

**EMPLOYMENT CONTRACT  
SUPERINTENDENT OF SCHOOLS  
36 Month**

**THIS AGREEMENT**, made and entered into this **12th day of June, 2008**, by and between **Harriet A. Wolfe**, ("Superintendent") and the **BOARD OF EDUCATION FOR SEDALIA SCHOOL DISTRICT #200** ("Board"). In accordance with its actions as found in the minutes of the meeting held on **June 12, 2008**, the Board has and does hereby employ **Harriet A. Wolfe** as Superintendent of Schools for a period of thirty-six months (36 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 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 amended by the Sedalia District #200 Board of Education, and to serve as Executive Officer of the Board of Education.
2. That as compensation for Superintendent's services hereunder, Superintendent shall be paid **\$118,500.00**, for the period July 1, 2008 to June 30, 2009. Compensation for the 2009-2010 contract year (i.e. July 1, 2009 to June 30, 2010) shall be increased by an amount not less than zero percent (0%) and not more than ten percent (10%) of Superintendent's annual salary for the 2008-2009 school year. Compensation for the 2010-2011 contract year (i.e. July 1, 2010 to June 30, 2011) shall be increased by an amount not less than zero percent (0%) and not more than ten percent (10%) of Superintendent's annual salary for the 2009-2010 school year. The amount of the increase for the 2009-2010 school year and the 2010-2011 school year shall be determined by the Board of Education, in its judgment and at its sole discretion, based upon (a) Administrator's performance evaluations, and (b) the District's financial condition. Compensation provided pursuant to this paragraph shall be paid in twelve equal monthly installments or as otherwise provided by the Board of Education.
3. That 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.
4. That the Superintendent shall be reimbursed by the District for registration, travel expense, meals, lodging, and other necessary expenses incurred in the performance of his/her duties. In addition, he/she will receive **One Hundred Seventy Five (\$175) dollars** per month for local travel and use of personal vehicle in lieu of district-provided transportation.
5. That the Superintendent shall receive health insurance coverage and any other personal benefits accorded to other professional employees of the District. Any improvement in fringe benefits provided to other professional employees will automatically apply to the Superintendent.
6. 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 levels. The Board shall pay the cost of memberships in the amount not to exceed line item budget amount.
7. That the Superintendent shall establish a true, permanent, and fixed resident within the boundaries of the District within a reasonable time period after full execution of this Contract.

8. That the Superintendent shall receive twenty (20) days vacation annually, exclusive of legal holidays. Legal holidays are defined as calendar dates of Thanksgiving Day, December 25<sup>th</sup>, third Monday in February, and July 4<sup>th</sup> as stated in R.S.MO 171.051. School holidays as set forth in the school calendar are defined as calendar dates during the school year when school is shown as dismissed for students and certificated staff, and which includes the fourth Monday in May. Vacation shall be taken within the twelve (12) months of the year in which it is earned and shall not be cumulative.

9. That the Superintendent shall receive the sick leave provided by the Board Policy to all full-time employees of the District.

10. 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(s) forming the basis of any such demand, claim, suit, action, or legal proceeding arise(s) out of an act/acts within the scope and course of his/her employment with Board.

11. 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.

12. Throughout the term of this Contract the Superintendent shall be subject to discharge for just cause, provided that, following the board's decision to discharge, the Superintendent shall have the right to services of written charges, notice of hearing, and an opportunity to provide the Board with reasons why his/her employment should not be terminated.

13. The provisions of this Contract will be governed by the laws of the State of Missouri.

14. If a court of competent jurisdiction determines that any provision contained in this Contract, or any part thereof, cannot be enforced, the parties agree that such determination shall not affect or invalidate the remainder of the contract.

15. This Contract constitutes the entire agreement between Superintendent and the District, and supersedes all prior understandings, whether oral or written, between the parties. Any amendments or modifications to this Contract must be in writing and signed by the parties.

Dated this 18<sup>th</sup> day of June, 2008.

H. Wolfe  
Superintendent

My Clay M.D.  
President, Board of Education

Scott Anderson  
Secretary, Board of Education