

SUPERINTENDENT'S EMPLOYMENT CONTRACT

THIS AGREEMENT, made and entered into this 24th day of January 2008, by and between **Ryan D. Huff** ("Superintendent") and the Board of Education for the Lakeland School District ("Board"). In accordance with its actions, as found in the minutes of the meeting held on the 24th day of January, 2008, the board has and does hereby employ **Ryan D. Huff** as Superintendent of Schools for a period of **36 months commencing on July 1, 2008**. Both parties agree that said employee shall perform 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 Eighty-two Thousand Four Hundred Dollars (**\$82,400**) for the 2008-09 contract year, an annual salary of Eighty-four Thousand Nine Hundred Dollars (**\$84,900**) for the 2009-10 contract year, and A base salary of at least **\$90,000 but not to exceed \$100,000**, with the exact amount to be determined in accordance with the Board's assessment of the Superintendent's performance during the 2009-2010 school year. Mr. Huff will take on the added responsibilities of planning a science fair for the Lakeland School District for the 2008-09 & 2009-10 school years.

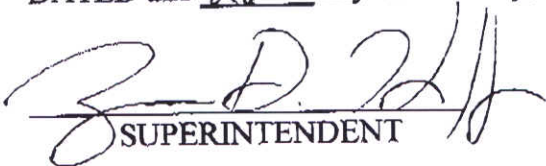
The Superintendent agrees to perform faithfully the duties and obligations of Superintendent of Schools required by laws of the State of Missouri and the rules, regulations, and policies of the Board of Education, which are existing or which may hereafter be created by the Lakeland R-III Board of Education, and to serve as Executive Officer of the Board of Education.

2. The Superintendent agrees to devote his full time, skill, labor and attention to his employment during his 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 provide Superintendent with the sum of One Hundred Dollars (**\$100.00**) per month for reasonable in-district travel expenses. In addition, the Superintendent shall be reimbursed by the board for meals, lodging, and other necessary expenses incurred in the performance of his duties.
4. That the Superintendent shall receive Board paid 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.
5. 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 reasonable costs for such memberships and meetings.

6. That the Superintendent shall receive ten (10) days vacation annually, exclusive of legal holidays. Vacation shall be taken within twelve (12) months of each year in which it is earned and shall not be cumulative. Sick leave shall be consistent with leave provided to other professional employees of the District.
7. That the Board of Education shall defend, hold harmless, and indemnify the Superintendent for any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity, or in his 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 employment.
8. That 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.
9. 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 should not be terminated.
10. That the Board of Education shall devote a portion of, or all of one meeting during each contract year, to discussion of working relationship between the Superintendent and the Board, and concerning the Superintendent's performance on an ongoing basis.
11. 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.

DATED this 26th day of February, 2008.


SUPERINTENDENT


PRESIDENT-BOARD OF EDUCATION


SECRETARY-BOARD OF EDUCATION

LAKELAND R-III SCHOOL DISTRICT EXTRA DUTY CONTRACT 2008-2009 SCHOOL YEAR

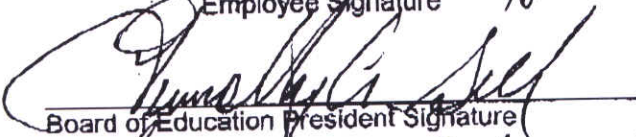
The Board of Education of the Lakeland R-III School District and **Ryan D Huff** (hereafter "employee") agree that in exchange for a salary of **\$250.00** to be paid at the end of the school year according to the Board of Education policy, employee agrees to perform the **extra duties** set out below for the 2008-2009 school year.

In District Stipend \$250.00

This contract is for the term of one school year. The decision to offer succeeding contracts is solely at the discretion of the Board.


Employee Signature

5-14-08
Date


Board of Education President Signature

MAY 15 2009
Date


Board of Education Secretary Signature

MAY 15 2009
Date