

**CONTRACT TO SERVE AS SUPERINTENDENT OF SCHOOLS
GREEN CITY R-I SCHOOL DISTRICT
GREEN CITY, MO**

This agreement is entered into this 10th day of January 2008, by and between the Board of Education of the Green City R-I School District ("Board or District") and Donnie Campbell ("Superintendent").

TERM:

The District agrees to employ Superintendent, and Superintendent agrees to accept such employment as Superintendent of the District's schools, for a period of two years from July 1, 2008, through June 30, 2010, subject to the provisions of this agreement.

SUPERINTENDENT'S DUTIES:

The Superintendent shall at all times during the term of this agreement possess a valid certificate enabling them to serve as a Superintendent of Schools in the state of Missouri.

The Superintendent shall have responsibility for the administration of the schools of the District under the direction of the Board, and shall act as chief executive officer of the District. As such, she shall be directly responsible for the selection, direction and assignment of the administrative staff, teachers and other employees in the manner which most efficiently and effectively accomplishes the educational mission of the district, and for making recommendations concerning the annual budget and for administering the budget adopted by the Board. The Superintendent shall provide for compliance with applicable laws and regulations relating to public schools in the state of Missouri, and shall perform his duties and supervise the employees and students of the District in a manner consistent with such laws and regulations.

The Superintendent shall administer and enforce the policies, rules, regulations and procedures of the District, shall recommend necessary additions or changes, and shall perform other administrative duties that are incidental to the position of Superintendent or that may be assigned by the Board.

COMPENSATION:

The salary payable to the Superintendent under this agreement for the 2008-09 and the 2009-2010 school years shall be an amount equal to the salary established for the prior year, plus an additional amount to be determined annually. The 2008-2009 salary will be \$76,000 plus an additional amount not less than 1% and not to exceed 5%. The 2009-2010 salary will be the final 2008-2009 salary plus an additional amount not less than 1% and not to exceed 5%. The salary will be payable on a monthly basis and subject to all deductions required by law. The Superintendent shall be reimbursed for all other reasonable and necessary expenses incurred in the performance of his duties.

CONTRACT EXTENSION:

By February 1 of each year that this agreement remains in effect, the District shall notify the Superintendent of whether it intends to extend this agreement for an additional school year, under the same terms and conditions, subject to modification of the salary for such additional year. The terms of the extension shall be reduced to writing in the form of an addendum and signed by both parties.

PROFESSIONAL DEVELOPMENT:

The Superintendent shall become a member of the Missouri Association of School Administrators, including the local and district organizations, at District expense, and is encouraged to attend educational programs at District expense within amounts budgeted for such purposes if, in her discretion, such participation is in the best interest of the District.

BENEFITS:

The Superintendent shall be entitled to all of the benefits applicable to certificated employees, and in addition shall be entitled to the following benefits: VACATION: The Superintendent shall be entitled to a minimum of ten (10) days paid vacation per annum and all legal holidays and in-session vacations as other certificated employees. Vacation shall be taken within thirteen (13) months of the school year in which it is earned and shall not be cumulative. The Superintendent shall receive sick leave and personal leave in accordance as other certificated employees.

EVALUATION:

The Board of Education shall devote a portion or all of one meeting, at least annually, to a discussion with the Superintendent of an evaluation of his performance under the applicable guidelines for performance based evaluation available through the Department of Elementary and Secondary Education, or under another evaluation method agreed upon by the Superintendent and the Board.

TERMINATION – DISABILITY:

In the event of any illness or disability which renders the Superintendent unable to perform the essential duties required under this agreement with or without reasonable accommodation, following the expiration of any period of leave required by law, and including any regular sick leave days or other regular leave days to which the Superintendent is entitled which period of leave shall be paid, and an additional period of paid leave, if necessary, up to six months from the date that such illness or disability caused the Superintendent to become unable to perform duties under his agreement, the Board of Education may terminate this contract following notice and an opportunity for the Superintendent to be heard.

TERMINATION – FOR CAUSE:

This contract may be terminated, following written notice and an opportunity for a hearing, for cause, including failure to comply with the terms of this contract or any cause for which the contract of a permanent teacher may be terminated. Except in the case of alleged immoral conduct or criminal acts, the Superintendent shall be given written notice of causes that may result in termination if not corrected, at least sixty days before charges are filed, and an opportunity to address the problem areas identified in the written notice. Following termination of this contract by the Board of Education, no further salary shall be payable. The Superintendent may be suspended with pay pending the decision of the Board. The hearing shall be conducted as otherwise required by law.

SATISFACTION OF CONTRACT:

The Board of Education may completely discharge its obligations under this agreement at any time by paying to the Superintendent all of the contracted salary to which the Superintendent is entitled for the remainder of the contract period, subject to deductions required by law.

RETIREMENT:

The Superintendent may, by giving a minimum of ninety days written notice to the Board prior to the end of any school year, retire effective upon the completion of such school year during the term of this agreement and terminate this agreement effective upon such date. In order to exercise this option, the Superintendent must be eligible to receive full benefits under the Public School Retirement System.

SEVERABILITY:

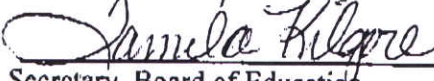
If it is determined at any time that any provision of this contract is illegal or unenforceable, the remaining terms shall not be affected.

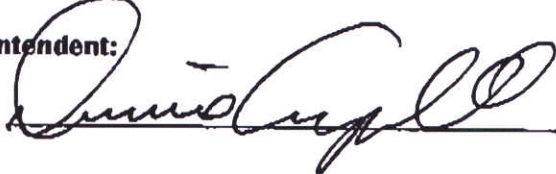
BOARD AUTHORIZATION AND SIGNATURES:

BY ORDER OF THE BOARD OF EDUCATION, the District has approved this contract by majority vote of the Board of Education on the date first above written, and the Superintendent has accepted by signing below.

GREEN CITY R-I SCHOOL DISTRICT

By:  4-17-08
President, Board of Education Date

Attest:  4-17-08
Secretary, Board of Education Date

Superintendent:  4-18-08
Date