

SALARY SCHEDULE LEVEL & YEAR OF SERVICE: SUPT/27

McDonald County R-1 School District
SUPERINTENDENT CONTRACT
2008-2009 SCHOOL YEAR



This agreement is entered into this 1/10/2008 by and between RANDALL O SMITH (the "employee") and the Board of Education of the McDonald County R-1 School District (the "Board") under the authority of section 168.101 RSMo.

The employee agrees to accept employment as Superintendent in the public schools of the District during the 2008-2009 school year for a term of 12 months commencing on the 1st day of July 2008. The total salary payable for such period shall be not less than \$120,500.00 which would be through the year 2010-2011 as voted on by the Board of Education, subject to deductions and withholdings required by law or authorized by the Board and the employee. In addition, the employee will be provided with fringe benefits described in applicable policies adopted by the Board, as the same may be amended from time to time.

As a condition of employment, the employee agrees to obtain prior to the first date of service and to maintain at all times during the term of this contract all professional certificates required by the Board, state law or applicable rules or regulations of the State Board of Education.

The employee is subject to and agrees to comply at all times with all of the provisions, duties and requirements applicable to his or her position as directed by the Superintendent or the employee's immediate supervisor, and as stated in any applicable written performance standards or criteria, policies, rules or regulations of the District, whether adopted or modified before or after the effective date of this contract. The employee acknowledges access to complete copies of all such performance standards or criteria, policies, rules and regulations and will be furnished with such copies as well as interpretations or explanations regarding the same upon request.

The employee may be assigned to any position in the District for which he or she is qualified, and may be assigned reasonable incidental duties, including supervision and sponsorship of extra curricular activities or other District programs.

This contract may be terminated during its term, following notice and a hearing, for any good cause, including but not limited to any material breach or any cause stated by law for the termination of permanent or probationary teachers.

Nothing stated in this contract shall be construed as a waiver of any of the rights, powers, privileges or duties of the employee or the Board under the laws of the State of Missouri.

In witness hereof, the Board and the employee have executed this agreement as of the date by which both parties have affixed their signatures, which date is first above written.

Randall O Smith
EMPLOYEE

6-25-08
DATE:

[Signature]
PRESIDENT BOARD OF EDUCATION

6.24.08
DATE:

[Signature]
SECRETARY BOARD OF EDUCATION

6.24.08
DATE: