \$47,000

Tony Boykin (Democrat) - Unopposed incumbent

Justice Court Judge District 2

Term: 4 years, Annual salary: \$47,000

Justice Court Judge District 3



1. What makes you the best candidate for Justice Court Judge?

2. No legal degree is needed for this position. How will you ensure knowledge of the law when hearing cases?

3. What do you consider to be the biggest challenge in the Justice Court system?

Term: 4 years, Annual salary: \$47,000

Democrat

Marty Haug (I) Age: 46 Education: Graduat

Education: Graduate of Starkville High School, Bachelor's Degree from Mississippi State University, Juris Doctorate from Florida Coastal School of Law Political party: Democrat Political experience: Two prior terms as Justice Court Judge Residence: Starkville Family: Married, two children Email: marty@martyhauglaw.com

Phone: (662) 617-9489



I am the only candidate that is a lawyer. I have been practicing law for 20 years and have trial experience in every trial court in two states. Further, I have experience presiding as a Judge in both Sturgis Municipal Court for 5 years and in Oktibbeha County Justice Court for 8 years. I am from Oktibbeha County, and I am raising my children in Oktibbeha County, and I want to do everything I can to make it a safe environment for all of our children to thrive.

It is an amazing oversight by the Legislature that no legal degree is required to be Justice Court Judge. Many courts suffer from having elected Judges that have no legal training or experience. The main reason I ran for Justice Court Judge in the first place was to bring the law to a previously hit and miss court. The law is what makes a Court run fairly and consistently. Without knowledge of the law through actual legal training and experience, it is unlikely that Justice can be administered fairly and consistently. My legal training and experience contributes to Oktibbeha County Justice Court now being one of the best in the

Our Courts' biggest challenge is maintaining credibility in the minds of those who come to Court. Throughout the years, credibility in Justice Court has greatly diminished, and along with that comes lack of faith by the citizens of the County that their case will be heard fairly. Every day, I strive to use my knowledge of the law and integrity to ensure that everyone who comes before me in Court is treated fairly and honestly. If citizens believe they cannot have their issues heard fairly by a knowledgeable Judge, they then take matters into their own hands which has a heavy cost on our community.

Republican

Brian Michael Linder Age: Education:

Education:
Political party: Republican
Political experience:
Residence:
Family:
Email:
Phone:



Did not submit answers to the questionnaire by the deadline.

Constable District 1

Term: 4 years, Annual salary: \$4,500 + \$55/per paper served



1. What makes you the best candidate?

Democrat

William Ford
Age: 55
Education: High School
Diploma
Political party: Democra

Phone: (662) 425-1402

Political party: Democrat
Political experience: None
Residence: Maben
Family: Married, three children
Email: william@sheriff.
oktibbeha.ms.us



I have over 25 years of Law Enforcement Experience. I've been a Shift Supervisor for the past 20 years. whether it was working in the jail as a Jailer or on the road as a Deputy. I have years of experience with serving papers, which is primarily a Constable's job. I am very dedicated to my job as a Deputy, I would be the exact same way if I'm elected as District 1 Constable for Oktibbeha County.

Republican

Kenneth Watkins Age: 38

Education: Bachelors Degree (Mississippi State University)
Political party: Republican
Political experience: None
Residence: Starkville
Family: Married, two children
Email: kennywatkins@yahoo.
com
Phone: (662) 212,0520

Phone: (662) 312-9530



As a life long resident of Oktibbeha County I look forward to representing District 1 as it's next Constable. I am a Starkville High School graduate (2003). I obtained my Bachelors from Mississippi State University. I have gained very valuable experience working with Starkville Police Department since 2009. I am currently a Patrol Lieutenant. Past experience includes: Patrol Officer, Patrol Sergeant, Narcotics Sergeant (Starkville PD and Metro Narcotics Task Force). With over 14 years of experience and training I feel that I have the tools to bring true professionalism to this position.

Constable District 2

Term: 4 years, Annual salary: \$4,500 + \$55/per paper served

Curtis Randle (Democrat) - Unopposed incumbent

Constable District 3



1. What makes you the best candidate?

Ronald Hannah

Democrat

Age: 61 Education: 2011 Graduate of MGCCC (Logistics Technology), 2010 Graduate from the South Mississippi Law Enforcement Training Academy, FEMA Certified, University of Southern Mississippi at Camp Shelby (Courtroom Testimony & Report Writing for Law Enforcement), Advanced Law Enforcement Rapid Response Training (Active Shooter Training) Political party: Democrat Political experience: None Residence: Sturgis Family: Married, four children,



I have 14 years of Law Enforcement experience trained to uphold the laws of Mississippi.

Experience from three different agencies right here in the great state of Mississippi.

*Mass Boint RD.

- *Moss Point PD
- *Pascagoula PD
- *Starkville PD Christian believer with a heart for the people.
- 40 year retired ship builder (Management)
- If given given the opportunity "District 3" I promise to serve, protect and respect the community with compassion, as all law enforcement should.

Term: 4 years, Annual salary: \$4,500 + \$55/per paper served

I am Ronald Hannah candidate for Oktibbeha County District 3 Constable, and I approve this message.

