

**DIXON R-1 SCHOOL DISTRICT  
DIXON, MISSOURI**

This agreement made and entered into this 20th day of February, 2006, between Dawna Burrow, a legally qualified public school teacher, of the first part, and the Board of Education of the Dixon R-1 School District, County of Pulaski, State of Missouri, of the second part.

Witnesseth, that the said Dawna Burrow agrees to perform all duties incumbent upon him as superintendent and administrator of the public schools within and for said school district for a term of three years, commencing on the 1st day of July, 2006, for which services properly rendered and reports correctly made 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 year beginning July 1, 2006 shall be \$83,000 and shall be paid in twelve equal installments in accordance with board policy. A minimum of \$83,000, the exact amount to be determined by the board at the time of setting salaries for certified staff, shall be paid for the 2006-2007, 2007-2008, and 2008-2009 school years.

(B) The district shall provide health insurance for the superintendent and his family with same coverage for all as provided for certified personnel.

(C) As a condition of employment, the Superintendent is required to purchase or lease a personally owned automobile for business purposes. As the Superintendent shall be required to travel between campuses and make other business related trips including, but not limited to, meeting with District representatives, attorneys, auditors, parents and constituents, it is recognized that the Superintendent will incur certain expenses of a business nature for the use of said vehicles. For trips exceeding a radius of 15 miles from the Superintendent's office, the Board will reimburse the Superintendent for actual expenses and 30 cents per mile for the use of said vehicle. The Superintendent shall bear all costs associated with the purchase, upkeep and maintenance of the vehicle.

(D) The Board of Education shall provide life, dental, vision, and cancer insurance for the Superintendent and family as outlined in current board policy.

(E) The termination date of the existing contract may at the end of any 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.

(F) The Superintendent's vacation, and sick leave, shall be three weeks vacation per year and one sick leave day per month as provided for in board policy.

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

(H) The Superintendent shall attend appropriate professional meetings at local, state, and national level, the expenses of said attendance to be paid by the district.

(I) The Board of Education shall pay the annual membership dues for the Superintendent in professional organizations.

(J) The Board of Education will reimburse up to \$300.00 annually for course work in pursuit of a doctorate.

(K) The Board of Education will pay moving expenses.

This agreement shall terminate on June 30, 2009; provided, however, that either party may terminate it at any time because of a substantial breach of the agreement by the other party; and provided further that the Board of Education may terminate it at any time for cause. "Cause" shall mean any misconduct or willful inattention, which is substantially harmful to the business of the school district, including but not limited to, the following:

(A) Conduct resulting in revocation of number certificate of license to teach, pursuant to Section 168.071, Revised Statutes of Missouri;

(B) Willful or persistent violation of, or failure to obey the school laws of the state or the published regulations of the Board of Education;

(C) Excessive or unreasonable absence from performance of duties; or

(D) Conviction of a felony or crime involving moral turpitude.

Done by order of the Board of Education this date February 20, 2006.

PRESIDENT Ken Shepherd  
SUPERINTENDENT Samuel H. Buller

ATTEST: Samuel H. Buller  
SECRETARY

DIXON BOARD OF EDUCATION