

GRANDVIEW CONSOLIDATED SCHOOL DISTRICT NO. 4
13015 10th Street
Grandview, Missouri 64030

ADDENDUM TO SUPERINTENDENT'S CONTRACT

IT IS HEREBY AGREED by and between the Board of Education of the Grandview Consolidated School District No. 4, located in Jackson County in the State of Missouri ("Board"), and DR. RALPH TERAN ("Superintendent"), in accordance with its action as found in the Minutes of the meeting held on the 10th day of May, 2007, that the Superintendent's Employment Contract between the parties dated July 1, 2006, is hereby amended in the following respects:

1. Superintendent's term of contract shall be amended to read as follows:

IT IS HEREBY AGREED by and between the Board of Education of the Grandview Consolidated School District No. 4, located in Grandview, Jackson County, in the State of Missouri (hereinafter called the "Board") and DR. RALPH TERAN (hereinafter called the "Superintendent") that the said Board, in accordance with its action as found in the Minutes of the meeting held on the 10th day of May, 2007, has and does hereby employ DR. RALPH TERAN as Superintendent for a period commencing July 1, 2007, and continuing until June 30, 2010. Both parties agree that said employee shall perform the duties of Superintendent in and for the public schools in said District as prescribed by the laws of the State of Missouri and by the rules and regulations made thereunder by the Board of said District.

2. Superintendent's compensation shall be amended to read as follows:

The Board shall pay Superintendent at an annual compensation rate of One Hundred Fifty Seven Thousand Five Hundred and No/100 Dollars (\$157,500.00),

payable in equal installments in accordance with the practice of the Board commencing July 1, 2007. In consideration for said compensation, the Superintendent agrees to faithfully perform the duties of the office, including additional duties required by the Board in relation to administering the bond projects resulting from the April 2007 bond proceeds and implementing school reform initiatives.

3. Superintendent's vacation and other benefits shall be amended to read as follows:

The Superintendent shall receive all the benefits applicable to twelve (12) month administrative employees as are incident to their employment relationship with the Board, including, but not limited to, insurance coverage, terminal pay, illness benefits and leaves, retirement program, and other administrative employee benefits, said benefits to be in addition to other benefits as set out in this Employment Contract.

In addition to the above, the Board shall provide dental insurance for the Superintendent and his dependents in an amount to be determined in the sole discretion of the Board, and the District health insurance coverage shall be extended to the Superintendent's dependents. A life insurance policy in the amount of \$200,000.00 shall be furnished on behalf of the Superintendent and shall include an accidental death and dismemberment clause.

Should the Superintendent leave the District for any reason prior to being fully vested in the Public School Retirement System (PSRS) of the State of Missouri, he may, at his discretion, purchase health and dental coverage for himself and his dependents through the group insurance plans available through the District at his own expense, at the same cost as District employees and at no

expense to the District. The District agrees to maintain group health and dental insurance coverage that allows the Superintendent to purchase insurance consistent with the terms of this provision.

The Superintendent shall receive twenty (20) working days of vacation annually, exclusive of legal and school holidays, but shall not accumulate unused vacation in excess of fifteen (15) days, so that in any one contract year, the Superintendent shall not be entitled to more than thirty-five (35) days vacation, taking into account the annual entitlement of twenty (20) days and fifteen (15) days of accumulated unused days of vacation.

The Board shall reimburse Superintendent for reasonable moving expenses incurred in an amount not to exceed \$5,000.00. Superintendent shall submit receipts and/or invoices for said expenses in order to receive reimbursement for the same.

4. All other terms and conditions of the aforesaid Superintendent's Contract shall remain unchanged and are hereby ratified by the parties.

Dated this ____ day of July, 2007.

DR. RALPH TERAN
SUPERINTENDENT

KATHERINE A. MEYERS
PRESIDENT – BOARD OF EDUCATION

VICKI MCGRAW
SECRETARY – BOARD OF EDUCATION