

COPY

SUPERINTENDENT'S EMPLOYMENT CONTRACT

It is hereby agreed by and between Jerry Cochran, the Superintendent (hereinafter referred to as the "Superintendent"), and the Board of Education of Reorganized School District No. R-I County of Benton, State of Missouri (hereinafter referred to as the "Board"), the employer, that the Superintendent, beginning on the 1st day of July, 2008, shall serve in the employ of the Board and its successors for a term of 36 months for annual compensation of ~~\$97,971.00~~ for 2008-2009, and 2009-2010 and 2010-2011 an amount not less than ~~\$97,971.00~~ be paid to the Superintendent in equal installments, according to Board regulations, less the contributions required by law and those authorized by the Superintendent.

\$101,155.00 Amended as per BOE approval 5/22/08.

As a condition to employment by the Board, the Superintendent agrees to obtain prior to the first day of service hereunder and to have at all times during the term of this contract a valid certificate of license to teach in the public schools of the State of Missouri. *him*

The Rules and Regulations of the Board approved November 26, 2007 are hereby incorporated by reference into this Agreement as if fully set out herein and both the Superintendent and the Board agree to be bound by them. By executing this contract the Superintendent acknowledges receipt of a copy of these Rules and Regulations of the Board.

It is hereby mutually agreed by and between the Superintendent and the Board that nothing herein contained shall operate or be construed as a waiver of any of the rights, power, privileges or duties of either party hereto by or under the laws of the State of Missouri.

In witness hereof, the Board has caused this instrument to be executed in its name by its proper officials and the Superintendent has executed the same all on the day first above written.

RELEASE FROM CONTRACT

Having signed a contract for a school year, the Superintendent may request and be released prior to March 1, without penalty upon board approval.

- Replacement costs of 2% of salary will be assessed after March 1.
- Replacement costs of 4% of salary will be assessed after April 1.
- Replacement costs of 6% of salary will be assessed after May 1.

The Board of Education has the option of not accepting resignations until a suitable replacement has been found. The Board also reserves the right to waive any or all stipulations.

[Signature]

SUPERINTENDENT
Date 2/18/08

BOARD OF EDUCATION OF THE
REORGANIZED SCHOOL DISTRICT R-I

[Signature]

PRESIDENT
Date 2/18/08

Attest: *[Signature]*

SECRETARY
Date 2-18-08

SUPERINTENDENT'S EMPLOYMENT CONTRACT

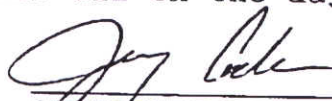
It is hereby agreed by and between Jerry Cochran, the Superintendent (hereinafter referred to as the "Superintendent"), and the Board of Education of Reorganized School District No. R-1 County of Benton, State of Missouri (hereinafter referred to as the "Board"), the employer, that the Superintendent, beginning on the 1st day of July, 1994, shall serve in the employ of the Board and its successors for a term of 24 months for annual compensation of \$50,000 for 1994-95 and \$53,000 for 1995-96 to be paid to the Superintendent in equal installments, according to Board regulations, less the contributions required by law and those authorized by the Superintendent. A one time moving allowance of \$2,000 will be paid to the superintendent for the 1994-95 school year.

As a condition to employment by the Board, the Superintendent agrees to obtain prior to the first day of service hereunder and to have at all times during the term of this contract a valid certificate of license to teach in the public schools of the State of Missouri.

The Rules and Regulations of the Board dated July 1, 1994, are hereby incorporated by reference into this Agreement as if fully set out herein and both the Superintendent and the Board agree to be bound by them. By executing this contract the Superintendent acknowledges receipt of a copy of these Rules and Regulations of the Board.

It is hereby mutually agreed by and between the Superintendent and the Board that nothing herein contained shall operate or be construed as a waiver of any of the rights, power, privileges or duties of either party hereto by or under the laws of the State of Missouri.

In witness hereof, the Board has caused this instrument to be executed in its name by its proper officials and the Superintendent has executed the same all on the day first above written.



SUPERINTENDENT

BOARD OF EDUCATION OF THE
REORGANIZED SCHOOL
DISTRICT R-1

BY 

PRESIDENT

ATTEST:



SECRETARY, BOARD OF EDUCATION
REORGANIZED SCHOOL DISTRICT R-1

RELEASE FROM CONTRACT

Having signed a contract for a school year, the superintendent may request and be released prior to March 1, without penalty upon board approval.

Replacements costs of 2% of salary will be assessed after March 1.

Replacement costs of 4% of salary will be assessed after April 1.

Replacement costs of 6% of salary will be assessed after May 1.

The Board of Education has the option of not accepting resignations until a suitable replacement has been found. The Board also reserves the right to waive any or all stipulations.

Health insurance-same as cert staff

Sick leave/personal leave-same as cert staff

15 days vacation

\$3,000 for expenses (dues, registrations, meals, mileage)