

Slater School District
Superintendent's Contract

Board voted 3% raise to All
staff - thus the same increase
applied to my contract.

It is hereby agreed by and between the Board of Education of the Slater School District located in Saline County in the State of Missouri (hereinafter called the Board) and **JOHN MCEACHERN** (hereinafter called the Superintendent) that the said Board in accordance with its action as found in the minutes of the meeting held on the 20 day of MAY, 2008, has and does hereby employ the said **John McEachern** as Superintendent of School for a 2 year period commencing on July 1, 2008. Both parties agree that said employee shall perform the duties of the Superintendent of Schools in and for the public schools in said district 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:

That, in consideration of a salary of \$ 74,765.00 to be paid the first year (2008-2009) and \$NOT LESS THAN \$74,675 (set by current board at time other certified salaries set before the end of FY-09) to be paid the second year. The Superintendent agrees to perform faithfully the duties of Superintendent of Schools and to serve as Executive officer of the Board of Education. The annual salary shall be paid in equal installment in accordance with the policy of the Board governing payment of other professional staff members in the District.

That the Board of Education hereby retains the right to adjust the annual salary of the Superintendent during the term of his contract, said salary adjustment not to reduce the annual salary below the figures stated above. Any adjustment in salary made during the life of this contract shall become a part of this contract. It is provided, however, that by so doing it shall not be considered that the Board of Education has entered into a new contract with the Superintendent nor that the termination date of the existing contract has been extended. However, the Board may by specific action extend the termination date of the existing contract if such extension is permitted by state law.

That throughout the term of this contract the Superintendent shall be subject to discharge for good and just causes, provided, however, that the Board does not arbitrarily or capriciously call for his dismissal and that the Superintendent shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board. If the Superintendent chooses to be accompanied by legal counsel at the hearing, said legal expenses will be incurred by the Superintendent. The Board of Education may completely discharge its obligations under this agreement at any time by paying to the Superintendent all of the contracted salary to which the Superintendent is entitled for the remainder of the contract period, subject to deductions required by law.

That it is agreed that the Superintendent will furnish throughout the life of this contract a valid and appropriate certificate to act as Superintendent of Schools in the State of Missouri as directed by the Board of Education and that the Superintendent hereby agrees to devote his time, skill, labor and attention to said employment during the term of this contract, provided, however, that the Superintendent, by agreement with the Board, may undertake consultative work, speaking engagements, writing lecturing or other professional duties and obligations.

That the Superintendent will have complete freedom to organize, reorganize and arrange the administrative and supervisory staff which in his judgment best serves the Slater Public Schools; that the administration of instruction and business affairs will be lodged with the Superintendent and administered by him with the assistance of his staff; that the responsibility for selection, placement, and transfer of personnel shall be vested

in the Superintendent and his staff: that the Board of Education, individually and collectively, will refer promptly all criticisms, complaints and suggestions called to its attention to the Superintendent for study and recommendation.

That is in the event of any illness or disability which renders the Superintendent unable to perform the essential duties required under this agreement with or without reasonable accommodation, following the expiration of any period of leave required by law, and including any regular sick leave days or other regular leave days to which the Superintendent is entitled, which period of leave shall be paid, or six months from the date that such illness or disability caused the Superintendent to become unable to perform duties under this agreement, whichever period is shorter, the Board of Education may terminate this contract following notice and an opportunity for the Superintendent to be heard.

That the Board of Education shall devote a portion of all of one meeting, at least annually, to a discussion of the working relationships between the Superintendent and the Board.

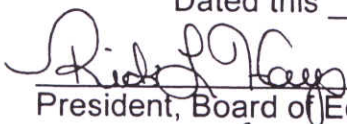
That the Superintendent shall receive 15 working days vacation annually, exclusive of legal holidays, and shall be entitled to 10 days sick leave annually. Vacation shall be taken within 12 months of the year in which it is earned and shall not be cumulative. Earned sick leave shall be cumulative to a maximum of 100 days or as provided by state law or board policy. The Superintendent is entitled to 8 holidays (New Years Day, Presidents Day, Martin Luther King Day, Memorial Day, 4th of July, Thanksgiving Day, and Christmas Day). The Superintendent shall receive medical benefits on the same level as certified personnel. He or she shall receive a life benefit of 2 times annual salary.

That the Board of Education at the request of the Superintendent and when in accordance with state statues shall withhold and transfer an amount of salary, said amount to be determined by the Superintendent, permitting the Superintendent of Schools to participate, if he so desires, in a tax-deferred annuity program of his choosing.

That the Superintendent shall belong to appropriate local, state, and national organizations and attend appropriate professional meetings at the local, state, national level (national level only with prior approval of the Board), the expenses of said attendance to be incurred by District. Actual expenses (travel, meals, etc.) shall be paid according to current policy for certified staff.

That the Superintendent shall fulfill all aspects of this contract, any exception thereto being by mutual consent of the Board and the Superintendent. Failure to fulfill the obligations agreed to in this contract will be viewed as a violation of the administrators Code of Ethics and will be reported by the Board to the appropriate State Association of School Administrators and state educational authorities.

Dated this 30 day of MAY, 2008



President, Board of Education



Secretary, Board of Education

Employee