

CLARK COUNTY R-I SCHOOL DISTRICT
Kahoka, Missouri

SUPERINTENDENT'S CONTRACT

It is hereby agreed by and between the Board of Education of the Clark County School District R-I located in Clark County in the State of Missouri (hereinafter called the Board and Ritchie Kracht (hereinafter called the Superintendent) that the said Board in accordance with its action as found in the minutes of the meeting held on the 14th day of June, 2007 has and does hereby employ the said Ritchie Kracht as Superintendent for a 2 year period commencing July 1, 2007. Both parties agree that said employee shall perform the duties of the Superintendent in and for the public schools 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 \$81,568.00 to be paid the first year, \$81,568.00 to be paid the second year, \$ xxx to be paid the third year, said Superintendent agrees to perform faithfully the duties of Superintendent and to serve as Executive Officer of the Board. The annual salary shall be paid in equal installments in accordance with the rules and regulations of the Board governing payment of other professional staff members in the district.

2. The Board hereby retains the right to adjust the annual salary of the Superintendent during the term of his contract, said salary adjustment not to reduce the annual salary below the figures stated above unless such decrease is part of a uniform plan affecting salaries of all employees of the school district. Any adjustment in salary made during the life of this contract shall be in the form of an amendment and shall become a part of this contract, but it shall not be considered that the Board has entered into a new contract with the Superintendent nor that the termination date of the existing contract has been extended. The Board may by specific action extend the termination date of the existing contract.

3. Throughout the term of this contract the Superintendent shall be subject to discharge for good and just causes, said causes to be given to the Superintendent in writing at the time the contract becomes effective, provided, however, that the Board does not arbitrarily or capriciously call for his dismissal and that the Superintendent shall have the right to written charges, notice of hearing, and a fair hearing before the Board. If the Superintendent chooses to be accompanied by legal counsel at the hearing, he will assume the cost of his legal expenses.

4. The Superintendent shall furnish throughout the life of this contract a valid and appropriate certificate as defined in the Missouri School Statutes to act as Superintendent in the State of Missouri as directed by the Board and that the Superintendent hereby agrees to devote his time, skill, labor, and attention to said employment during the term of his contract, provided, however, that the Superintendent, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations.

5. The Board shall provide the Superintendent with transportation required in the performance of his official duties during his employment under this contract or shall provide him with \$ actual annually in lieu of transportation or mileage at the rate of \$.40 per mile.

6. The Board shall provide the Superintendent with periodic opportunities to discuss Superintendent-Board relationships and shall inform him, at least annually, of any inadequacies as perceived by the Board.

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7. The Superintendent shall receive 15 days of vacation annually exclusive of legal holidays and shall be entitled to 18 days of sick leave annually. Vacation shall be taken within 12 months of the year in which it is earned and during the time that school is not in session. Earned sick leave shall be cumulative to 260 days.

8. The Board at the request of the Superintendent and in accordance with state law shall withhold and transfer an amount of salary annually or semi-annually or monthly, said amount to be determined by the Superintendent, permitting the Superintendent to participate, if he so desires, in a tax-deferred annuity program of his choosing.

9. The Superintendent shall attend appropriate professional meetings at the local and state level. National meetings shall be with agreement between the Superintendent and the Board.

10. The Superintendent shall receive life and health insurance coverage and other personal benefits accorded to other professional employees of the District. Any improvements in fringe benefits as may be developed through bargaining or provided on any other basis to teachers will automatically apply to the Superintendent.

11. The Superintendent shall fulfill all aspects of this contract, any exception thereto being by mutual written consent of the Board and the Superintendent. Failure to fulfill the obligations agreed to in this contract will be viewed as a violation of the administrators' Code of Ethics, will be good and just cause for discharge as noted above, and will be reported by the Board to the appropriate state educational authorities and State Association of School Administrators.

Dated this 14th day of June, 2007.



(President, Board of Education)



(Secretary, Board of Education)



(Superintendent)

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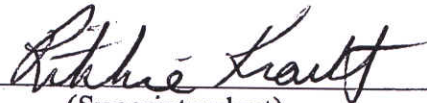
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Dated this 14th day of February , 2008.

(President, Board of Education)

(Secretary, Board of Education)



(Superintendent)