

## Superintendent's Employment Contract

This agreement is entered into this 30<sup>th</sup> day of December, 2005 by and between Robbie R. Huff (the "employee") and the Board of Education of the Meadow Heights R-II 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 2006-07, 2007-08, and 2008-2009 school years for a term of 720 days (36 school months), commencing on the 1<sup>st</sup> day of July, 2006. The total salary payable for such period shall be \$255,444, (\$84,298 the first year, \$85,148 the next year, and \$85,998 the last year, payable each year in 12 equal monthly installments (\$7,025 monthly the first year), 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 a position in the district for which he or she is qualified, and may be assigned reasonable incidental duties, including supervision and sponsorship of extracurricular 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.

  
\_\_\_\_\_

Superintendent

BY ORDER OF THE BOARD OF EDUCATION,

Meadow Heights R-II School

District Attest:   
\_\_\_\_\_

Secretary

By:   
\_\_\_\_\_

President

Attachment

### Superintendent's Employee Contract

(Attachment)

- 1. Robbie R. Huff is contracted on the Teacher Salary Schedule at Step 23, Channel K, (2005-2006 Final Salary Schedule), indexed at 2.0 for the school year of 2006-2007, Step 24 for the 2007-2008 school year, and Step 25 for the 2008-2009 school year. When the teachers are allowed vertical steps annually, Mr. Huff will also take those steps. As the salary schedule changes, Mr. Huff's salary will reflect that change accordingly.**
- 2. 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.**


3. The school district will pay all expenses incurred by Mr. Huff while on school business. These expenses will include **mileage, meals, hotel rooms, registration fees, and any other expenses that are directly related to school business.**
4. The school district will pay Mr. Huff's membership dues for the district, state and national superintendent's association.
5. Robbie R. Huff will receive **three (3) weeks of vacation time per school year. Vacation time may not be carried from one year to the next.** The district will buy up to one week of unused vacation time at the end of the school year at the contracted daily rate (contracted salary divided by 365).



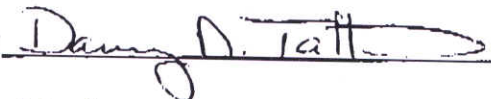
Superintendent

BY ORDER OF THE BOARD OF EDUCATION,

Meadow Heights R-II School

District Attest: 

Secretary

By: 

President