

HANCOCK PLACE SCHOOL DISTRICT
SUPERINTENDENT'S EMPLOYMENT CONTRACT

THIS AGREEMENT, made and entered into this 27th day of November, 2006, by and between Greg Clark, Ed. D. ("Superintendent") and the Board of Education for the HANCOCK PLACE SCHOOL DISTRICT ("Board"). In accordance with its actions, as found in the minutes of the meeting held on the 8th day of November, 2006, the Board has and does hereby employ Greg Clark Ed. D. as Superintendent of Schools for a period of 36 months commencing July 1, 2007. Both parties agree that said employee shall perform the duties of Superintendent of Schools in and for the public schools of said District, as prescribed by the laws of the State of Missouri, and by the rules and regulations made thereunder by the Board of Education of said District.

WITNESSETH:

1. That, in consideration of an annual salary of **\$135,000.00 for the 2007-2008 contract year**, a salary of from \$137,000.00 to \$147,000.00, the exact amount to be determined, based on performance, by the Board for the 2008-2009 contract year, and a salary of from \$139,000.00 to \$155,000.00, the exact amount to be determined, based on performance, by the Board for the 2009-2010 contract year, the Superintendent agrees to perform faithfully the duties and obligations of Superintendent of Schools required by the laws of the State of Missouri and the rules, regulations, and policies of the Board of Education, which are existing or which may hereafter be created by the Hancock Place School District Board of Education, and to serve as Executive Officer of the Board of Education.
2. The Superintendent agrees to devote his full time, skill, labor, and attention to his employment during the term of this Contract, and will not engage in any pursuit, which interferes with the proper discharge of his duties. However, subject to the foregoing, the Superintendent will be permitted to make presentations at educational conferences and to teach at local colleges and universities, with prior notice to and consent of the Board.
3. **The Board shall provide the Superintendent with \$3,000 annually in lieu of transportation and other expenses incurred for local and state level meetings.**
4. The Superintendent shall receive health insurance coverage and any other personal benefits accorded to other professional employees of the District. Any improvements in fringe benefits provided to other professional employees will automatically apply to the Superintendent.
5. **The Board shall pay for the cost of participation of the Superintendent's spouse and eligible dependents in any plan of group health insurance provided by the District.**

HANCOCK PLACE SCHOOL DISTRICT
SUPERINTENDENT'S EMPLOYMENT CONTRACT


6. That the Superintendent shall join national and state professional organizations related to the Superintendency and those required by the Board. In addition, the Superintendent shall attend appropriate professional meetings at the local, state and national level. The Board shall pay the reasonable costs of such memberships and meetings.
7. That the Superintendent does hereby agree to have a comprehensive medical examination not less than once every two years, and not more often than once each year; that a statement certifying the physical competency of the Superintendent shall be filed with the Secretary of the Board of Education and treated as confidential information by the Board, and the cost of said medical examination shall be paid by the Board.
8. That the Superintendent shall receive twenty (20) days vacation annually, exclusive of legal holidays. Vacation shall be cumulative up to sixty days (60), as provided by Board policy. Sick leave shall be limited to ninety (90), as provided by Board policy.
9. That the Board of Education shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity, or in his official capacity as agent and employee of the Board of Education, provided the incident arose while the Superintendent was acting within the scope of his employment.
10. That the Superintendent will maintain a valid and appropriate certificate to act as Superintendent of Schools in the State of Missouri, as directed by the Board of Education.
11. That this contract may be terminated for failure to comply with the terms of this contract or just cause following the Board's decision to discharge, the Superintendent shall have the right to service of written charges, notice of hearing and an opportunity to provide the Board with reasons why his employment should not be terminated.
12. 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 so that the total period of paid leave terminates effective with the

HANCOCK PLACE SCHOOL DISTRICT**SUPERINTENDENT'S EMPLOYMENT CONTRACT**


payment of benefits under any policy of disability insurance provided under this Agreement, or six months from the date that such illness or disability caused the Superintendent to become unable to perform duties under this Agreement, whichever period is shorter, the Board of Education may terminate his contract following notice and an opportunity for the Superintendent to be heard.

13. That the Board of Education shall devote a portion of, or all of one meeting during each contract year, to a discussion of the working relationship between the Superintendent and the Board, and concerning the Superintendent's performance. This provision, however, does not limit the Board's right to evaluate the Superintendent's performance on an ongoing basis.
14. Renewal of the Superintendent's Contract shall be considered and a decision made to offer, or not to offer, an additional contract year at the Board of Education's regular meeting in January during each contract year. The Board of Education may contract with the Superintendent for an additional year(s) under terms agreeable to both parties.
15. 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.

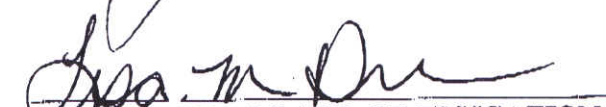
DATED this 27th day of November, 2006.



SUPERINTENDENT



PRESIDENT - BOARD OF EDUCATION



SECRETARY - BOARD OF EDUCATION