

**SUPERINTENDENT CONTRACT
IBERIA R-V SCHOOL DISTRICT
MILLER COUNTY
IBERIA, MO.**

This agreement made and entered into this 6th, day of April, 2006 by and between: Iberia R-V Board of Education (hereinafter sometimes for brevity referred to as "Board"), an agency under law of the State of Missouri, herein represented by Norman DeVore its President. **IBERIA R-V SCHOOL, BOARD OF EDUCATION.**

WITNESSETH

Whereas, at a meeting held on February 23, 2006, the Board appointed James M. McLeod to serve as Superintendent effective July 1, 2006 – June 30, 2008.

Whereas, the parties hereto desire to reduce to writing the terms, conditions, privileges and obligations of the employment of the Superintendent.


NOW THEREFORE, for and in consideration for the mutual covenants of the parties hereinafter set forth, be it agreed that:

1. The Superintendent shall maintain during the term of this **CONTRACT** a Valid and appropriate certificate to serve as Superintendent in the State of Missouri.
2. The Superintendent is hereby employed by the Board to serve as Superintendent for a term commencing July 2006 and ending June 30, 2008.
3. The Superintendent accepts employment as defined in the **CONTRACT** and agrees to perform such services as are required under the laws of Missouri and as directed by the Board, and to devote his/her time, labor, skill, and attention to said employment during the term of the contract.
4. The salary payable to the Superintendent under this agreement for the 2006-07 school year shall be \$82,000 (eighty-two thousand dollars).
5. The Superintendent shall receive 10 days vacation leave, exclusive of legal holidays.
6. The Superintendent shall be entitled to fourteen (14) days of sick leave annually, with accumulation of 72 days. Two (2) of these days each year may be used for personal leave. (see policy)
7. The Superintendent shall be provided the following benefits:

- A. Group 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.
 - B. Reimbursement of unused sick days at the rate established annually by The Board for professional staff upon leaving the district.
 - C. Reimbursement of actual expenses on trips and business activities relating to the job.
8. The Superintendent recognizes that a part of his duties shall be to attend appropriate professional meetings and to participate in other activities at the local, state, and national levels, which would benefit the school district.
9. The Superintendent's employment may be terminated during the term of the **CONTRACT** for cause in accordance with the laws of the State of Missouri.
10. Additionally, this employment **CONTRACT** may be terminated by:
- A. Mutual agreement of the parties
 - B. Retirement of the Superintendent
 - C. Disability of the Superintendent
11. The Board of Education shall annually, but no later than the regular January Board of Education meeting, review with the Superintendent his/her performance, including but not limited to his/her progress toward established goals and other job-related criteria.
12. 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.
13. 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/her individual capacity, or in his/her 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/her employment.

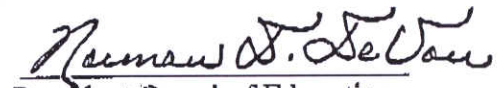
- 14. This contract incorporates by reference Missouri Law and wherein this contract conflicts with Missouri Law, the contract shall be amended to conform to Missouri Law and thereby otherwise binding upon the parties.
- 15. This contract is subject to the Board's policy, rules, and regulations, which are incorporated herein by reference, including those hereafter adopted or amended.

Dated this 6th day of April 2006.



 Superintendent

04-14-06
 Date



 President Board of Education



 Secretary Board of Education

Addendum: to 2006-2008 Superintendent Contract: Salary \$83,640.00