

KENNETT SCHOOL DISTRICT NO. 39
KENNETT, MISSOURI

SUPERINTENDENT'S EMPLOYMENT CONTRACT

2008-09

THIS AGREEMENT, is made and entered into this 17th day of January, 2008, by and between Mr. Jerry L. Noble ("Superintendent") and the Board of Education for the Kennett #39 School District ("Board"). In accordance with its actions, as found in the minutes of the 15th day of January, 2008, the Board has and does hereby employ Mr. Jerry L. Noble, as Superintendent of Schools for a period of 36 months commencing July 1, 2008. Both parties agree that said employee shall perform the duties of Superintendent of Schools in and for the public schools of said District, as prescribed by the laws of the State of Missouri, and by the rules and regulations made thereunder by the Board of Education of said District.

WITNESSETH:

1. That, in consideration of an annual salary of \$120,350 for the 2008-2009 contract year, an annual salary of \$125,004 for the 2009-2010 contract year, and a salary of \$129,844 for the 2010-2011 contract year, the Superintendent agrees to perform faithfully the duties and obligations of the Superintendent of Schools required by the laws of the State of Missouri and the rules, regulations, and policies of the Board of Education, which are existing or which may hereafter be created by the Kenneth #39 Public Schools Board of Education, and to serve as Executive Officer of the Board of Education. A contract year shall be considered to commence on July 1st and end on June 30th.
2. The Superintendent agrees to devote his full time, skill, labor and attention to his employment during the term of this Contract, and will not engage in any pursuit which interferes with the proper discharge of his duties. However, subject to the foregoing, the Superintendent will be permitted to make presentations at educational conferences and to teach at local colleges and universities, with prior notice to and consent of the Board.
3. The Board shall pay the Superintendent \$325.00 per month for local travel expenses (for personal vehicle use) by payable voucher which is not included in total salary and not subject to Public School Retirement.
4. That the Superintendent shall join national and state professional organizations related to the Superintendency and those required by the Board. In addition, the Superintendent shall attend appropriate, professional meetings at the local, state and national level. The Board shall pay the costs of such memberships to MSTTA, MASA, and AASA. The Board shall also pay the dues to Kennett Chamber of Commerce and to a local civic club of his choice.

5. The Superintendent does hereby agree to have an annual comprehensive medical examination, and the cost of said medical examination shall be paid by the Board.

6. That the Superintendent shall receive twenty (20) days of vacation annually, exclusive of legal holidays. Vacation shall be taken within twelve (12) months of the year in which it is earned and shall not be cumulative. Sick leave and personal leave shall be as prescribed by Board of Education policy.

7. The Superintendent will maintain a valid and appropriate certificate to act as Superintendent of Schools in the State of Missouri, as directed by the Board of Education.

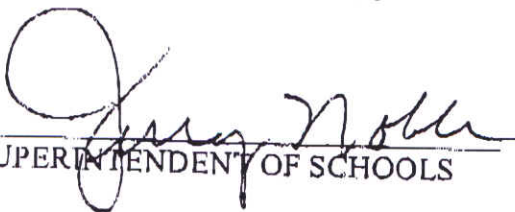
8. That throughout the term of this Contract, the Superintendent shall be subject to discharge for just cause for reasons the same as, but not limited to, those for other professional staff, provided, however, the Board does not arbitrarily or capriciously call for his dismissal, and provided that, following the Board's decision to discharge, the Superintendent shall have the right to service of written charges, notice of hearing and an opportunity to provide the Board with reasons why his employment shall not be terminated.

9. That 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 period of more than sixty (60) consecutive calendar days during any school year, the Board of Education may, at its discretion, make a proportionate deduction from the salary stipulated and if such disability continues for more than ninety (90) consecutive calendar days, or if said disability is permanent, irreparable, or of such a nature as to make the performance of his duties impossible, the Board may at its option, terminate this Contract, whereupon the respective duties and obligations hereof shall terminate.

10. That the Board shall devote a portion of, or all of one meeting each contract year, to a discussion of the working relationship between the Superintendent and the Board, and concerning the Superintendent's performance. This provision, however, does not limit the Board's right to evaluate the Superintendent's performance on any ongoing basis.

11. Renewal of the Superintendent's Contract shall be considered 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.

DATED this 17th day of January, 2008.


SUPERINTENDENT OF SCHOOLS


PRESIDENT - BOARD OF EDUCATION

1-17-08
DATE OF SIGNATURE


SECRETARY - BOARD OF EDUCATION

Kennett No 39

Benefits (Check benefits provided to district employees)

Health Insurance

What percent of the health insurance premium does the district pay? _____ Family ^{100%} Employee only _____ Other

How much (\$) is the monthly premium? _____ Family **\$308.84** Employee only _____ Other

What company do you use for health insurance? Blue Cross United Healthcare Self-Insured Other

<input type="checkbox"/> Tuition reimbursement	Life Insurance	<input checked="" type="checkbox"/> School District Pays	<input type="checkbox"/> Employee Pays
<input type="checkbox"/> Duty-free lunch	Dental Insurance	<input type="checkbox"/> School District Pays	<input checked="" type="checkbox"/> Employee Pays
<input type="checkbox"/> Professional Liability Insurance	Vision Insurance	<input type="checkbox"/> School District Pays	<input checked="" type="checkbox"/> Employee Pays
	Disability Insurance	<input type="checkbox"/> School District Pays	<input checked="" type="checkbox"/> Employee Pays
	Cafeteria Plan (section 125)	<input type="checkbox"/> School District Pays	<input checked="" type="checkbox"/> Employee Pays
	Health Savings Account	<input type="checkbox"/> School District Pays	<input checked="" type="checkbox"/> Employee Pays