

CONTRACT – SUPERINTENDENT**APPLETON CITY R-2 SCHOOL DISTRICT****408 West 4th Street
Appleton City, MO 64724**

It is hereby agreed by and between the Appleton City Board of Education of the Appleton City R-2 School District located in St. Clair County in the state of Missouri (hereinafter called the Board) and Steven L. Beckett (hereinafter called the Superintendent) that the said board in accordance with its action as found in the minutes of the meeting held on the 9th day of March, 2007, has and does hereby employ the said Steven L. Beckett as Superintendent of Schools for a one (1) year period commencing July 1, 2007. Both parties agree that said employee shall perform the duties of Superintendent of Schools in and for the public schools in said district as prescribed by the laws of the State of Missouri, and by the rules and regulations made there under by the Board of Education of said District.

WITNESSETH

That in consideration of a salary of Seventy four thousand five hundred dollars, (\$74,500), plus employee and family insurance benefits as directed by the Board, to be paid said Superintendent who agrees to perform faithfully the duties of Superintendent of Schools and to serve as Executive Officer of the Board of Education. The annual salary shall be paid in equal installments in accordance with policy of the Board governing payment of other professional staff member in the District.

That the Board of Education hereby retains the right to adjust the annual salary of the Superintendent during the term of this contract said salary adjustment not to reduce the annual salary below the figures state above. Any adjustment in salary made during the life of this contract shall be in the form of an amendment and shall become a part of this contract. It is provided, however, that by so doing it shall not be considered that the Board of Education has entered into a new contract with the Superintendent or that the termination date of the existing contract has been extended. However, the Board may by specific action extend the termination date of the existing contract, if such extension is permitted by state law.

That throughout the term of this contract the Superintendent shall be subject to discharge for good and just causes provided, however, that the Board does not arbitrarily or capriciously call for his dismissal and that the Superintendent shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Superintendent chooses to be accompanied by legal counsel at the hearing, said the Superintendent would incur legal expenses.

That it is agreed that the Superintendent will furnish throughout the life of this contract a valid and appropriate certificate to act as Superintendent of Schools in the State of Missouri as directed by the Board of Education and that the Superintendent hereby agrees to devote his time, skill, labor and attention to said employment during the term of this contract, provided, however, that the Superintendent, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations.

That the Superintendent will have the responsibility to organize, reorganize and arrange the administrative and the supervisory staff which in his judgment best serves the Appleton City R-2 Schools with the approval of the Board of Education, that the administration of instruction and business affairs will be lodged with the Superintendent and administered by him with the assistance of his staff, that the responsibility for selection, placement, and transfer of personnel shall be vested in the Superintendent and his staff, and that the Board of Education individually and collectively, will refer promptly all criticisms complaints, and suggestions called to its attention to the Superintendent

for study and recommendation.

That should the Superintendent be unable to perform any of 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 fifty days during any school year, the school district may at its discretion make a proportionate deduction from the salary stipulated, and if such disability continues for more than fifty days or if said disability is permanent, irreparable, or of such nature as to make the performance of his duties impossible, the school district may at its option, terminate this agreement, whereupon the duties, and obligations hereof shall terminate.

That the Superintendent shall receive two weeks vacation during the first year of service, exclusive of legal holidays. Vacation shall not be cumulative. Superintendent shall be entitled to twelve days business/sick leave/personal leave annually and shall be cumulative to the amount as provided by the Board policy.

That the Board of Education shall provide reimbursement for travel expenses according to board policy and other relative required expenses as required in the performance of his duties as Superintendent and state dues as specified in Board Policy.

That the Board of Education shall devote a portion or all of one meeting, at least annually, to a discussion of the working relationship between the Superintendent and the Board.

That the Board of Education requires the Superintendent will reside within the district boundaries of said district during the term of employment.

That the Superintendent shall fulfill all aspects of this contract, any exception thereto being by mutual consent of the Board and Superintendent. Failure to fulfill the obligations agreed to in this contract would be viewed as a violation of the administrator's Code of Ethics and will be reported to the appropriate State Association of School Administration and State Education authorities.

This contract null and void if not returned by July 1, 2007.

Salary Breakdown:

\$68,500 Superintendent
\$ 6,000 Director of Transportation
\$74,500

Benefits Summary:

Employee & Family Health Insurance Coverage
Employee Life Insurance Coverage
Monthly Travel Expenses
State Association Dues (No National Dues)

St. Berlet

Superintendent

3-22-07

Date

2007-2008Contract Amendment #1

Health Insurance Rates to be paid to Superintendent as additional compensation

Spouse - \$354.05/month --\$4,248.60 annually

Family/Children: \$265.52/month --\$3,186.24 annually

Total: \$619.57/month --\$7,434.84 annually

Contract Amendment #2

Health Insurance Rates to be paid to Superintendent as additional compensation

Spouse - NONE

Family/Children: \$285.78/month --\$3,429.36 annually

Total: \$3,429.36 annually

2008-2009**Original 2008-2009 Contract**Superintendent Salary Breakdown

\$ 71,500 Superintendent

6,000 Director of Transportation

\$ 77,500 TOTAL

Contract Amendment #1

Health Insurance Rates to be paid to Superintendent as additional compensation

Spouse - NONE

Family/Children: \$290.83/month --\$3,489.96 annually

Total: \$3,489.96 annually