

SUPERINTENDENT'S CONTRACT

This agreement, made and entered into this 14th day of January, 2008, between Scott T. Downing, a legally qualified public school teacher, of the first part, and the Board of Education of the School District of East Prairie R-II, County of Mississippi, State of Missouri, of the second part.

Witnesseth, that the said party, Scott T. Downing, 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 one year, commencing on the 1st day of July, 2008, 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 beginning July 1, 2008, shall be a minimum of \$97944 plus the average percentage of increase given other certificated personnel or an additional sum determined by the Board of Education. This salary shall be paid monthly in twelve equal installments.
- (B) 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 extensions exceed three years.
- (C) The Board of Education shall provide the Superintendent with a transportation allowance of \$ 2,500 annually for in-district expenses and will be reimbursed for any out-of-district expenses.
- (D) The Superintendent shall receive 14 days vacation annually exclusive of legal holidays and shall be entitled to 12 days emergency leave annually. Vacation shall be taken at the discretion of the employee. Earned emergency leave shall be cumulative to a maximum as provided by Board policy for certified personnel.
- (E) Except as provided herein, the Superintendent shall be entitled to any or all fringe benefits provided by Board policy for certified personnel.
- (F) The school district shall encourage the Superintendent to obtain membership and participate actively in professional organizations. Membership dues shall be provided by the school district in MASA, AASA, and MOASBO.
- (G) The Superintendent shall attend appropriate professional meetings at the local and state level. The expenses of said attendance to be incurred by the district.
- (H) The medical insurance package provided to certificated personnel shall be provided to the Superintendent by the school district.

Done by the order of the Board of Education this 14th day of January, 2008.



President, Board of Education



Superintendent

ATTEST:



Secretary, Board of Education