

HERMITAGE R-IV SCHOOL  
SUPERINTENDENT'S EMPLOYMENT CONTRACT

This agreement, made and entered into this 20th day of December, 2007, between Gail M. Aubuchon, a legally qualified public school superintendent, of the first part, and the Board of Education of the Hermitage R-IV School, County of Hickory, State of Missouri, of the second part.

Witnesseth, that Gail M. Aubuchon agrees to perform all duties incumbent upon her as superintendent and administrator of public schools within and for said school district for a term of 3 years, 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 the party of the first part upon the treasurer of said school district in accordance with the following terms:

(A) The annual salary beginning July 1, 2008 shall be \$88,000.; salary for the second year shall be \$91,000.; and salary for the third year shall be \$94,000. Salary shall be paid monthly in twelve equal installments in accordance with Board Policy. Also, beginning July 1, 2003, the superintendent's family medical insurance will be paid by the district.

(B) Superintendent further agrees that there will be a penalty for breach of contract which is as follows: \$500. from Feb. 1 - Feb. 28/29; \$1,000. from March 1 - March 31; and \$2,000. from April 1 - June 30.

(C) The termination date of the existing contract may be extended each year if agreeable to both parties, but at no time shall the remainder of the contract together with any extension exceed three years.

(D) Should the superintendent be unable to perform any or all of her duties by reason of illness, accident, or other cause beyond her control and said disability exists for a period of more than N/A during any school year, the Board of Education may in its discretion make a proportionate deduction from the salary stipulated, and if such disability continues for more than N/A or if said disability is permanent, irreparable or of such nature as to make the performance of her duties impossible, the Board of Education may, at its option, terminate this agreement, where-upon the respective duties, rights, and obligations hereof shall terminate.

(E) The Board of Education shall compensate the superintendent \$400. per month to pay for expenses incurred in the course of her duties. The Board of Education shall also pay all professional dues of the superintendent.

(F) 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 her performance.

(G) The superintendent shall receive 15 days vacation annually exclusive of legal holidays and shall be entitled to 12 days sick leave annually, plus 2 days personal leave. 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 60 days or as provided by Board policy for professional employees.

(H) 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 annually or semi-annually to be determined by the superintendent, permitting the superintendent of schools to participate, if desired, in a tax-deferred annuity program of her choosing.

(I) Except as provided herein, the superintendent shall be entitled to any or all fringe benefits provided by Board policy for professional employees. It is hereby mutually agreed by and between the superintendent and the Board that nothing herein contained shall operate or be construed as a waiver of any of the rights, power, privileges or duties of either party hereto by or under the laws of the State of Missouri.

Done by order of the Board of Education this 20th day of December, 2007.

1/4/08  
Date

Paul M. Aubuchon  
Superintendent

Hermitage R-IV Board of Education

Scotty Perkins  
President, Board of Education

ATTEST:

Rosalie Willis  
Secretary, Board of Education