

\* Salary Revised May 12, 2008  
\$88,128

SUPERINTENDENT'S CONTRACT

THIS AGREEMENT, MADE AND ENTERED INTO THIS 25 DAY OF February, 2008  
BETWEEN Gerald Landewee A LEGALLY QUALIFIED PUBLIC SCHOOL TEACHER, OF THE  
FIRST PART, AND THE BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF OAK RIDGE R-VI,  
COUNTY OF CAPE GIRARDEAU, STATE OF MISSOURI, OF THE SECOND PART.

WITNESSETH, THAT THE SAID Gerald Landewee AGREES TO PERFORM ALL DUTIES  
INCUMBENT UPON HIM/HER AS SUPERINTENDENT AND ADMINISTRATOR OF PUBLIC SCHOOLS  
WITHIN AND FOR SAID SCHOOL DISTRICT FOR A TERM OF TWO YEARS, COMMENCING ON THE 1<sup>ST</sup>  
DAY OF JULY, 2008, FOR WHICH SERVICES PROPERLY RENDERED AND REPORTS CORRECTLY  
MADE, ACCORDING TO LAW, SAID BOARD OF EDUCATION AGREES TO ISSUE WARRENTS 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, 2008, SHALL BE A  
2.0 index OF THE APPROPRIATE STEP AND CHANNEL OF THE 2008-2009  
SALARY SCHEDULE. THE SALARY SHALL BE AT LEAST \$83,720 BASED ON  
THE 2007-2008 SALARY SCHEDULE. THE SALARY SHALL BE PAID IN TWELVE  
EQUAL INSTALLMENTS IN ACCORDANCE WITH BOARD POLICY.
- (B) THE ANNUAL SALARY FOR THE SECOND YEAR BEGINNING JULY 1, 2009, SHALL BE  
A 2.0 index OF THE APPROPRIATE STEP AND CHANNEL OF THE 2009-2010  
SALARY SCHEDULE. BASED ON THE 2007-2008 SALARY SCHEDULE, THE  
SALARY SHALL BE AT LEAST \$83,720. THE SALARY SHALL BE PAID IN TWELVE  
EQUAL INSTALLMENTS IN ACCORDANCE WITH BOARD POLICY.
- (C) THE ANNUAL SALARY FOR THE THIRD YEAR BEGINNING JULY 1, 2010, SHALL BE  
A 2.0 index OF THE APPROPRIATE STEP AND CHANNEL OF THE 2010-2011  
SALARY SCHEDULE. BASED ON THE 2007-2008 SALARY SCHEDULE, THE  
SALARY SHALL BE AT LEAST \$83,720. THE SALARY SHALL BE PAID IN  
TWELVE EQUAL INSTALLMENTS IN ACCORDANCE WITH BOARD POLICY.
- (D) 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.
- (E) THE BOARD OF EDUCATION SHALL PROVIDE THE SUPERINTENDENT WITH  
TRANSPORTATION REQUIRED IN THE PERFORMANCE OF HIS/HER OFFICIAL DUTIES  
DURING HIS/HER EMPLOYMENT UNDER THIS CONTRACT.

- (F) THE BOARD OF EDUCATION SHALL DEVOTE A PORTION OF ALL OF ONE MEETING, AT LEAST ANNUALLY, TO A DISCUSSION WITH THE SUPERINTENDENT OF AN EVALUATION OF HIS/HER PERFORMANCE.
- (G) THE SUPERINTENDENT SHALL RECEIVE 15 DAYS VACATION ANNUALLY EXCLUSIVE OF LEGAL HOLIDAYS AND SHALL BE ENTITLED TO 12 DAYS EMERGENCY LEAVE ANNUALLY. VACATION SHALL BE TAKEN DURING THE CONTRACT YEAR IN WHICH IT IS EARNED AND SHALL NOT BE CUMULATIVE. EARNED EMERGENCY LEAVE SHALL BE CUMULATIVE TO A MAXIMUM OF 40 DAYS OR AS PROVIDED BY BOARD POLICY FOR CERTIFICATED PERSONNEL.
- (H) EXCEPT AS PROVIDED HEREIN, THE SUPERINTENDENT SHALL BE ENTITLED TO ANY OR ALL FRINGE BENEFITS PROVIDED BY BOARD POLICY FOR CERTIFICATED PERSONNEL.
- (I) THE SCHOOL DISTRICT SHALL ENCOURAGE THE SUPERINTENDENT TO OBTAIN MEMBERSHIP AND PARTICIPATE ACTIVELY IN PROFESSIONAL ORGANIZATIONS. MEMBERSHIP DUES SHALL BE PROVIDED BY THE SCHOOL DISTRICT IN MSTa, MASA AND MOASBO.
- (J) THE SUPERINTENDENT SHALL ATTEND APPROPRIATE PROFESSIONAL MEETINGS AT THE LOCAL AND STATE LEVEL. THE EXPENSES OF SAID ATTENDANCE TO BE INCURRED BY THE DISTRICT.
- (K) THE MEDICAL INSURANCE PACKAGE PROVIDED TO CERTIFICATED PERSONNEL SHALL BE PROVIDED TO THE SUPERINTENDENT BY THE SCHOOL DISTRICT.

DONE BY ORDER OF THE BOARD OF EDUCATION THIS 25th DAY OF February,  
2008.

  
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 PRESIDENT, BOARD OF EDUCATION

  
 \_\_\_\_\_  
 SUPERINTENDENT

ATTEST:

  
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 SECRETARY, BOARD OF EDUCATION