Republican

six grandchildren

James Lindsey Age: 78

Phone: (228) 366-0479

Age. 76
Education:
Political party: Republican
Political experience: Worked as
Deputy Sheriff and Constable for
over 40 years.
Residence: Sturgis
Family:
Email:
Phone:

Email: ronhannah61@gmail.com



I feel I am well qualified in Law Enforcement with over 200 schools and classroom training. I have a great desire in Law Enforcement, love my job and helping people in need that we may live together in peace as a civilized society. Everyone will be treated with respect and honesty for everyone. I think God put me in this job for a reason. That's why I am still here. I would appreciate your vote. Will you add member of Friendship Baptist Church? Thank you for this opportunity.

District Attorney



1. How do you view the balance between punishment and diversion in the criminal justice system, and what do you believe is the district attorney's role in striking that balance?

2. What efforts can the district attorney's office make or support over the next four years toward reducing recidivism?

3. How important of a role should victims' advocacy play in the district attorney's office, and in what ways would you promote that over the next four years?

Term: 4 years, Annual salary: \$134,400

Democrat

Scott Colom (I) Age: 40

Age: 40
Education: Juris Doctorate
Political party: Democrat
Political experience: 2 terms as
elected District Attorney
Residence: Columbus
Family: Colom
Email: scolom@msda16.org
Phone: (662) 329-5911



I think the difference between punishment and diversion depends on the nature of the crime, the recommendations of the victim, the criminal history of the person, and the best options for rehabilitation. In my eight years as DA, I've prioritized prison for violent crime because violence destroys families and communities. My office has a 95% conviction rate for indictments and over 85% for jury trials. I've personally led the prosecution of 26 violent criminals and gotten guilty verdicts in 24 of them with 1 hung. When it comes to non-violent crime, first offenders, I prioritize rehabilitation. For people suffering from substance abuse, I'll typically offer pretrial diversion services that try to connect them with rehabilitation services or job placement or educational services. For people suffering from advanced drug or substance abuse issues, I'll work with the Drug Court to determine if they have services that could be helpful.

The first problem with recidivism in Mississippi is our prison system does not have the resources to provide enough opportunity for rehabilitation. Too often what I hear from inmates is that they had to do everything in their power just to survive. Until MDOC is properly funded, the best way to reduce recidivism is to focus on young people. Over the next four years I plan to work with the Youth Court to identify juveniles on the wrong track and partner with those courts to find resources and grants to help them provide services and mentorship. I also plan to work with the schools in my district to help identify troubled youth and determine what assistance can be provided to get them the guidance they need to reach their potential. This will take the involvement of community partners like churches, non-profits, and other community organizations.

The role of victims' advocacy in the district attorney's office is of paramount importance. Victims of crimes often experience significant trauma and emotional distress, and it is crucial for the justice system to prioritize their rights, needs, and support throughout the legal process. Here's how I have promoted victims over the previous four years. My office was the first in the state to offer grievance counseling for survivors of gun violence to help these survivors work with each other to learn how to live with the loss of a loved one. We were also the first DA's office in the State to offer tree planting ceremonies for victims of violence to symbolically help them deal with the long, arduous grieving process. Finally, my office has also prioritized restitution for victims of property crime to help them recover the financial loss someone's crime caused

Republican

Jase Dalrymple

Age: 31
Education: Mississippi State
(2014), University of Mississippi
school of Law (2016)
Political party: Republican
Political experience: None
Residence: Starkville
Family: Married
Email: Jase@recsi.net
Phone: (662) 327-1088



A balance between punishment and diversion simply doesn't exist. Cases must be assessed and prosecuted on a case by case basis. Drug abuse cases and cases involving first time offenders of non-violent crime qualify for some form of "diversion." All others must be sentenced accordingly based upon the severity of their crime, their likelihood to re-offend and what type of threat they pose to society (usually evidenced by their criminal history). There is a fine line between placing the interests of a felon before the interests of your community.

It is not the district attorney's role to ensure that individuals don't re-offend. All I can do is give a qualifying individual a second chance (completing a court program so they will not be a convicted felon), which puts them in the best possible position moving forward. I would like to be more actively involved in the community, particularly in our schools and youth courts, so we might curb some of this crime on the front end. More of our kids need to know who the district attorney is, what he does, and the reality of punishment awaiting them if they break the law. Not to scare them, but to educate them on reality before they make a decision which could ruin their lives.

I believe victims advocacy is vital in the criminal justice process. I believe that prosecutors owe a duty to the victims of crime to make them as whole as they could possibly be given the circumstance. Sometimes this involves affecting retribution in the form of a lengthy, or permanent, jail sentence. Other times this involves making them financially whole. My office will provide and type of special assistance needed, including assistance with applications to state and federal grants for victims. My primary focus will be putting criminals who create victims in a position where they fear the repurcussions so much that they never do it again, and in some cases, they won't be able to.

State Representative District 37

Term: 4 years, Annual salary: \$23,500

Andy Boyd (Republican) - Unopposed incumbent

State Representative District 38

Term: 4 years, Annual salary: \$23,500

Cheikh Taylor (Democrat) - Unopposed incumbent

State Representative District 43

Term: 4 years, Annual salary: \$23,500

Rob Roberson (Republican) - Unopposed incumbent

State Senator District 16

Term: 4 years, Annual salary: Term: 4 years, Annual salary: \$23,500