

### SUPERINTENDENT'S CONTRACT

This agreement, made and entered into this 23<sup>rd</sup> of January, 2007, between **Jim P. Bogle** a legally qualified public school teacher, of the first part, and the **Board of Education of the Crocker R-II School District**, County of Pulaski, State of Missouri, of the second part.

Witnesseth, that **Jim P. Bogle** agrees to perform all duties incumbent upon him as superintendent and administrator of public schools within and for said school district for a term of 3 years, beginning on the 1<sup>st</sup> day of July, 2007 for which services properly rendered and reports correctly make, according to law, said Board of Education agrees to issue warrants, in favor of the party of the first part upon the treasurer of said school district in accordance with the following terms:

(A) The annual salary for the first year beginning **July 1, 2007** shall be the twelve month (2007/2008) contracted salary amount of **\$6,863.58\* \*\* monthly**. Year two should be the previous year's salary plus Board negotiated amount and shall be paid monthly in twelve equal installments in accordance with Board policy. Year three should be the previous year's salary plus Board negotiated amount and shall be paid monthly in twelve equal installments in accordance with Board policy.

(B) The termination date of the existing contract may at the end of the contract year be extended if agreeable to both parties, but at no time shall the remainder of the contract together with any extension exceed three years.

(C) Should the superintendent be unable to perform any or all of his duties by reason of illness, accident or other cause beyond his control and said disability exists for a period of more than 45 days during any school year, the Board of Education may in its discretion make a proportionate deduction from the salary stipulated, and if such disability continues for more than 3 months or if said disability is permanent, irreparable or of such nature as to make the performance of his duties impossible, the Board of Education may, at its option, terminate this agreement, whereupon the respective duties, rights and obligations hereof shall terminate.

(D) The Board of Education shall provide the superintendent with transportation same as IRS reimbursable rate when using his own vehicle in the performance of his official duties during his employment under this contract and shall reimburse board approved expenses incurred when traveling for school business.

(E) The Board of Education shall devote a portion of all of one meeting, at least annually, to discussion with the superintendent for an evaluation of his performance.

(F) The superintendent shall receive 15 days vacation annually exclusive of legal holidays and shall be entitled to 12 days personal leave annually. Vacation time can be accumulated no more than one year. Earned personal leave shall be cumulative to a maximum of 50 days or as provided by Board policy for professional employees.

(G) The Board of Education, at the request of the superintendent or when in accordance with state statutes, shall withhold and transfer an amount of salary annually or semi-annually to be determined by the superintendent, permitting the superintendent of schools to participate, if desired, in a tax-deferred annuity program of his choosing.

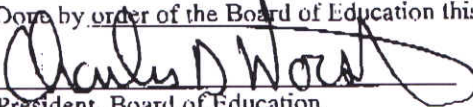
(H) Except as provided herein, the superintendent shall be entitled to any of all fringe benefits provided by Board policy for professional employees.

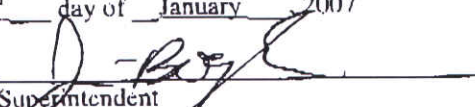
(I) The superintendent shall attend appropriate professional meetings at the local, state and national level, the motel and meal expenses of said attendance to be incurred by the district.


(J) The superintendent will conduct his professional and personal affairs in a manner consistent with his position.

(K) The superintendent will follow the statutes of the State of Missouri, regulations of the Crocker R-II School District and the directions of the Board of Education.

Done by order of the Board of Education this 23<sup>rd</sup> day of January 2007

  
President, Board of Education  
Crocker R-II School District

  
Superintendent

ATTEST:   
Secretary, Board of Education  
Crocker R-II School District

\*Annual salary contingent upon Superintendent and Board of Education negotiations.  
\*\* Includes Stipend for Transportation Director @\$530 per month