

SUPERINTENDENT'S EMPLOYMENT CONTRACT

THIS AGREEMENT made and entered into this 30 day of May, 2008, by and between Dr. Dustin W. Storm ("Superintendent") and the Board of Education for the South Callaway R-II School District ("Board"). In accordance with its actions, as found in the minutes of the meeting held on January 9, 2008, the Board has and does hereby employ Dr. Storm as Superintendent of Schools for a period of twenty-four (24) months commencing July 1, 2008, through June 30, 2010, subject to the provisions of this agreement. 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:

1. That, in consideration of an salary of Ninety-One Thousand and Five Hundred and 00/100 Dollars (\$91,500) for the 2008-2009 Contract Year payable on a monthly basis and subject to all deductions required by law, 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 South Callaway R-II Board of Education, and to serve as Executive Officer of said district for the Board of Education. The salary to be paid for the 2009-10 Contract Year will be from Ninety-One Thousand and Five Hundred Dollars (\$91,500) to Ninety-Six Thousand Dollars (\$96,000) the exact amount to be determined by the Board based upon the financial condition of the District and the Superintendent's performance.

2. In place of a salary increase for the 2008-09 school year for the Superintendent the Parties agree to provide the Superintendent with Board paid family health and dental increase beginning July 1, 2008.

3. The Superintendent agrees to devote his full time, skill, labor, and attention to his employment during the term of this Contract, and will not engage in any pursuit, which interferes with the proper discharge of his 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. The Superintendent agrees that he will maintain residency within the School District.

5. The Superintendent will be reimbursed for mileage incurred for necessary in-district travel duties (off-campus). The Superintendent will be reimbursed by the Board for meals, lodging, and other necessary expenses incurred off-campus in the performance of his duties outside of the District and as approved by the Board.

6. That the Superintendent shall receive health insurance coverage and 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.

7. 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 and state level. The Board shall pay the costs of such memberships and meetings in an amount not to exceed \$5,000 annually.

8. That the Superintendent shall receive twenty (20) days of vacation per contract year, exclusive of District holidays and weekends. It is also agreed that the district will reimburse the Superintendent for unused vacation days at the end of each fiscal year at a per diem rate of 1/242 multiplied by his annual salary.

9. That the Superintendent shall receive sixteen (16) days sick leave. Three (3) of those sick days may be used for personal leave.

10. That the Superintendent shall be provided with a term life insurance policy payable to Superintendent's designated beneficiaries with a benefit of \$300,000.

11. 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 individual capacity, or in his 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 employment.

12. That the Superintendent will maintain a valid and appropriate certificate to act as Superintendent of Schools in the State of Missouri.

13. That should the Superintendent be unable to perform any or all of his duties by reason of illness, accident, or other cause beyond his control, and said disability exists for a period of more than sixty (60) consecutive calendar days during any school year, the Board of Education may, at its discretion, make a proportionate deduction from the salary stipulated, and if such disability continues for more than ninety (90) consecutive calendar days, or if said disability is permanent, irreparable, or of such a nature as to make the performance of his duties impossible, the Board may, at its option, terminate this Contract, whereupon the respective duties, rights and obligations hereof shall terminate.

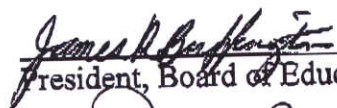
14. That the Board of Education shall devote a portion of, or all of one meeting during each contract year, to a discussion of the working relationship between the Superintendent and the Board, and concerning the Superintendent's performance. This provision, however, does not limit the Board's right to evaluate the Superintendent's performance on an ongoing basis.

15. 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 under terms agreeable to both parties.

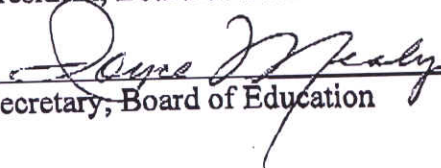
Dated this 30 day of May, 2008.



Superintendent



President, Board of Education



Secretary, Board of Education