

**CONTRACT TO SERVE AS SUPERINTENDENT OF SCHOOLS  
LAFAYETTE COUNTY C-1 SCHOOL DISTRICT**

This agreement is entered this 15<sup>th</sup> day of May 2008 between the Board of Education of the Lafayette County C-1 School District ("Board" or "District") and David Lawrence ("Superintendent").

1. **TERM.** The District agrees to employ Superintendent, and Superintendent agrees to accept such employment as Superintendent of the District's schools, for a period of three years, from July 1, 2008 through June 30, 2011, subject to the provisions of this agreement.
2. **SUPERINTENDENT'S DUTIES.** The Superintendent shall at all times during the term of this agreement possess a valid certificate enabling him 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, and shall act as chief executive officer of the District. As such, he shall be directly responsible for the selection, direction and assignment of the administrative staff, teachers and other employees in the manner which most efficiently and effectively accomplishes the educational mission of the district, and for making recommendations concerning the annual budget and for administering the budget adopted by the Board. The Superintendent shall provide for compliance with applicable laws and regulations relating to public schools in the state of Missouri, and shall perform his duties and supervise 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 other administrative duties that are incidental to the position of Superintendent or that may be assigned by the Board.
3. **PROFESSIONAL DEVELOPMENT.** The Superintendent shall become a member of the Missouri Association of School Administrators, including the local district organization, the American Association of School Administrators, and the West Central Missouri Association of School Administrators, at District expense, and may attend educational programs offered through such organizations at District expense. The Superintendent may become a member of such other organizations, as he or she may deem appropriate at District expense if approved by the Board. Unless directed otherwise by the Board, the Superintendent may participate in any other educational program at district expense within amounts budgeted for such purposes if, in his discretion, such participation is in the best interest of the District. The annual budget submitted by the Superintendent shall include amounts necessary for purposes of the paragraph.
4. **COMPENSATION.** The amount of compensation paid for the 2008-2009 school year shall be \$102,000. The amount of compensation paid for the 2009-2010 and 2010-2011 school years will be increased by a range of 2%-7% of the previous years salary. The exact amount will be determined, not later than July 1, 2009 and July 1, 2010 based upon the Superintendent's performance and based

- upon the District's financial condition. The salary shall be payable in equal installments on a monthly basis and subject to all deductions required by law.
5. **EVALUATION.** 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 his performance under the applicable guidelines for performance based evaluation available through the Department of Elementary and Secondary Education, or under an evaluation method agreed upon by the Superintendent and the Board.
  6. **BENEFITS.** The Superintendent shall be entitled to all of the benefits applicable to certificated employees, and in addition shall be entitled to the following benefits:
    - (1) **EXPENSE REIMBURSEMENT.** The Superintendent shall be reimbursed by the Board of Education for reasonable and necessary expenses incurred in the performance of his duties. The Superintendent shall submit appropriate substantiation of all business expenses incurred.
    - (2) **DEFENSE AND INDEMNIFICATION.** The District shall defend, indemnify and hold the Superintendent harmless for legal actions brought against the Superintendent arising out of his employment with the District based upon acts within the scope of employment, excluding criminal litigation and any defense or indemnification that the District can not provide under state law. In no case shall individual Board members become personally responsible for any obligation to the Superintendent under this paragraph.
    - (3) **TRANSPORTAION EXPENSE.** As a condition of employment, the Superintendent is required to purchase or lease a personally owned automobile for business purposes. As part of the Superintendent's salary, he will be required to travel between campuses and make other business related trips including, but not limited to, meeting with District representatives, attorneys, auditors, parents and constituents, with no further compensation. Note, the mileage reimbursement for trips outside of the District shall fall under item 6.1, as outlined above. The Superintendent shall bear all cost associated with the purchase, upkeep and maintenance of the vehicle.
    - (4) **VACATION.** The Superintendent shall receive fifteen workdays of vacation annually, exclusive of weekends and legal holidays. Vacation days shall be cumulative to the extent that unused vacation days earned during a given year may be carried over for the use during the next three months of the succeeding year. The scheduling of more than five consecutive days of vacation shall be by agreement between the Board and Superintendent.
  7. **TERMINATION – DISABILITY.** In the event of any illness or disability which renders the Superintendent unable to perform the essential duties required under this agreement with or without reasonable accommodation, following the expiration of any period of leave required by law, and including any regular sick leave days or other regular leave days to which the Superintendent is entitled, which period of leave shall be paid, or six months from the date that such illness

