

SUPERINTENDENT'S CONTRACT

This Agreement is made between the Board of Education of the Crawford County R-II School District, hereinafter referred to as the "Board" and Waymon W. Boast, hereinafter referred to as the "Superintendent".

IT IS AGREED AS FOLLOWS:

1. **Duties** – The duties of the Superintendent shall include all duties normally incident to the position of school superintendent in the State of Missouri, board policies, and any specific duties as directed by the Board.
2. **Qualifications** – The Superintendent covenants that he is legally qualified, duly certified for the position described herein, and will remain so licensed and certified as required by the laws of the State of Missouri during the term of this agreement.
3. **Term** – The Superintendent is hereby employed and retained for the periods of July 1, 2007 through June 30, 2008; July 1, 2008 through June 30, 2009 and July 1, 2009 through June 30, 2010.
4. The Superintendent agrees to devote his/her full time, skill, labor, and attention to his/her employment during the term of this contract, and will not engage in any pursuit which interferes with the proper discharge of his/her duties. However, subject to the foregoing, the Superintendent will be permitted to make presentations at Educational conferences and to teach at local colleges and universities with prior notice to and with the consent of the Board.
5. **Salary** – The Superintendent shall receive compensation in the amount of \$99,916 for the 2007-2008 term; \$104,702 for the 2008-2009 term and \$107,277 for the 2009-2010 term. Compensation shall be paid in twelve equal monthly installments, plus an amount to be determined by any adjustments to the base salary of the adopted administrative salary, subject to the required deductions as stipulated by law and official policies of the Board.
6. **Health Insurance** – The Board shall provide the Superintendent with health insurance as set forth by the health insurance plan approved by the Board for the school district's employees. The Superintendent will be provided fringe benefits applicable to other certificated employees, with the exception of sick leave for which the Superintendent will be treated as an exempt employee for all purposes under the Fair Labor Standards Act.
7. **Vacation Time** – The Superintendent shall receive twenty (20) days of vacation time during each year after this agreement, exclusive of weekends and legal holidays. Any vacation days not used during a given year, with a maximum of five (5) days, shall be paid to the Superintendent at the per diem rate of 1/259 multiplied by the annual salary.

8. Expense Allowance – The Superintendent shall be reimbursed for travel, meals, lodging and other work related expenses associated with performing the duties set forth herein.
9. As the Superintendent shall be required to travel between campuses and make other business-related trips, but not limited to, meetings with District representatives, attorneys, auditors, parents and constituents, it is recognized that the Superintendent will incur certain expenses of a business nature associated with his vehicle. Therefore, the Board will reimburse the Superintendent the annual sum of \$3600.00, payable monthly, for the business use of said vehicle and related expenses. The Superintendent shall bear all costs associated with the purchase, upkeep and maintenance of the vehicle.
10. The Board of Education shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his/her individual capacity, as an agent and employee of the Board of Education, provided the incident giving rise to such demands, claims, suits, actions, and legal proceedings arose which the Superintendent was acting within the scope of his/her employment.

Waymon W. Boast
Superintendent

Mary B. Miller
ATTEST:

Joe Carson
Board President
Crawford County R-II Board of Education