

GENERAL ADMINISTRATION

Form 1722

Administrative Organization and RulesSuperintendent's ContractNORTH CALLAWAY R-I SCHOOL DISTRICT

SUPERINTENDENT'S EMPLOYMENT CONTRACT

THIS AGREEMENT, made and entered into this 17th day of January, 2008, by and between Roy Moss, Superintendent, and the Board of Education for the North Callaway R-I School District. In accordance with its actions, as found in the minutes of the meetings held on the 17th day of January 2008, the Board has and does hereby employ Roy Moss as Superintendent of Schools for a period of 24 months commencing July 1, 2008. Both parties agree that said employee shall perform the 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 there under by the Board of Education of said District.

WITNESSETH:

1. That, in consideration of an annual salary of \$95,560.40 for the 2008-09 and between \$95,560.40 and \$103,000 for the 2009-2010 contract year, the Superintendent agrees to perform faithfully the duties and obligations of Superintendent of Schools required by the 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 North Callaway R-I 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 the 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 of Education shall pay a monthly transportation allowance of \$200 per month for in-district travel and all actual expenses for travel to area, state and national meetings outside the district, including meals, lodging, air fare, \$.40 per mile for the use of the superintendents private automobile, and other necessary expenses incurred in the performance.

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4. That the Superintendent shall receive spouse 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 Superintendence and those required by the Board. In addition, the Superintendent shall attend appropriate professional meetings at the local, state and national level, and shall be reimbursed for expenses incurred.

6. That the Board of Education shall defend, hold harmless, and indemnify the Superintendent from 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.

7. 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.

8. That following the Board's decision to discharge, the Superintendent shall be served written charges, notice of hearing, and an opportunity to provide the Board with reasons why his employment should not be terminated.

9. Vacation and Sick Leave--The superintendent shall receive ten working days of vacation annually, exclusive of weekends, legal holidays and other days as outlined in the school policy. Vacation days shall be cumulative to the extent that unused vacation days earned during a given year may be carried over for use during the next three months of the succeeding year. The scheduling of more than five consecutive days of vacation shall be by agreement between the Board and Superintendent. At the Superintendent's option, he or she may exchange a maximum of ten vacation days annually for payment in lieu of vacation at the per diem rate of 1/260 of annual salary. The superintendent shall receive ten (10) days of sick leave annually. Earned sick leave shall accumulate to an indefinite number. Payment for all unused sick leave days will be made in the amount of \$30 each, up to a maximum of one-hundred twenty (120).

10. That the Board of Education shall devote a portion of or all of one meeting during each contract year, to a discussion of the working relationship between the Superintendent and the Board, and concerning the Superintendent's performance. This provision, however, does not limit the Board's right to evaluate 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 a total of three (3) years under terms agreeable to both parties.

Dated this 17th day of January 2008



SUPERINTENDENT



PRESIDENT, BOARD OF EDUCATION



SECRETARY, BOARD OF EDUCATION