

CASSVILLE R-IV SCHOOL DISTRICT
SUPERINTENDENT'S CONTRACT

This agreement, made and entered into this 13th day of June 2008, between **Jim Orrell**, a legally qualified public school teacher, of the first part, and the Board of Education of the Cassville R-IV School District, County of Barry, State of Missouri, of the second part.

Witnesseth, that Jim Orrell agrees to perform all duties incumbent upon him as superintendent and administrator of public schools within and for said school district for a term of two years, beginning on the first day of July, 2008, for 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 beginning July 1, 2008 shall be \$96,250 and shall be paid monthly in twelve equal installments in accordance with Board policy.

*(B) The annual salary for the second year beginning July 1, 2009 shall be _____ and shall be paid monthly in twelve equal installments.

(C) 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.

(D) 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 one semester 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 one year 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.

(E) The Board of Education shall provide the superintendent with transportation costs at .35 cents per mile when using his own vehicle in the performance of his official duties during his employment under this contract or shall provide him with \$6000.00 annually in lieu of transportation costs.

(F) 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.

(G) The superintendent shall receive 15 days vacation annually exclusive of legal holidays and shall be entitled to 15 days sick leave and 2 personal business days annually. Vacation shall be taken during the contract year in which it is earned and shall not be cumulative. Earned sick leave shall be cumulative to a maximum of 90 days or as provided by Board policy for professional employees.

(H) The Board of Education, at the request of the superintendent or when in accordance with state statutes, shall withhold and transfer an amount of salary annually or semi-annually to be determined by the superintendent, permitting the superintendent of schools to participate, if desired, in a tax-deferred annuity program of his choosing.

(I) Except as provided herein, the superintendent shall be entitled to any or all fringe benefits provided by Board policy for professional employees. In addition, the Cassville R-IV Board agrees to provide: (a)

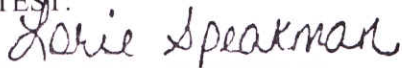
Membership dues, fees, assessments, etc., in the Cassville Rotary Club; (b) Professional membership in local, state and national professional organizations.

(J) 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. Attendance at a national meeting must be approved six months in advance by the Board of Education.

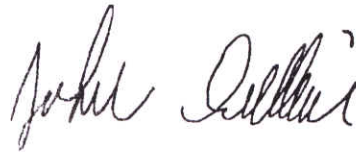
Done by order of the Board of Education this 13th day of June 2008.

*SALARY TO BE SET AT A LATER DATE

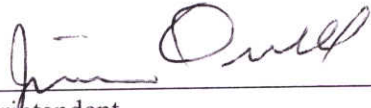
ATTEST:



Secretary, Board of Education



President, Board of Education



Superintendent

Superintendent Jim Orrell Yearly Salary

2000-01 \$72,500

2001-02 \$75,500

2002-03 \$78,500

2003-04 \$80,000

2004-05 \$80,750

2005-06 \$84,250

2006-07 \$87,250

2007-08 \$91,750

2008-09 \$96,250