

**SUPERINTENDENT  
EMPLOYMENT CONTRACT**

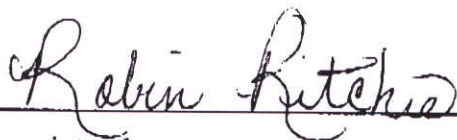
It is hereby agreed by and between the Board of Education of Bernie R-XIII School District, County of Stoddard, State of Missouri (hereinafter "Board") and Robin Ritchie (hereinafter "Superintendent") that the said Board has and does hereby employ for a period of **three years, commencing July 1, 2006**. Both parties agree that said employee shall perform the duties of Superintendent of Bernie R-XIII School in and for the public schools of 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:**

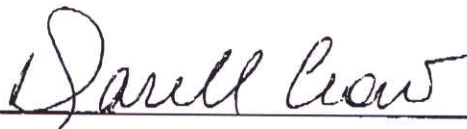
1. That in consideration of an annual salary incremented at 2.0 times applicable step on the teachers salary schedule to be paid annually in twelve equal monthly installments, the Superintendent agrees to perform faithfully the duties and obligations of the Superintendent of the Bernie R-XIII School required by the laws of the State of Missouri and rules, regulations, and policies of the Board of Education which are existing or which may hereafter be created by the Bernie Board of Education.
2. The Superintendent agrees to devote his/her full time, skill, labor, and attention to his/her employment during the term of this contract, and will not engage in any pursuit which interferes with the proper discharge of his/her duties.
3. The Board shall provide the Superintendent with **personal medical insurance and any other personal benefits accorded to other professional employees of the District**. Any improvements in fringe benefits provided collectively to other professional employees will automatically apply to the Superintendent.
4. The Board shall provide the Superintendent with a **personal life insurance policy in an amount not less than Ten Thousand Dollars (\$10,000)**
5. The Superintendent shall join national and state professional organizations related to his/her Superintendentship and such other professional, educational organizations required by the Board. In addition, the Superintendent shall attend appropriate professional meetings at the local, state, and national levels. **The Board shall pay the cost of such memberships and shall pay for at least one state conference every year.**
6. The Superintendent shall receive **ten (10) days vacation annually, exclusive of legal holidays**. Vacation shall be taken within the twelve months of the year in which it is earned and shall not be cumulative.
7. The Superintendent shall receive **eight (8) days of sick leave and two (2) days of discretionary leave per year**, and said sick leave and discretionary leave is cumulative, as provided by Board Policy.

8. The Superintendent will furnish a valid and appropriate certificate to act as a Superintendent in the State of Missouri.
9. 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/her individual capacity, or in his/her official capacity as agent and employee of the Board of Education, provided the incident giving rise to such demands, claims, suits, actions, and legal proceedings arose while the Superintendent was acting within the scope of his/her employment.
10. Throughout the term of this contract, the Superintendent shall be subject to discharge for just cause, provided however, that the Board does not arbitrarily or capriciously call for his/her dismissal.

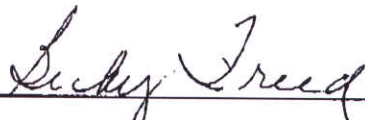
Dated this 16<sup>th</sup> day of January, 2006.



Superintendent



Darell Crow, President, Board of Education



Becky Freed, Secretary, Board of Education