

**EMPLOYMENT CONTRACT BETWEEN BLANE L. KEEL
AND THE BOARD OF EDUCATION OF CLEARWATER R-I SCHOOL DISTRICT
OF WAYNE COUNTY**

This employment contract, made and entered into this 9th day of June, 2008 by and between the Board of Education of the Clearwater R-I School District of Wayne County, hereinafter referred to as *DISTRICT*, and Blane Keel, hereinafter referred to as *SUPERINTENDENT*.

WHEREAS, DISTRICT desires to provide *SUPERINTENDENT* with a written employment contract in order to enhance administrative stability and continuity within the schools which *DISTRICT* believes generally improves the quality of its overall educational program; and, *WHEREAS, DISTRICT AND SUPERINTENDENT* believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools;

NOW, THEREFORE, DISTRICT AND SUPERINTENDENT, for the consideration herein specified, agree as follows:

TERM

DISTRICT, in consideration of the promises, herein contained, of *SUPERINTENDENT*, hereby employs and *SUPERINTENDENT*, hereby accepts employment as *SUPERINTENDENT* for a term commencing July 1, 2008 and ending June 30, 2010.

DISTRICT, may by specific action and with the consent of *SUPERINTENDENT* extend the termination date of the existing contract to the full extent permitted by state law.

PROFESSIONAL CERTIFICATION AND RESPONSIBILITY OF SUPERINTENDENT

CERTIFICATION. SUPERINTENDENT shall hold a valid certificate issued by the State of Missouri, authorizing him to act as a superintendent in said state. *DUTIES. SUPERINTENDENT* shall serve as executive officer and administrative head of the school district in compliance with state law and as delineated by the Official Policies of the *DISTRICT*.

COMPENSATION

SALARY. That in consideration of an annual salary of \$100,579., for the 2008-09 contract, and no less than the 2008-09 salary for the 2009-10 contract. The *SUPERINTENDENT* agrees to perform faithfully the duties and obligations of Superintendent of Schools required by laws of the State of Missouri and the rules, regulations, and policies of the Board of Education, which are existing or which may hereafter be created by the Clearwater R-I Board of Education, and to serve as Executive Officer of the Board of Education. *SUPERINTENDENT'S* base salary multiplier for the position of superintendent will increase to 2.0 for the 2009-10 school year and beyond as outlined in the "Administrative Salary Schedule" adopted by the Board of Education.

VACATION AND OTHER BENEFITS

SUPERINTENDENT shall be entitled to three (3) weeks vacation per year and all other benefits that are now or may hereafter become applicable to other certified employees of the *DISTRICT. SUPERINTENDENT* shall be able to redeem unused vacation days at his daily rate of specific contract year. 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. Also, all other state and federal statutes governing the position of superintendent shall be adhered to although not specifically mentioned in this document.

EXPENSES

The *SUPERINTENDENT* shall receive \$300.00 per month reimbursement of expenses. The *SUPERINTENDENT* shall receive reimbursement for national and state dues to AASA, MASA and other educational organizations as deemed appropriate by the Board of Education and the *SUPERINTENDENT*.

MISCELLANEOUS

IN WITNESS WHEREOF, *DISTRICT* has caused this employment contract to be approved in his behalf by a duly authorized officer and *SUPERINTENDENT* has approved this employment contract, effective on the day and year specified in paragraph 1, as above.

Blane L. Keel 6-10-08
SUPERINTENDENT, Blane L. Keel Date

BY THE ORDER OF THE BOARD OF EDUCATION
OF THE CLEARWATER R-I SCHOOL DISTRICT
Michael Halcy

Michael Halcy, Board President Date

ATTEST: Lori Randolph 6-10-08
Lori Randolph, Board Secretary Date

Name	Position	Yrs. Admin Exp	Mo. Worked	Total Multiplier	Total Salary Years	Salary Row/column & Base Salary	20+ Yrs	25+ Yrs	Total
Blane Keel	Supt.	18	12		24	J27			
Multiplier	1.9000	0.5000	0.0350	2.435		41,100	500		100,579

**EMPLOYMENT CONTRACT
BETWEEN
BLANE KEEL
AND THE
BOARD OF EDUCATION OF
CLEARWATER R-I SCHOOL DISTRICT
OF WAYNE COUNTY**

This employment contract, made and entered into this 8th day of January 2007, by and between the Board of Education of the Clearwater R-I School District of Wayne County, hereinafter referred to as *DISTRICT*, and Blane Keel, hereinafter referred to as *SUPERINTENDENT*.

WHEREAS, DISTRICT desires to provide *SUPERINTENDENT* with a written employment contract in order to enhance administrative stability and continuity within the schools which *DISTRICT* believes generally improves the quality of its overall educational program; and, *WHEREAS, DISTRICT AND SUPERINTENDENT* believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools;

NOW, THEREFORE, DISTRICT AND SUPERINTENDENT, for the consideration herein specified, agree as follows:

TERM

DISTRICT, in consideration of the promises, herein contained, of *SUPERINTENDENT*, hereby employs and *SUPERINTENDENT*, hereby accepts employment as *SUPERINTENDENT* for a term commencing July 1, 2007 and ending June 30, 2009.

DISTRICT, may by specific action and with the consent of *SUPERINTENDENT* extend the termination date of the existing contract to the full extent permitted by state law.

PROFESSIONAL CERTIFICATION AND RESPONSIBILITY OF SUPERINTENDENT

CERTIFICATION. SUPERINTENDENT shall hold a valid certificate issued by the State of Missouri, authorizing him to act as a superintendent in said state.

DUTIES, SUPERINTENDENT shall serve as executive officer and administrative head of the school district in compliance with state law and as delineated by the Official Policies of the *DISTRICT*.

COMPENSATION

SALARY. That in consideration of an annual salary of \$86,235 for the 2007-08 contract and no less than the 2007-08 salary for the 2008-09 contract. The Superintendent agrees to perform faithfully the duties and obligations of Superintendent of Schools required by laws of the State of Missouri and the rules, regulations, and policies of the Board of Education, which are existing or which may hereafter be created by the Clearwater R-I Board of Education, and to serve as Executive Officer of the Board of Education.

VACATION AND OTHER BENEFITS

SUPERINTENDENT shall be entitled to three (3) weeks vacation per year and all other benefits that are now or may hereafter become applicable to other certified employees of the *DISTRICT*.

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. Also, all other state and federal statutes governing the position of superintendent shall be adhered to although not specifically mentioned in this document.

EXPENSES

The *SUPERINTENDENT* shall receive reimbursement of actual expenses plus mileage for any school activity. The *SUPERINTENDENT* shall receive reimbursement for national and state dues.

MISCELLANEOUS

IN WITNESS WHEREOF, DISTRICT has caused this employment contract to be approved in his behalf by a duly authorized officer and SUPERINTENDENT has approved this employment contract, effective on the day and year specified in paragraph 1, as above.

SUPERINTENDENT

Blane R. Keel

Blane Keel

Date

BOARD OF EDUCATION OF THE CLEARWATER

R-I SCHOOL DISTRICT

Mike Haley

Mike Haley

Date

ATTEST:

Marileta Wohlschlaeger
Joy Lori m. Ranolph
Marileta Wohlschlaeger Date