

## SUPERINTENDENT'S CONTRACT

This agreement, made and entered into this 25th day of May, 19 95, between Ted O. Spessard, a legally qualified public school teacher, of the first part, and the Board of Education of the (Maries Co. R-II Schools), County of (Maries), State of Missouri, of the second part.

Witnesseth, that Ted O. Spessard agrees to perform all duties incumbent upon him as superintendent and administrator of public schools within and for said school district for a term of 1 years, beginning on the 1st day of July, 1995, 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:

- (A) The annual salary for the first year beginning July 1, 1995 shall be \$ 49,430. and shall be paid monthly in twelve equal installments in accordance with Board policy.
- (B) The annual salary for the second year beginning July 1, 19 xx shall be \$ xx and shall be paid monthly in twelve equal installments.
- (C) The termination date of the existing contract may at the end of any contract year be extended if agreeable to both parties, but at no time shall the remainder of the contract together with any extension exceed three years.
- (D) 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 ----- during any school year, the Board of Education may in its discretion make a proportionate deduction from the salary stipulated, and if such disability continues for more than ----- or if said disability is permanent, irreparable or of such nature as to make the performance of his duties impossible, the Board of Education may, at its option, terminate this agreement, whereupon the respective duties, rights and obligations hereof shall terminate.
- (E) The Board of Education shall provide the superintendent with transportation costs at \$.20 cents per mile when using his own vehicle in the performance of Outside District his official duties during his employment under this contract or shall provide him Travel with \$ 600. annually in lieu of transportation costs.
- (F) 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. (\$50./month in-district travel costs)
- (G) ~~The~~ superintendent shall receive 10 days vacation annually exclusive of legal holidays and shall be entitled to 10 days sick leave annually, 2 personal leave. Vacation shall be taken during the contract year in which it is earned and shall not be cumulative. Earned sick leave shall be cumulative to a maximum of 50 days or as provided by Board policy for professional employees.

(H) The Board of Education, at the request of the superintendent or when in accordance with state statutes, shall withhold and transfer an amount of salary annually or semi-annually to be determined by the superintendent, permitting the superintendent of schools to participate, if desired, in a tax-deferred annuity program of his choosing.

(I) Except as provided herein, the superintendent shall be entitled to any or all fringe benefits provided by Board policy for professional employees.

(J) 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.

Done by order of the Board of Education this 25th day of May, 1995.

Other Benefits:

- Board Paid Employee Insurance
- Life
- Dental
- Disability
- Retirement

David H. Strall  
President, Board of Education

Moving expenses up to \$1500. (Maries co, R-II Schools)  
to be reimbursed to district.

Tom Spessa  
Superintendent

ATTEST:

Margie R. Lane  
Secretary, Board of Education

(Maries Co., R-II Schools)

(Maries County), (Belle), Missouri

Dr. Ted O. Spessard  
 Superintendent @ Maries Co. R-II Schools, Belle, MO

	Salary	Benefits
1995-96	\$49,430.00	\$50 district travel + 20 cents outside district Board Paid Health, Life, Dental, Disability, Retirement, moving expenses up to \$1500. 10 days vacation, 10 days sick leave, 2 personal leave (all earned sick leave accumulated to a maximum of 50 days)
1996-97	\$52,000.00	All above benefits adding family insurance costs of health, life, dental
1997-98	\$62,000.00	Same as above
1998-99	\$64,170.00	Same as above but changing to 9 sick leave, 3 personal leave
1999-2000	\$67,455.00	Same as above
2000-01	\$71,367.00	Same as above but changing to 12 sick leave, 3 personal leave and out of district travel paid @ 25 cents per mile.
2001-02	\$74,150.00	Same as above changing to 15 days vacation
2002-03	\$77,695.00	Same as above
2003-04	\$77,695.00	Same as above
2004-05	\$80,805.00	Same as above
2005-06	\$80,805.00	Same as above
2006-07	\$85,305.00	Same as above
2007-08	\$86,000.00	Same as above
2008-09	\$86,000.00	Same as above with out of district travel paid @ 45 cents per mile