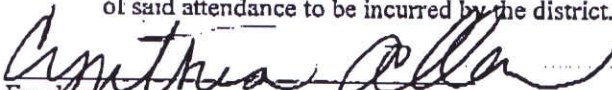


SUPERINTENDENT'S CONTRACT

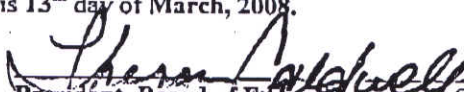
This agreement, made and entered into this 13th day of March, 2008, between Cynthia Allen, a legally qualified public school teacher, of the first part, and the Board of Education of Galena R-II School District, County of Stone, State of Missouri, of the second part.

Witnesseth, that Cynthia Allen 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 two (2) years, beginning 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 for the first year beginning July 1, 2008 shall be 92,500.00 and shall be paid monthly in twelve equal installments in accordance with Board policy. The annual salary for the second year beginning July 1, 2009 will be at least \$92,500.00. The annual salary for the third year beginning July 1, 2010 will be at least \$92,500.00. In addition the board will provide at the district's expense medical insurance for the employee and their spouse.
- (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 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 87 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 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 costs at -.37- cents per mile when using his own vehicle in the performance of his official duties during his employment under this contract or shall provide him with \$ -0- annually in lieu of transportation costs.
- (E) The Board of Education shall devote a portion of all of one meeting, at least annually, to a discussion with the superintendent of an evaluation of his performance.
- (F) The superintendent shall receive 20 days vacation annually exclusive of legal holidays and shall be entitled to 12 days sick leave annually. Vacation shall be taken during the contract year in which it is earned and shall not be cumulative. Earned sick leave shall be cumulative to a maximum of 60 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 or 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 expenses of said attendance to be incurred by the district.


Employee

Done by order of the Board of Education this 13th day of March, 2008.


President, Board of Education


Secretary, Board of Education