

SUPERINTENDENT'S CONTRACT

It is hereby agreed by and between Ronald D. Swafford, the Superintendent (hereinafter referred to as "Superintendent"), and the Crystal City Board of Education, County of Jefferson, State of Missouri (hereinafter referred to as the "Board"), the employer, that the Superintendent, beginning on the first day of July, 2008, shall serve in the employ of the Board and its successors for a term of 36 months for annual compensations of \$112,350 for the period July 1, 2008 through June 30, 2009 and \$112,350 for the period July 1, 2009 through June 30, 2010 and \$112,350 for the period July 1, 2010 through June 30, 2011, and other compensations that follows:

1. Insurance and other benefits as provided other certificated employees of the school district.
2. Four weeks annual paid vacation.
3. Reimbursement for expenses related to school business.

Compensation is to be paid in equal installments, according to Board regulations, less the contributions required by law and those authorized by the Superintendent.

It is further agreed by the parties hereto that this contract shall continue in force for three (3) years or until terminated in accordance with the provisions of the laws of the State of Missouri and/or Rules and Regulations of the Board.

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 valid administrative certification in the public schools of the State of Missouri for this administrative position.

The Rules and Regulations of the Board as last revised, 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 hercof, 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.

Ronald D. Swafford 4-28-08
 Superintendent of Schools Date

Jarvis Adenton 5/13/08
 Secretary Date
 BOARD OF EDUCATION OF THE
 CRYSTAL CITY SCHOOL DISTRICT

Linda K. Scheel 5/19/08
 President Date
 BOARD OF EDUCATION OF THE
 CRYSTAL CITY SCHOOL DISTRICT