

**EMPLOYMENT CONTRACT FOR THE
POSITION OF SUPERINTENDENT OF SCHOOLS,
KNOB NOSTER R-VIII SCHOOL DISTRICT**

This contract of employment is made and entered into on the date last below written between the Knob Noster R-VIII School District ("district") and Margret S. Anderson ("superintendent").

WHEREAS, the district wishes to provide the **superintendent** with a written employment contract in order to enhance administrative stability, to clarify the responsibilities of the parties, and to serve as the basis for effective communication during the period of employment;

NOW, THEREFORE, in consideration of the mutual promises and other consideration provided for in this agreement, **district** and **superintendent** agree as follows:

1. TERM

The **district** agrees to employ **superintendent**, and **superintendent** agrees to accept such employment, for a period of **two years, commencing July 1, 2008, and ending on June 30, 2010**, subject to the provisions of this agreement.

2. SUPERINTENDENTS DUTIES AND RESPONSIBILITIES

The **superintendent** shall at all times during the term of this agreement possess a valid certificate enabling him/her to serve as a superintendent of schools in the state of Missouri.

The **superintendent** shall have responsibility for the administration of the schools of the **district** under the direction of the Board of Education, and shall act as chief executive officer of the **district**. As such he/she shall be responsible for the selection, direction and assignment of the teachers and other employees under his/her supervision and shall organize the administrative, teaching and support staff in the manner which most efficiently and effectively accomplishes the educational mission of the **district**. The **superintendent** shall make recommendations concerning the annual budget and for administering the budget adopted by the Board of Education, all subject to the approval and supervision of the Board of Education.

The **superintendent** shall be responsible for compliance by the **district** with all applicable laws and regulations relating to public schools in the state of Missouri, for informing the Board of Education of its legal responsibilities in a timely manner, and for performing his/her duties and supervising the employees and students of the **district** in a manner consistent with such laws and regulations.

The **superintendent** shall administer and enforce the policies, rules, regulations and procedures of the **district**, shall recommend necessary additions or changes, and shall perform such other duties that are incidental to the position of superintendent or that may be assigned by the Board of Education.

The superintendent shall organize and attend all meetings of the Board of Education unless otherwise directed, and shall attend such other meetings of subcommittees and other groups as may be necessary or in the best interest of the district or as directed by the Board of Education.

3. PROFESSIONAL GROWTH AND OUTSIDE ACTIVITIES

The **district** encourages the continuing professional growth of the **superintendent** through participation in programs and activities sponsored or provided by local, state or national educational organizations or by other persons whose training can benefit the professional growth of the **superintendent**. A reasonable amount of time shall be allowed for participation in such activities, at the discretion of the **superintendent**, subject to the requirement that participation in such activities not interfere with the performance of duties otherwise required under this agreement as determined by the Board of

Education. The **superintendent** will be paid one thousand, five hundred dollars (\$1500) per year from district funds for membership dues in state and national professional organizations and local civic organizations. The **superintendent** may expend annually from district funds amounts required to pay for the reasonable and necessary travel and lodging expenses of attending a national educational conference and may expend up to an additional four hundred dollars (\$400) for other reasonable and necessary expenses of attending such meeting. Other reasonable and necessary expenses of the superintendent in carrying out his/her duties under this agreement will be paid in accordance with paragraph 5 of this agreement.

4. COMPENSATION

The salary of the **superintendent** for the 2008-2009 contract year shall be not less than one hundred five thousand, one hundred seventy eight dollars and fifty cents (105,178.50) payable on a monthly basis and subject to all deductions required by law or agreed to by the **district** or the **superintendent**. The salary of the **superintendent** for the 2009-2010 contract year shall not be less than (105,178.50). Total salary to be one hundred thirteen thousand, three hundred two dollars and fifty cents (\$113,302.50). (\$105,178.50 in item 4, \$1,500 in item 3, and \$6,624 in item 5, totals \$113,302.50). Any increases in compensation, benefits and expense amounts for the 2009-2010 contract year will be considered by the Board of Education based on a review of the district's budget.

5. BENEFITS AND EXPENSES

The **superintendent** shall be entitled to all of the benefits applicable to other certificated employees of the district and shall receive a two-hundred thousand dollars (\$200,000) term life insurance policy effective during the period of this agreement, and fifteen days of vacation. Such vacation may be taken at the discretion of the **superintendent** unless the Board of Education directs otherwise, and must be taken during the period of this agreement or be lost. The **superintendent** will be paid the amount of six thousand, six hundred twenty four dollars (\$6,624) for reasonable and necessary expenses incurred in performing his/her duties in addition to expenses specifically provided for elsewhere in this agreement.

6. TERMINATION

In the event of any illness or disability which renders the **superintendent** unable to perform the duties required under this agreement with reasonable accommodation, following exhaustion of any regular leave days or vacation days to which the **superintendent** is entitled, and following an additional period of thirty days, the Board of Education may terminate this contract following notice to the **superintendent**.

This contract may be terminated, following written notice and an opportunity for a hearing, for good cause, including but not limited to failure to observe the terms of this contract, or any cause for which the contract of a permanent or probationary teacher may be terminated. Following termination of this contract by the Board of Education, no further salary shall be payable. The **superintendent** may be suspended with pay pending the decision of the Board.

The **district** may completely discharge its obligations under this agreement at any time by paying to the **superintendent** all of the contracted salary to which the **superintendent** is entitled for the remainder of the contract period.

BY ORDER OF THE BOARD OF EDUCATION, the **district** has made and entered into this contract with the **superintendent** this 11th day of June, 2008.

M. Anderson
Margret S. Anderson

Knob Noster R-VIII School District
By: James O. [Signature]
President
Attest: James W. [Signature]
Secretary