

SUPERINTENDENT'S CONTRACT

This contract is entered this **15th day of January, 2008**, between the Board of Education of the Aurora Reorganized School District VIII, Aurora, Lawrence County, Missouri, ("Board") and Dr. Dale L. Slagle, ("Superintendent").

1. **TERM.** The District agrees to employ Superintendent, and Superintendent agrees to accept such employment as superintendent of the District's schools, for a period of the following school years, subject to the provisions of this contract: July 1, 2008, to June 30, 2009;

2. **SUPERINTENDENT'S DUTIES.** The Superintendent shall have responsibility for the administration of the schools of the District at the direction of the Board. The Superintendent shall act as chief executive officer of the District. Accordingly, the Superintendent shall be responsible (a) for making recommendations regarding the selection, and for the direction and assignment, of the teachers and other employees in the District in the manner that most efficiently and effectively accomplishes the educational mission of the district, and (b) for making recommendations concerning the annual budget and for administering the budget adopted by the Board. The Superintendent shall provide for compliance with applicable laws and regulations relating to public schools in the state of Missouri, and shall perform his duties and supervise the employees and students of the District in a manner that is consistent, and in full compliance, with such laws and regulations, as they currently exist or may hereafter be modified.

The Superintendent shall administer, enforce, and comply with the policies, rules, regulations, and procedures of the District, as they currently exist or may hereafter be modified. The Superintendent shall recommend additions, deletions, or other modifications to such policies, rules, regulations, and procedures, as may be appropriate, necessary, or required by law. The Superintendent shall also perform other administrative duties that are incidental to the position of Superintendent or that may be assigned by the Board.

3. **CERTIFICATION.** The Superintendent agrees to obtain prior to the first day of service hereunder, and to maintain at all times during the term of this contract, a valid certificate to serve as a superintendent in the public schools of the State of Missouri. Failure to timely obtain and/or maintain certification at any time during the term of the contract shall be cause for immediate dismissal. The Superintendent acknowledges that employment by the Board is contingent upon a clean criminal background check and a clean child abuse/neglect report, all of which must be satisfactory to the Board, in its judgment and at its sole discretion. In accordance with Missouri law, the background check will include a complete fingerprint criminal records check. A report, which in the judgment of the Board is unsatisfactory, shall constitute good cause for termination of this contract. The Superintendent shall also immediately notify the Board of any arrests, charges, pleas, convictions and/or sentences that occur after the dates of the foregoing criminal and child abuse/neglect record checks.

4. **PROFESSIONAL DEVELOPMENT.** The Superintendent may become a member of professional and educational organizations at District expense, if approved in advance by the Board. Unless directed otherwise by the Board, the Superintendent may attend and participate in educational programs offered by such organizations, at District expense, within amounts budgeted for such purposes, if such participation is in the best interest of the District, and provided the Superintendent provides the Board with documentation for expenses incurred.
5. **COMPENSATION.** The salary payable to the Superintendent under this contract for the 2008-2009 school year shall be \$119,945. This salary shall be paid in equal installments on a monthly basis and subject to all deductions required by law, or otherwise authorized by agreement of the Superintendent and the Board, in accordance with the law and District policy and regulation.
6. **EVALUATION.** The Board shall devote a portion, or all, of one meeting, at least annually, to a discussion with the Superintendent of an evaluation of his performance. The Board shall determine the appropriate method for evaluation of the Superintendent's performance. This provision, however, does not limit the Board's right to evaluate the Superintendent's performance on an ongoing basis.
7. **BENEFITS.** In addition to the compensation and other benefits provided for herein, the Superintendent shall be entitled to the following benefits:
 - A. **INSURANCE BENEFITS.** The Superintendent shall be entitled to all of the insurance benefits applicable to certificated employees in accordance with the District's plans for such insurance benefits, including medical insurance.
 - B. **VACATION.** The Superintendent shall be entitled to fifteen (15) days paid vacation during each school year of this contract exclusive of weekends and legal holidays. Vacation shall be taken during the contract year in which it is earned and shall not be cumulative. The actual dates for vacation shall be taken at the discretion of the Superintendent, but shall be coordinated with the Board.
 - C. **SICK LEAVE.** The Superintendent shall be entitled to ten (10) days of paid sick leave annually during each school year of this contract exclusive of weekends and legal holidays. Sick leave shall be cumulative up to a maximum of 100 days. Any accumulated sick leave days remaining upon the Superintendent's retirement from the District shall be paid to the Superintendent at a per diem rate equal to the current per diem substitute teacher pay.
 - D. **EXPENSE REIMBURSEMENT.** Subject to approval of the Board, the Superintendent shall be reimbursed by the District for reasonable and necessary expenses incurred in the performance of his duties. The Superintendent shall submit appropriate substantiation for all business expenses incurred. To the extent that any allowance is unsubstantiated, it shall be disallowed and not be paid to the Superintendent.
 - E. **DEFENSE AND INDEMNIFICATION.** The Board of Education shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the

Superintendent in his individual capacity, and/or in his official capacity as agent and employee of the Board, provided that the claim arose while the Superintendent was acting within the course and scope of the Superintendent's employment. In no case shall individual Board members become personally responsible for any obligation to the Superintendent under this paragraph.

