

DELTA R-V SUPERINTENDENT CONTRACT

This agreement is entered into this 11th day of January, 2007, between the Delta Board of Education of Delta, Missouri, hereinafter "Board", and Nathan Crowden, hereinafter " Administrator."

Whereas, the Board has determined that the Administrator herein is a capable and qualified educator who will be a suitable member of the Board's administrative team.

Now, therefore, in consideration of the provisions and mutual promises contained herein, the Board and the Administrator agree to the following:

1. The Board agrees to employ the Administrator and the Administrator agrees to accept employment in the position of Superintendent for a term commencing the 1st day of July, 2007 and extending through June 30, 2009.
2. The Administrator shall receive a salary for one year of this agreement at an index of 1.80%, 21st year, (\$76,860) of the salary schedule, rounded to the nearest hundred, payable in no fewer than 12 equal installments and subject to such deductions as may be authorized or as may be required by law. School year July 1, 2008 to June 30, 2009 (Year two of this contract) will have an index salary at 1.80%, 22nd year, of the salary schedule, rounded to the nearest hundred. The Board hereby retains the right to adjust the annual salary of the Administrator during the time of this agreement, but in no event shall such adjustment be less than the salary set forth herein. Any adjustment in salary made during the life of this agreement shall be in the form of an amendment and shall become a part of this Agreement.
SPEC 21
3. The Administrator represents that he (she) holds a valid certificate, properly registered and issued by the State of Missouri, sufficient to lawfully permit the Administrator to perform such duties as may be assigned under this Agreement.
4. This Agreement is subject to all applicable laws, rules and regulations of the State of Missouri.
5. This agreement may be terminated for just cause. Just cause may only take place following a hearing before the Board. The hearing shall be in private if requested by the Administrator. "Just cause" shall be defined, for the purpose of this agreement, gross insubordination, incompetence, or moral turpitude detrimental to the operation of the school system.

A. The Administrator shall receive 12 days sick leave with full pay annually, as per Board policy.

B. The Administrator shall receive full reimbursement for actual expenses incurred at the rate all other staff members.

C. The Administrator shall be covered by medical insurance paid by the Board under the same insurance policy as all other staff members.

D. The Administrator shall receive 10 days annual vacation, excluding school holidays, with full pay.

7. The Administrator shall be indemnified and held harmless by the Board from any and all demands, claims, suits, actions, and legal proceeding, demands, claims brought against the Administrator in his or her individual or official capacity as an agent and/or employee of the Board.

8. Invalidity of any portion of this Agreement under the laws of the State of Missouri or of the United States shall not affect the remainder of this Agreement.

In Witness Whereof, the parties have executed this Agreement this 11th day of January, 2007.

Administrator

Nate Crowder

Attest:

Board of Education
Delta R-V School District
of Cape Girardeau County,

Secretary, Bd. of Ed.

J. Bowers

By: President of Bd. of Ed.

Herbert Blottel Jr