- or disability caused the Superintendent to become unable to perform duties under this agreement, whichever period is shorter, the Board of Education may terminate this contract following notice and an opportunity for the Superintendent to be heard.
8. **TERMINATION – FOR CAUSE.** This contract may be terminated, following written notice and an opportunity for a hearing, for cause, including failure to comply with the terms of this contract or any cause for which the contract of a permanent teacher may be terminated. Except in the case of alleged immoral conduct or criminal acts, the Superintendent shall be given written notice of causes that may result in termination if not corrected, at least sixty days before charges are filed, and an opportunity to address the problem areas identified in the written notice. 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 hearing shall be conducted as otherwise required by law.
  9. **SATISFACTION OF CONTRACT.** The Board of Education 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, subject to deductions required by law.
  10. **RETIREMENT.** The Superintendent may, by giving a minimum of ninety days written notice to the Board prior to the end of any school year, retire effective upon the completion of such school year during the term of this agreement and terminate this agreement effective upon such date. In order to exercise this option, the Superintendent must be eligible to receive full benefits under the Teacher Retirement System. If, following retirement under this section, the Superintendent accepts employment as a school administrator in another district for a period covered under this agreement, the Superintendent shall pay to the District, as liquidated damages and not as a penalty, an amount equal to the salary payable for such period.
  11. **OTHER WORK.** If approved by the Board, the Superintendent may undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligation, so long as such other work does not interfere in a material and substantial way with the Superintendent's obligations set forth in this agreement.
  12. **CONTRACT EXTENSION.** By February 1 of each year that this agreement remains in effect, the District shall notify the Superintendent of whether it intends to extend this agreement for an additional school year, under the same terms and conditions, subject to modification of the salary for such additional year. Each year that this agreement remains in effect, the Board may extend this agreement for an additional period of one year without the necessity of an additional writing, by motion approved by a majority of the Board of Education recorded in the Board minutes. If no compensation for the period of the extension is stated in the motion, then it shall be deemed to be the amount provided for the year immediately preceding the extension. The Superintendent may accept the extension of the contract by indicating his or her acceptance in a signed writing, delivered to the Board President prior to February 15<sup>th</sup> or may propose different

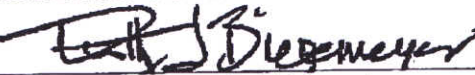
terms prior to such date. The terms of the extension agreed upon may be reduced to writing in the form of an addendum and signed by the parties. A motion to extend this agreement, following approval by a majority of the Board, may not be rescinded or reconsidered without the written consent of the Superintendent.


- 13. **SEVERABILITY.** If it is determined at any time that any provision of this contract is illegal or unenforceable, the remaining terms shall not be affected.
- 14. **DISPUTE RESOLUTION.** The parties agree to submit any dispute relating to this agreement, including disputes regarding the termination or breach thereof, to binding arbitration under the rules of the American Arbitration Association. The arbitrator's fee and other costs of arbitration, except attorneys' fees, shall be shared equally by the parties.

**15. BOARD AUTHORIZATION AND SIGNATURES.**

**BY ORDER OF THE BOARD OF EDUCATION,** the District has approved this contract by majority vote of the Board of Education on the date first above written, and the Superintendent has accepted by signing below.

**LAFAYETTE COUNTY C-1 SCHOOL DISTRICT**

By:  5-15-08  
 President, Board of Education Date

Attest:  5-15-08  
 Secretary Date

**SUPERINTENDENT**  
 5-20-08  
 David Lawrence Date

## ***Additional Benefits***

***\*14 Sick Leave Days (2 may be used for personal)***

***\*Retirement plan***

***13% deducted and matched by the district***

***\*Sick leave pool (optional)***

***\*9 Paid Holidays***

***July 4***

***Labor Day***

***Thanksgiving Day***

***Day after Thanksgiving***

***Christmas Day***

***New Year's Day***

***Martin Luther King's Day***

***Presidents' Day***

***Memorial Day***

***\*District paid individual medical and dental insurance***

***\*Life insurance of \$30,000***

