

LINCOLN COUNTY R-III SCHOOL DISTRICT
2007-08 SUPERINTENDENT EMPLOYMENT CONTRACT

THIS AGREEMENT, made and entered into this 1st day of July, 2007, by and between Terry Morrow, a legally qualified public school teacher, Party of the First Part, and the Board of Education of the Lincoln County R-III School District in the State of Missouri, Party of the Second Part.

WITNESSETH, that the said Terry Morrow agrees to perform all duties incumbent upon him as Superintendent and Administrator of Public School within and for said School District for a term of three (3) years, commencing on the 1st day of July, 2007 for which services properly rendered and reports correctly made, according to law, said Board of Education agrees to issue warrants in favor of the Party of the First Part upon the Treasurer of said School District in accordance with the following terms:

1. The annual salary for the initial contract year beginning July 1, 2007, shall be \$149,022. This represents a 3% increase (same as increments for certified staff). if the Board authorizes a larger average increase, the contract will be amended to reflect the appropriate percentage. At the end of the school year the parties may renegotiate the base compensation for the ensuing year, but in no event will the renegotiated compensation be less than the base compensation established above for the prior year.
2. Medical insurance to \$282.80 per month and life insurance at 100% in force shall be paid by the Board of Education.
3. The Superintendent shall receive twenty (20) calendar days vacation each year.
4. The Superintendent shall be entitled to any and all fringe benefits provided by Board policy for teachers.
5. The Superintendent shall attend appropriate professional meetings at the local, State, and National level. The expenses of said attendance to be incurred by the District.
6. District agrees that it shall defend, hold-harmless, and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual capacity, or his official capacity as agent and employee of the district, provided the incident arose while Superintendent was acting within the scope of his employment and excluding criminal litigation and as such liability coverage is within the authority of the Board of Education to provide under State Law, except that, in no case, will individual Board members be considered personally liable for indemnifying Superintendent against such demands, claims, suits, actions and legal proceedings.
7. At the end of each school year the termination date of the contract may be extended to another later date, but in no event will the term of the contract as extended be for a remainder period or more than three (3) years.

Dale Black

Dale Black, President
Board of Education

William N. Benhardt

William Benhardt, Secretary
Board of Education

Terry Morrow

Terry Morrow, Superintendent