

2007-08

JEFFERSON COUNTY SCHOOL DISTRICT R-VII
ADMINISTRATOR'S CONTRACT

This agreement, by and between Reorganized School District R-VII, a seven-director school district of Jefferson County, Missouri and James Thomas Guenzler, an individual.

WITNESSETH:

1. The District does hereby employ James Thomas Guenzler as District Superintendent for a Three (3) year periods, said period to commence July 1, 2007 and end June 30, 2010.
2. The District agrees to pay and Guenzler agrees to accept salary as follows: For the year July 1, 2007 to June 30, 3008, \$110,000.00 and salary for the remaining 2 years to be negotiated. In no event will the salary be less than \$100,000.00 annually. The salary shall be paid in such increments and subject to deductions as is ordinarily the practice in the District relative to payroll. The Board of Education agrees to review each year the remainder of the Superintendent's contracted salary and expense account amounts and may, at its discretion, raise the contracted amount on the basis of the Superintendent's performance, positive changes in the district's financial condition or other reasons deemed appropriate by the Board. The Board of Education and the Superintendent many agree to terminate the contract under terms agreeable to both parties.
3. In addition to salary, The Board agrees to deposit \$20,000.00 in a 403B for the year ending June 30, 2008 and each subsequent year Guenzler is employed by the district as Superintendent.
4. Further addition to salary, Guenzler shall receive reimbursement for actual expenses relating to the performance of his job. The Superintendent shall join his local and state professional organizations as approved by the Board. The Board shall pay the cost of such approved memberships.
5. Further Guenzler shall be entitled as an employee of the District to \$200,000 term life insurance a the cost of the District, paid medical, life, and dental insurance as provided under the District Group Plan. Guenzler shall be entitled to four (4) weeks of vacation per each employment year and all such other benefits, sick days, family days and the like as are made available to other certified employees of the District. The Superintendent shall be entitled to any increases of such benefits during the period of employment as is provided to other employees of the District.
6. The Board of Education agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions

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added
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2008-09

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WITNESSETH:

1. The District does hereby employ James Thomas Guenzler as District Superintendent for a Three (3) year periods, said period to commence July 1, 2008 and end June 30, 2011.
2. The District agrees to pay and Guenzler agrees to accept salary as follows: For the year July 1, 2008 to June 30, 3009, \$121,000.00 and salary for the remaining 2 years to be negotiated. In no event will the salary be less than \$100,000.00 annually. The salary shall be paid in such increments and subject to deductions as is ordinarily the practice in the District relative to payroll. The Board of Education agrees to review each year the remainder of the Superintendent's contracted salary and expense account amounts and may, at its discretion, raise the contracted amount on the basis of the Superintendent's performance, positive changes in the district's financial condition or other reasons deemed appropriate by the Board. The Board of Education and the Superintendent many agree to terminate the contract under terms agreeable to both parties. → 2008-09
3. In addition to salary, The Board agrees to deposit \$20,000.00 in a 403B for the year ending June 30, 2009 and each subsequent year Guenzler is employed by the district as Superintendent.
4. Further addition to salary, Guenzler shall receive reimbursement for actual expenses relating to the performance of his job. The Superintendent shall join his local and state professional organizations as approved by the Board. The Board shall pay the cost of such approved memberships.
5. Further Guenzler shall be entitled as an employee of the District to \$200,000 term life insurance at the cost of the District, paid medical, life, and dental insurance as provided under the District Group Plan. Guenzler shall be entitled to four (4) weeks of vacation per each employment year and all such other benefits, sick days, family days and the like as are made available to other certified employees of the District. The Superintendent shall be entitled to any increases of such benefits during the period of employment as is provided to other employees of the District.
6. The Board of Education agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions