

SUPERINTENDENT'S CONTRACT

This employment contract made and entered into the 17th day of January, 2008, by and between the Chilhowee R-IV Board of Education, hereinafter referred to as District, and Stephen Rolland Pope, hereinafter referred to as Superintendent.

Now, therefore district and superintendent, for the consideration here in specified, agree as follows:

1. Term

District, in consideration of the promises, herein contained, of superintendent, hereby employs, and superintendent hereby accepts employment as Superintendent of Schools for a term commencing July 1, 2008 and ending June 30, 2011.

2. Professional certification and responsibilities of superintendent.

A. Certification. Superintendent shall hold a valid certificate issued by the State Board of Education.

B. Duties. Superintendents shall have charge of the administration of the schools under the direction of the Board. He shall be the chief executive officer of the Board: shall direct and assign teachers and other employees of the schools under his supervision; shall organize, reorganize and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the district subject to the approval of the Board; shall select all personnel subject to the approval of the Board; shall from time to time suggest regulations, rules and procedures deemed necessary for the well ordering of the school district, and in general perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the Board from time to time. The Board, individually and collectively, shall promptly refer all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation. The Superintendent shall attend all open Board meetings and all Board and citizen committee meetings, serve as an ex-officio member of School Board Committees as directed and provide administrative recommendations on each item of business considered by each of these groups. The superintendent shall comply with all applicable laws and shall notify the Board in a timely fashion of its legal duties and obligations.

3. Professional Growth of Superintendent. The District encourages the continuing professional growth of superintendent through his participation, as he might decide in light of his responsibilities as superintendent.

A. The operations, programs and other activities conducted or sponsored by local, state and national school administrator and school board associations,

B. Seminars and courses offered by public and private educational institutions; and

C. Informational meetings with other person whose particular skills or backgrounds would serve to improve the capacity of superintendent to perform his professional responsibilities for district.

In its encouragement, the district shall permit a reasonable amount of release time for superintendent as he deems appropriate, to attend to such matters and pay for the necessary fees for travel and subsistence expenses, as approved by the District in the annual budget.

4. Compensation. The superintendent's salary for the 2008-2009 school year shall be \$70,000. The compensation for 2009-2010 and 2010-2011 will be the same unless this contract is amended during the contracted time period.

5. Vacation and other benefits.


A. Superintendent shall be entitled to two weeks of vacation, dues to the American Association of Schools Administrators and the Missouri Association of School Administrators, Missouri Association of School

Business Officials, the District Administrators Association and with all other benefits set forth in the districts policies.


6. Expenses.

The district shall pay or reimburse superintendent for reasonable expenses approved by district and incurred by superintendent in the continuing performance in his duties.

In witness whereof, district has caused the Employment Contract to be approved by a duly authorized officer and superintendent has approved the Employment contract effective on the day and year specified in paragraph 1 above.



Superintendent



Board President
Chilhowee R-IV Board of Education



Secretary
Chilhowee R-IV Board of Education