

**CONTRACT BETWEEN SUPERINTENDENT  
AND  
BELL CITY R-II BOARD OF EDUCATION  
(Sections 168.108,168.110, 168.201, 168.191)  
RSMo., 1984**

It is hereby agreed by and between the Board of Education of the Bell City School District R-II, located in Stoddard County, in the State of Missouri (hereinafter called the Board) and **Rhonda J. Niemczyk**, (hereinafter called the Superintendent), that the said Board in accordance with its action as found in the minutes of the meeting held on the 14<sup>th</sup> day of January, 2008, has and does employ the said **Rhonda J. Niemczyk** as Superintendent for a **two year period commencing July 1, 2008**. Both parties agree that said employee shall perform the duties of Superintendent and serve as executive officer of the Board of Education in and for the public school in said district as prescribed by the laws of the State of Missouri and by the rules and regulations made thereunder by the Board of said District.

**WITNESSETH**

1. In consideration of a salary of 2.0 times the highest position of the 2008-2009 and 2009-2010 Salary Schedules, said Superintendent agrees to perform faithfully the duties of Superintendent and to serve as executive officer of the Board of Education. The annual salary shall be paid in twelve equal installments, commencing in July of 2008.
2. The Superintendent shall furnish throughout the life of this contract a valid and appropriate certificate to act as Superintendent in the State of Missouri, as directed by the Board and that the superintendent hereby agrees to devote this time, skill, labor, and attention to said employment during the term of his/her contract.
3. The Superintendent will have freedom to organize, reorganize, and arrange the administrative and teaching staff, including instruction and business affairs, which in his/her judgement best serves the Bell City R-II Public Schools. The responsibility for selection, placement, and transfer of personnel shall be vested in the Superintendent subject to approval by the Board; and the Board, individually and collectively, will refer promptly all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation.
4. Should the Superintendent be unable to perform any or all of his/her duties by reason of illness or accident and said disability exists for a period of more than six months during any school year, the Board may in its discretion make a proportionate deduction from the salary stipulated, and if such disability continues for more than twelve months or of said disability is permanent, irreparable, or of such nature as, in the discretion of the Board will make the performance of his/her duties impossible, the Board may, at its option, terminate this agreement, whereupon the respective duties, rights, and obligations hereof shall terminate.
5. The Board shall provide the Superintendent \$100.00 each month equal to incidental expenses incurred in the performance of his/her official duties during his/her employment under this contract. Also, the Superintendent may attend appropriate professional meetings at the local, state, and national level, approved by the Board of Education, the expenses of said attendance to be incurred by the District.
6. The Board shall provide the Superintendent with periodic opportunities to discuss Superintendent/Board relationships and shall inform him/her, at least annually, of any inadequacies as perceived by the Board.

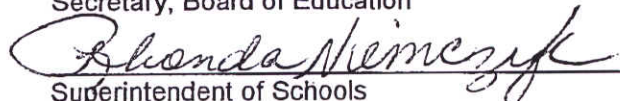
**SUPERINTENDENT CONTRACT CONTINUED**

7. The Superintendent shall receive 20 days of vacation annually exclusive of legal holidays. Vacation shall be taken within 12 months of the year in which it is earned. Earned sick leave shall be cumulative according to existing Board Policy.
8. The Superintendent shall receive health insurance coverage, and other personal benefits agreed to by the Board of Education. Any improvements in fringe benefits as may be developed and provided to teachers will automatically apply to the Superintendent.
9. The Board shall provide payment for Board approved Superintendent's professional dues and membership fees.

Dated this 14<sup>th</sup> day of January, 2008.

  
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President, Board of Education

  
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Secretary, Board of Education

  
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Superintendent of Schools