- F. **TRANSPORTATION EXPENSE.** As a condition of employment, the Superintendent is required to purchase or lease a personally owned automobile for business purposes. Except as provided below, the Superintendent shall bear all costs associated with the purchase, upkeep, and maintenance of the vehicle. As the Superintendent shall be required to travel between campuses and make other business related trips including, but not limited to, meetings with District representatives, attorneys, auditors, parents, and constituents, it is recognized that the Superintendent will incur certain expenses of a business nature for the use of said vehicle.
- I. **IN-DISTRICT.** The District will pay to the Superintendent **\$1,800.00** annually in lieu of in-district automobile travel expense. Said sum shall be payable in twelve equal monthly installments of \$150 each.
- II. **OUT-OF-DISTRICT.** The Board will reimburse the Superintendent for the business use of said vehicle for actual out-of-district travel expenses when on school business. The Superintendent shall submit appropriate substantiation of all business expenses incurred. To the extent that any allowance is unsubstantiated, it shall be disallowed and not be paid to the Superintendent.
8. **TERMINATION DISABILITY.** In the event of any illness of disability which renders the Superintendent unable to perform one or more of the essential duties required under this contract with or without reasonable accommodation, following the expiration of any period of leave required by law, and including any regular sick leave days or other regular leave days to which the Superintendent is specifically entitled, the Board may terminate this contract following notice and an opportunity for the Superintendent to be heard as required by law.
9. **TERMINATION FOR CAUSE.** This contract may be terminated during its term for cause, which shall be defined to include, but shall not be limited to, the following: (i) neglect of duties and responsibilities; (ii) poor performance, incompetency, or inefficiency in the line of duty; (iii) failure to comply with policies and/or rules and regulations of the Board; (iv) failure to comply with directives of the Board; (v) failure to abide by the laws of the State of Missouri; (vi) immoral conduct; (vii) material breach of this contract; or (viii) any other good cause as defined by Missouri law. Prior to discharge under this paragraph, the Superintendent shall be given written notice of charges and an opportunity for a hearing before the Board as required by law. If the Superintendent chooses to be represented by legal counsel at such hearing, he shall bear any costs attendant to such representation. Such hearing shall be conducted in closed, executive session unless otherwise provided by mutual agreement of the parties or otherwise required by law.

10. **TERMINATION MUTUAL AGREEMENT.** This contract may be terminated by mutual agreement of the parties at any time.

11. **OTHER WORK.** The Superintendent may undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations, so long as such other work does not, in the Board's opinion, interfere in a material and/or substantial way with the Superintendent's obligations set forth in this contract. Such other work is, at all times, subject to the approval of the Board. The Superintendent shall obtain prior approval from the Board before beginning such other work.

12. **SATISFACTION OF CONTRACT.** The Board may completely discharge its obligations under this contract at any time by paying to the Superintendent all of the contract salary to which the Superintendent is entitled for the remainder of the contract period, subject to deductions required by law.

13. **CONTRACT EXTENSION.** Prior to the end of each school year that this contract remains in effect, the Board may, upon request of the Superintendent, determine and notify the Superintendent whether it intends to extend this contract for an additional school year after the end of the then-current term. The Superintendent may make such request at any time after January 1 of the school year. After the Board's determination of the Superintendent's salary for the next school year, the terms of the extension shall be approved and reduced to writing by means of an Addendum to this contract.

14. **SEVERABILITY.** If it is determined at any time that any provision of this contract is illegal or unenforceable, the remaining terms shall not be affected.

BY ORDER OF THE BOARD OF EDUCATION, the Board President and Secretary have affixed their signatures below to confirm that the District, by majority vote of the Board of Education, has approved this contract; and by affixing his signature below, the Superintendent has accepted this contract.

AURORA R-VIII SCHOOL DISTRICT

By: Non Sparks
President, Board of Education

1-22-08
Date

Attest: Gayle L. Doney
Secretary, Board of Education

1-15-2008
Date

By: [Signature]
Superintendent of Schools

1-22-08
Date