

SARCOXIE R-II SCHOOL DISTRICT SUPERINTENDENT'S CONTRACT

This agreement, made and entered into this 7th day of February, 2008, by and between Michael Resa (Superintendent) and the Board of Education of the Sarcoxie R-II School District.

IT IS AGREED:

- 1)EMPLOYMENT – Superintendent is hereby hired and retained from July 1, 2008 to June 30, 2010, as Superintendent of Schools for the School District of Sarcoxie, Missouri, R-II.
- 2) DUTIES – The duties and responsibilities of the Superintendent of this District shall be all those duties incident to the office of Superintendent as set forth in the job description (Board policy); those obligations imposed by the State of Missouri upon the Superintendent of Schools; and in addition, to serve as the executive officer of the school district, and to perform such other duties as from time to time may be assigned to the Superintendent of Schools by the Board of Education.
- 3) SALARY – In consideration of a salary of \$78,000 per annum, subject to raises during the contract period, Superintendent hereby agrees to devote such time, skill, labor and attention to this employment, during the term of the agreement, except as otherwise provided in the agreement, and to perform faithfully the duties of the Superintendent of Schools for this district as set forth in this agreement. The annual salary shall be paid in 12 equal installments of \$6,500 each, payable on the 25th of each month.
- 4)EVALUATION – Annually, but no later than the February board meeting of each year, the board shall review with the superintendent progress toward established goals and working relationships among the superintendent, the board, the faculty, the staff and the community, and shall consider the superintendent's annual salary for the next subsequent year of the contract.
- 5)CERTIFICATE – The superintendent shall furnish to the board during the term of this agreement, a valid and appropriate certificate to act as Superintendent of Schools in accordance with the laws of the State of Missouri and as directed by the Board.
- 6)OTHER WORK – Only with prior agreement of the board may the superintendent undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations.
- 7)DISCHARGE FOR CAUSE – Throughout the term of this agreement, the superintendent shall be subject to discharge for cause provided; however, that the board does not arbitrarily or capriciously call for dismissal and that the superintendent shall have the right to service of written charges, notice of hearing and a hearing before the

board. If the superintendent chooses to be accompanied by counsel at such hearing, all such personal expenses shall be paid by the superintendent.

8)DISABILITY – Should the superintendent be unable to perform the duties and obligations of this agreement, by reason of illness, accident, or other cause beyond the superintendent's control and such disability exists for a period of more than 60 work days after the exhaustion of sick leave days and vacation days during the school year, the Board of Education, in its discretion, may make a proportionate deduction to the salary stipulated. If such disability continues for 90 work days after the exhaustion of sick leave days and vacation days during the school year or if said disability is permanent, irreparable or of such nature as to make the performance of the superintendent's duties impossible, the board, at its option, may terminate this agreement, whereupon the respective duties, rights and obligations of the parties shall terminate.

9)MEDICAL INSURANCE – The board shall provide for employee/family medical insurance premiums payment (PPO or HMO coverage currently with MST A Blue Cross/Blue Shield) on behalf of the superintendent and his family.

10)PROFESSIONAL ACTIVITIES – The superintendent shall be encouraged to attend appropriate professional meetings at the local and state levels. Within board approved budget constraints, cost for such attendance will be paid by the board. Additionally, the board shall provide the superintendent with transportation costs of 37 cents per mile when the superintendent uses his personal vehicle in the performance of his official duties during his employment.


11)VACATION LEAVE – The superintendent shall receive 10 days of vacation annually exclusive of holidays and shall be taken, at the discretion of the superintendent, during the contract year in which it is earned and shall not be cumulative.

12)SICK LEAVE – The superintendent shall be entitled to 10 days of sick leave per year. Sick leave days not used in any year may accumulate to a maximum of 60 days or as provided by the board to professional employees.

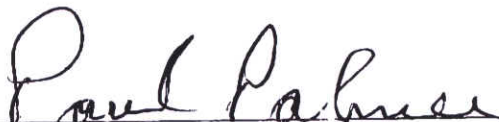
13)TAX DEFERRED ANNUITY PROGRAM – At the request of the superintendent, the board will allow the superintendent to participate in a tax deferred annuity program with the amount of monthly or yearly contribution established by the superintendent.

14)FRINGE BENEFITS – Except as provided herein, the superintendent shall be entitled to any and all fringe benefits provided by the board for professional employees.

Done by order of the Board of Education this 7th day of February, 2008.




Superintendent



President, Board of Education

ATTEST:



Secretary, Board of Education