

NORTHWESTERN R-I SCHOOL DISTRICT  
SUPERINTENDENT'S CONTRACT

This agreement, made and entered into this 14<sup>th</sup> day of January, 2008 by and between William E. Jones, ("Superintendent") and the Board of Education for the Northwestern R-I School ("Board"). In accordance with its actions, as found in the minutes of the meeting held on the 14<sup>th</sup> day of January, 2008 the Board has and does hereby employ as Superintendent of Schools for a period of **twelve 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 thereunder by the Board of Education of said District.

WITNESSETH:

The salary payable to the Superintendent under this agreement for the 2008-2009 school year shall be seventy-eight thousand dollars (\$78,000.00) payable on a monthly basis and subject to all deductions required by law.

1. 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 Northwestern R-I School Board of Education, and to serve as Executive Officer of the Board of Education.

2. The Superintendent agrees to devote his/her full time, skill, labor, and attention to his/her employment during the term of this Contract, and will not engage in any pursuit, which interferes with the proper discharge of his/her 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. That the Superintendent shall receive **personal 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.

4. That the Superintendent shall join national and state professional organizations related to the Superintendency and those required by the Board. In addition, the Superintendent shall attend appropriate professional meetings at the local, state and national level. The Board shall pay the costs of such memberships and meetings.

5. That the Superintendent shall receive **15 days vacation annually**, exclusive of legal holidays and shall be entitled to **10 days sick leave annually 2 of which may be used as personal days**. Vacation shall be taken within twelve (12) months of the 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.**

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/her individual capacity, or in his/her 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/her 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.

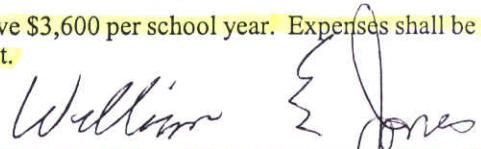
8. That following the Board's decision to discharge, the Superintendent shall have the right to service of written charges, notice of hearing, and an opportunity to provide the Board with reasons why his/her employment should not be terminated.

9. **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.**


10. 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.


11. **Expense reimbursement will be allowed on all expenses incurred above \$3,600 per school year. Expenses shall be paid at the end of the school year. An itemized statement shall be presented for payment.**

DATED this 14<sup>th</sup> day of January, 2008

  
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Superintendent

1/14/2008  
\_\_\_\_\_  
Date

  
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President-Board of Education

  
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Secretary - Board of Education