

HAZELWOOD SCHOOL DISTRICT
St. Louis County, Missouri

SUPERINTENDENT DESIGNEE CONTRACT

THIS CONTRACT, made and entered into this 11th day of February, 2002, by and between **HAZELWOOD SCHOOL DISTRICT**, a public corporation of St. Louis County, Missouri, by and through its Board of Education, hereinafter referred to as the "School District", and **CHRIS L. WRIGHT**, a person qualified to enter the office of Superintendent as defined by the Statutes and laws of the State of Missouri, hereinafter referred to as the Superintendent Designee.

WITNESSETH THAT:

WHEREAS, the Board of Education has been informed by the present Superintendent, Dr. Larry S. Humphries, that he would retire from the office of Superintendent at the end of the school year 2001-2002; and

WHEREAS, the Board and the Superintendent and the staff of the School District have requested and received input from the parents of students and patrons of the School District about the concerns for public education, its present and future direction and the qualities of the new Superintendent to assist the Board in its mission to provide quality education; and

WHEREAS, the Board of Education has determined that the Superintendent Designee shall enter the office of Superintendent as of July 1, 2002; and

WHEREAS, it has been determined by the Board of Education that this contract shall be for the school years 2002-2003, 2003-2004 and 2004-2005.

NOW, THEREFORE:

1. In consideration of the payment to the Superintendent Designee of an annual salary of One Hundred Sixty-One Thousand Three Hundred and no/100 Dollars (\$161,300.00)

commencing July 1, 2002, and for an annual salary commencing July 1, 2003, of not less than One Hundred Sixty-One Thousand Three Hundred and no/100 Dollars (\$161,300.00) with the amount of such salary for the succeeding years to be determined by the Board of Education prior to March 1, 2003, taking into consideration all factors reasonably pertinent, including the costs of living, the relationship of her salary to the salaries of teachers and other administrators in the School District, and the salaries paid to Superintendents in other or comparable school districts.

2. In addition to the compensation called for in Paragraph 1 above, the Superintendent Designee is entitled to all of the benefits of employment extended to administrative supervisory personnel including, but not limited to, vacation, sick leave, medical, dental and visual insurance benefits, as well as life insurance, and any other benefits extended by the Board to such employees, Board estimate of said benefits to be approximately Four Thousand and no/100 Dollars (\$4,000.00) per year. In addition, at her cost, she is entitled to purchase disability insurance not to exceed seventy-five per cent (75%) of her present salary.

3. During the term of this agreement, the Superintendent Designee will supply her own automobile transportation. She will receive, in addition to the compensation set forth in Paragraph 1 and 2 above, the sum of Five Hundred and no/100 Dollars (\$500.00) per month as additional wages to compensate the Superintendent Designee for the purchase and maintenance of her own automobile. This sum shall be in addition to those amounts normally reimbursed by the Board for business mileage at the rate established by the Board for such reimbursement.

4. The Superintendent Designee shall join such professional associations and local service groups as the Board directs and authorizes. The annual or other dues or membership fees required of the Superintendent Designee shall be paid by the District as a part of the costs of the

operation of the District and shall not be attributed to the Superintendent as additional income.

5. The Board shall, at the direction of the Superintendent Designee, deduct from her salary an amount designated by her as her annual annuity contribution and shall pay that contribution for her in a lump sum during the month of July. The Board shall recover from her such advance payment by deductions from each of her semi-monthly checks of an appropriate amount over twenty-four (24) pay periods.

6. Superintendent Designee shall have the title of Superintendent as of July 1, 2002, and shall carry forth all duties and obligations of Superintendent from that day forward.

7. Superintendent Designee agrees to enter upon, perform and continue the services of a Superintendent at the times and places and for the duration of this Contract, as set forth in Paragraph 1, and perform all duties of a Superintendent faithfully and satisfactorily as directed by the Board of Education, and to comply with and abide by all pertinent Statutes and laws of the State of Missouri.

8. It is agreed between the parties that this Contract is conditioned upon the said Superintendent Designee having, prior to the first day of service hereunder, and maintaining during the term of this Contract, valid qualifications to work as a Superintendent in the public schools of the State of Missouri, and the procurement and maintenance of a current health certificate.

9. It is further mutually agreed between the parties that if the schools of the School District are closed by order of the Board of Education because of fire, disease, or any causes other than customary holidays and vacation, such causes including lack of funds from current levies, plus unencumbered balances from previous years, to maintain the schools, there shall be a deduction of salary for the lost time, unless that time, by agreement with the School District, is made up by her.

10. It is hereby mutually agreed by and between the parties hereto that nothing herein

contained shall operate or be construed as a waiver of any of the rights, powers, privileges or duties of either party hereto by or under the laws of the State of Missouri.

IN WITNESS WHEREOF, the School District has caused this contract to be executed in its name by its proper officials and the Superintendent has executed the same all as of the day and year first above written.

HAZELWOOD SCHOOL DISTRICT

By: *Paul Behlman*
President

ATTEST:

Diane Dowdy
Secretary, Board of Education

Chris L Wright
Chris L. Wright
Superintendent Designee