

SUPERINTENDENT'S CONTRACT

This agreement, made and entered into this 15th day of January, 2007 between Michael Redman, a legally qualified public school teacher, of the first part, and the Board of Education of the Advance R-IV School District, County of Stoddard, state of Missouri, of the second part.

Witnesseth, that the said Michael Redman agrees to perform all duties incumbent upon him/her as superintendent and administrator of public schools within and for said school district for a term of one year commencing on the 1st day of July, 2007 which services, properly rendered and reports correctly made, according to law, said Board of Education agrees to issue warrants in favor of the party of the first part upon the treasurer of said school district in accordance with the following terms.

- A. The annual salary for the year beginning July 1, 2007 shall be \$77000.00 and shall be paid semi-monthly in 24 equal installments in accordance with Board policy.
- B. The termination date of the existing contract may at the end of any contract year be extended if agreeable to both parties, but at no time shall the remainder of the contract together with any extension exceed three years.
- C. Should the superintendent be unable to perform any or all of his duties by reason of illness, accident or other cause beyond his control and said disability exists for a period of more than XXXXXXXXXXXXXXX during any school year, the Board of Education may in its discretion make a proportionate deduction from the salary stipulated, and if such disability continues for more than XXXXXXX or if said disability is permanent, irreparable or of such nature as to make the performance of his duties impossible, the Board of Education may, at its option, terminate this agreement, whereupon the respective duties, rights and obligations hereof shall terminate.
- D. The Board of Education shall devote a portion or all of one meeting, at least annually to a discussion with the Superintendent of an evaluation of his performance.
- E. The superintendent shall receive 10 days vacation annually exclusive of legal holidays and shall be entitled to 9 days leave annually. Vacation shall be taken during the contract year in which it is earned and shall not be cumulative. Earned leave days shall be cumulative to a maximum of 60 days or as provided by Board policy for teachers.
- F. The Board of Education at the request of the Superintendent and when in accordance with state statutes shall withhold and transfer an amount of salary annually or semi-annually of _____ said amount to be determined by the superintendent, permitting the superintendent of schools to participate, if he so desires, in a tax-deferred annuity program of his choosing.
- G. Except as provided herein, the Superintendent shall be entitled to any or all fringe

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benefits provided by Board policy for teachers.

H. The superintendent shall attend appropriate professional meetings at the local, state, and national level, the expenses of said attendance to be incurred by the district.

Done by order of the Board of Education this 15th day of January, 2007.

Superintendent



President, Board of Education



Attest:



Secretary, Board of Education