

SPARTA R-III SCHOOL DISTRICT

SUPERINTENDENT'S EMPLOYMENT CONTRACT

This agreement, made and entered into this 18th day of March, 2003, by and between Jeffrey Lynn Hyatt. (herein referred to as the "Superintendent of Schools") and the Board of Education of the Sparta R-III School District (hereinafter referred to as the "Board").

WITNESS:

The Superintendent of Schools agrees to perform the duties as described in the policies of the Board of Education of the said school district for the term of 24 months, commencing on the 1st day of July, 2003, for the sum of 67,500.00 annual compensation for the first 12 months. The second 12 months compensation to be set by the Board according to the financial condition of the school district, but compensation not to be less than the first 12 months. Salary to be paid in equal installments less any deductions required by law and those authorized by the Superintendent.

Contract period to run July 1, 2003 to June 30, 2005.

As a condition to employment, the Board agrees to the following:

1. The District shall pay or reimburse Superintendent for reasonable expenses incurred by Superintendent in the continuing performance of his duties.
2. Professional dues of Superintendent shall be paid.
3. Health insurance of Superintendent shall be paid in full,
4. A life insurance policy in the amount of \$10,000.00 shall be provided.
5. Two weeks vacation shall be allowed within the contract year.
6. Moving expenses, not to exceed \$1,000.00, shall be paid.

As a condition of employment, the Superintendent agrees to the following:

1. The Superintendent shall live in the Sparta R-III School District, and any school age, custodial children shall be enrolled in the Sparta R-III Schools.

For proper rendering of services as described by law of the State of Missouri, as described by the Board's policies, including the making of all reports required by law, the

Board agrees to issue warrants upon the treasurer in favor of the Superintendent of Schools for the amount of wages due and payable under this contract.

The Rules and Regulations of the Board dated August 12, 1985, and updated through January 2, 2003, are hereby incorporated by reference into this agreement as if fully set out herein and both the Superintendent of Schools and the Board agree to be bound by them. By executing this contract, the Superintendent of Schools acknowledges receipt of a copy of these Rules and Regulations of the Board.

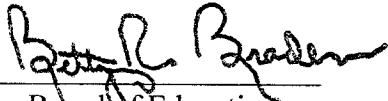
It is hereby mutually agreed by and between the Superintendent of Schools and the Board that nothing herein contained shall operate or be construed as a waiver of any rights, power, privileges, or duties of either party here to by or under the laws of the State of Missouri.

In witness hereof, the board has caused this instrument to be executed the same all on the same day first above written.




Superintendent's Signature

ATTEST:

By 

Secretary, Board of Education
Sparta R-III School District

By 

President, board of Education
Sparta R-III School District

SPARTA R-III SCHOOL DISTRICT

SUPERINTENDENT'S EMPLOYMENT CONTRACT

This agreement, made and entered into this 29th day of June, 2004, by and between Jeffrey Lynn Hyatt. (herein referred to as the "Superintendent of Schools") and the Board of Education of the Sparta R-III School District (hereinafter referred to as the "Board").

WITNESS:

The Superintendent of Schools agrees to perform the duties as described in the policies of the Board of Education of the said school district for the term of 24 months, commencing on the 1st day of July, 2004, with the annual compensation to be determined at later date but not to be less than \$70,000.00 for the first 12 months. The second 12 months compensation to be set by the Board according to the financial condition of the school district, but compensation not to be less than the first 12 months. Salary to be paid in equal installments less any deductions required by law and those authorized by the Superintendent.

Contract period to run July 1, 2004 to June 30, 2006.

As a condition to employment, the Board agrees to the following:

1. The District shall pay or reimburse Superintendent for reasonable expenses incurred by Superintendent in the continuing performance of his duties.
2. Professional dues of Superintendent shall be paid.
3. Health insurance of Superintendent shall be paid in full,
4. A life insurance policy in the amount of \$25,000.00 shall be provided.
5. Twelve days of vacation shall be allowed within the contract year.

As a condition of employment, the Superintendent agrees to the following:

1. The Superintendent shall live in the Sparta R-III School District, and any school age, custodial children shall be enrolled in the Sparta R-III Schools.

For proper rendering of services as described by law of the State of Missouri, as described by the Board's policies, including the making of all reports required by law, the Board agrees to issue warrants upon the treasurer in favor of the Superintendent of Schools for the amount of wages due and payable under this contract.

The Rules and Regulations of the Board dated August 12, 1985, and updated through January 2, 2003, are hereby incorporated by reference into this agreement as if fully set out herein and both the Superintendent of Schools and the Board agree to be bound by them. By executing this contract, the Superintendent of Schools acknowledges receipt of a copy of these Rules and Regulations of the Board.


It is hereby mutually agreed by and between the Superintendent of Schools and the Board that nothing herein contained shall operate or be construed as a waiver of any rights, power, privileges, or duties of either party here to by or under the laws of the State of Missouri.

In witness hereof, the board has caused this instrument to be executed the same all on the same day first above written.




