

**HARDIN-CENTRAL C-2 SCHOOL
SUPERINTENDENT'S CONTRACT
2008-2009**

This Agreement, made and entered into this 14th day of January, 2008 by and between **G. Stephen Andes**, a legally qualified public school teacher, party of the first part, and the Board of Education of the **Hardin-Central C-2 School District**, County of Ray, State of Missouri, party of the second part.

Witnessed: That **G. Stephen Andes** 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 (1) year, 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 said party of the first part upon the treasurer of said School District in accordance with the following terms:

- (A) The annual salary for the year beginning $\frac{1}{2}$ time July 1, 2008 shall be **\$41,101.00** plus an additional amount of **\$4,500.00** for serving as **Co-Special Education Director**, making a total annual salary of **\$45,601.00** to be paid monthly in twelve equal installments in accordance with Board policy. In addition, party of the first part will receive an expense account of **\$2,000.00** plus an additional **\$500.00** for **Special Education Director expenses** to be included in salary compensation, and the full amount of premium to provide health insurance for a monthly premium for said party.
- (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 deduction from the salary stipulated and if such disability continues or if said 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 devote a portion or all of one meeting, at least annually, to a discussion with the Superintendent of an evaluation of his performance.
- (E) The Superintendent shall receive **14 days vacation annually**, exclusive of legal holidays, shall be entitled to **13 days annual leave (sick/personal)**. 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 120 days as provided by Board policy for other certificated and classified personnel. Unused sick leave will be paid at the rate of \$20 per day upon leaving the District as per Board policy.
- (F) 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 monthly to be determined by the Superintendent, permitting the Superintendent of schools to participate, if desired, in a cafeteria plan provided by the District.
- (G) Except as provided herein the Superintendent shall be entitled to any or all fringe benefits provided by Board policy for other certificated and classified personnel.
- (H) The Superintendent may attend appropriate professional meetings at the local, state and national level, the expenses of said attendance to be incurred by the Superintendent.

Steve Andes 2/13/08
Superintendent Date Signed

John D. Felt
President, Board of Education
Hardin-Central C-2 Schools

Cindy Dooler
Secretary, Board of Education
Hardin-Central C-2 Schools