

**EMPLOYMENT CONTRACT**

This Agreement, made and entered into this **4th** day of May, 2006, to become effective July 1, 2006, between **KEN LATHAM**, a legally qualified public school teacher (herein "Superintendent,") and **CHAFFEE REORGANIZED SCHOOL DISTRICT R2**, Scott County, (herein "District,")

WITNESSETH:

Superintendent agrees to perform all duties incumbent upon him as Superintendent and Administrator of Public Schools within and for said school district, for a term commencing on **July 1, 2006**, and ending on **June 30, 2008**, for which services properly rendered and reports correctly made according to law, District agrees to issue warrants in favor of Superintendent upon the District Treasury in accordance with the following terms:

a) Superintendent's annual salary shall be at least in an amount as follows:

**2006-2007 School Year - \$78,000.00**

**2007-2008 School Year - \$80,000.00**

payable in twenty-four (24) equal installments. Superintendents may, upon request, defer such annual income as would not increase the basic salary. **In addition, the District shall**

**pay Superintendent's health insurance premiums 100%.**

b) This contract may be extended and amended annually if agreeable to both parties.

c) **Superintendent shall receive mileage at the district's reimbursement rate as an automobile and transportation expense reimbursement required in the**

performance of this official duties during his employment under this contract.

- d) District shall devote a portion or all of one meeting, at least annually, to hold a discussion with the Superintendent of an evaluation of his performance.
- e) Superintendent shall receive three weeks (15 days) paid vacation annually, exclusive of legal holidays.
- f) Except as provided herein, Superintendent shall be entitled to any and all fringe benefits provided by District policy for certificated personnel.
- g) Superintendent shall attend appropriate professional meetings at the local, state and one national meeting, the expenses of said attendance to be incurred by the District.
- h) District shall provide the Superintendent membership to the American Association of School Administrators (AASA) and the Missouri Association of School Administrators (MASA) annually.
- i) If during the term of this contract, it is found that a specific clause of the contract is illegal in federal or state law, the remainder of the contract not affected by such a ruling shall remain in force.

Done by order of the Board of Education of District the 4<sup>th</sup> day of May, 2006.

CHAFFEE REORGANIZED SCHOOL DISTRICT R-2

By \_\_\_\_\_  
Mr. Scott Hormann  
President of the Board of Education

ATTEST:

\_\_\_\_\_  
Mr. Steve Seyer  
Treasurer of the Board of Education

\_\_\_\_\_  
Mr. Ken Latham, Superintendent

## EMPLOYMENT CONTRACT

This Agreement, made and entered into this **10th** day of January, 2008, to become effective July 1, 2008, between **KEN LATHAM**, a legally qualified public school teacher (herein "Superintendent,") and **CHAFFEE REORGANIZED SCHOOL DISTRICT R2**, Scott County, (herein "District,")

WITNESSETH:

Suprintendent agrees to perform all duties incumbent upon him as Superintendent and Administrator of Public Schools within and for said school district, for a term commencing on **July 1, 2008**, and ending on **June 30, 2010**, for which services properly rendered and reports correctly made according to law, District agrees to issue warrants in favor of Superintendent upon the District Treasury in accordance with the following terms:

- a) Superintendent's annual salary shall be at least in an amount as follows:

**2008-2009 School Year - \$83,366.25**

**2009-2010 School Year - \$84,548.75**

payable in twenty-four (24) equal installments; Superintendents may, upon request, defer such annual income as would not increase the basic salary. In addition, the District shall pay Superintendent's health insurance premiums 100%. **Starting with the 2008-2009 school year, the Superintendent will be on a multiplier factor of 2.15.**


- b) This contract may be extended and amended annually if agreeable to both parties.
- c) Superintendent shall receive mileage at the district's reimbursement rate as an automobile and transportation expense reimbursement required in the

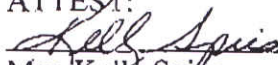
performance of this official duties during his employment under this contract.

- d) District shall devote a portion or all of one meeting, at least annually, to hold a discussion with the Superintendent of an evaluation of his performance.
- e) Superintendent shall receive three weeks (15 days) paid vacation annually, exclusive of legal holidays.
- f) Except as provided herein, Superintendent shall be entitled to any and all fringe benefits provided by District policy for certificated personnel.
- g) Superintendent shall attend appropriate professional meetings at the local, state and one national meeting, the expenses of said attendance to be incurred by the District.
- h) District shall provide the Superintendent membership to the American Association of School Administrators (AASA) and the Missouri Association of School Administrators (MASA) annually.
- i) If during the term of this contract, it is found that a specific clause of the contract is illegal in federal or state law, the remainder of the contract not affected by such a ruling shall remain in force.

Done by order of the Board of Education of District the 10<sup>h</sup> day of January 2008.

CHAFFEE REORGANIZED SCHOOL DISTRICT R-2

By   
 Mr. Donnie Kiefer  
 President of the Board of Education

ATTEST:  
  
 Mrs. Kelly Spies  
 Secretary to the Board of Education

  
 Mr. Ken Latham, Superintendent