Superintendent's Signature

ATTEST:

By 

Secretary, Board of Education
Sparta R-III School District

By 

President, board of Education
Sparta R-III School District

SUPERINTENDENT'S CONTRACT

This contract is entered this 13th day of January, 2005, between the Board of Education of the Sparta R-III School District ("Board" or "District") and Jeffrey L. Hyatt ("Superintendent").

1. **TERM.** The District agrees to employ Superintendent, and Superintendent agrees to accept such employment as superintendent of the District's schools, for a period of the following school years, subject to the provisions of this contract: July 1, 2005 to June 30, 2007;

2. **SUPERINTENDENT'S DUTIES.** The Superintendent shall have responsibility for the administration of the schools of the District at the direction of the Board. The Superintendent shall act as chief executive officer of the District. As such, he shall be responsible for the selection, direction and assignment of the teachers and other employees in the manner that most efficiently and effectively accomplishes the educational mission of the district, and for making recommendations concerning the annual budget and for administering the budget adopted by the Board. The Superintendent shall provide for compliance with applicable laws and regulations relating to public schools in the state of Missouri, and shall perform his duties and supervise the employees and students of the District in a manner consistent with such laws and regulations.

The Superintendent shall administer and enforce the policies, rules, regulations and procedures of the District, shall recommend necessary additions or changes, and shall perform other administrative duties that are incidental to the position of Superintendent or that may be assigned by the Board.

3. **CERTIFICATION.** The Superintendent shall at all times during the term of this contract possess a valid certificate enabling him to serve as a superintendent of schools in the State of Missouri. The Superintendent will maintain such certification while he serves as Superintendent of Schools. In addition, the Superintendent understands that employment by the Board is contingent upon a satisfactory criminal and child abuse/neglect records report. In accordance with Missouri law, this background check will include a complete fingerprint criminal records check. A report that in the judgment of the Board is unsatisfactory shall constitute good cause for termination of this contract. The Superintendent shall also immediately notify the Board of any arrests, charges, pleas, convictions and/or sentences that occur after the dates of the foregoing criminal and child abuse/neglect record checks.

4. **PROFESSIONAL DEVELOPMENT.** The Superintendent may become a member of professional and educational organizations at District expense, if approved in advance by the Board. Unless directed otherwise by the Board, the Superintendent may attend and participate in educational programs offered by such organizations, at District expense, within amounts budgeted for such purposes, if such participation is in the best interest of the District.

5. **COMPENSATION.** The salary payable to the Superintendent under this contract for the 2005-2006 school year shall be \$73,000.00, payable on a monthly basis and subject to all legally required and permissible deductions and withholdings. Superintendent's salary for the 2006-2007 school year shall be increased by not less than three percent (3%) and not more than eight percent (8%) of his total annual salary for the 2005-2006 school year. The amount of increase for the 2006-2007 school year shall be established by the Board of Education, based upon the Superintendent's performance and the District's financial condition, as determined by the Board of Education in its judgment and at its sole discretion.

6. **EVALUATION.** The Board shall devote a portion, or all, of one meeting, at least annually, to a discussion with the Superintendent of an evaluation of his performance. The Board shall determine the appropriate method for evaluation of the Superintendent's performance. This provision, however, does not limit the Board's right to evaluate the Superintendent's performance on an ongoing basis.

7. **BENEFITS.** In addition to the compensation and other benefits provided for herein, the Superintendent shall be entitled to the following benefits:

(A) **INSURANCE BENEFITS.** The Superintendent shall be entitled to all of the insurance benefits applicable to certificated employees in accordance with the District's plans for such insurance benefits, including the following:

- (1) Family medical insurance;
- (2) Life insurance for not less than \$50,000.00 in death benefits.

(B) **VACATION.** The Superintendent shall be entitled to twelve(12) days paid vacation during each school year of this contract exclusive of weekends and legal holidays. Any accumulated vacation days remaining upon termination of the Superintendent's employment shall be paid to the Superintendent at the then-applicable per-diem rate.

(C) **EXPENSE REIMBURSEMENT.** Subject to approval of the Board of Education, the Superintendent shall be reimbursed by the District for reasonable and necessary expenses incurred in the performance of his duties. Prior to reimbursement, the Superintendent shall submit to the Board appropriate substantiation of all business expenses incurred.

(D) **DEFENSE AND INDEMNIFICATION.** 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, and/or in his official capacity as agent and employee of the Board, provided that the incident arose while the Superintendent was acting within the course and scope of the Superintendent's employment. In no case shall individual Board members become personally responsible for any obligation to the Superintendent under this paragraph.

(E) **TRANSPORTATION EXPENSE.** As a condition of employment, the Superintendent is required to purchase or lease a personally owned automobile for business purposes. As the Superintendent shall be required to travel between campuses and make other business related trips including, but not limited to, meetings with District representatives, attorneys, auditors, parents and constituents, it is recognized that the Superintendent will incur certain expenses of a business nature for the use of said vehicle. Therefore, the District will reimburse the Superintendent for the business use of said vehicle at the established Internal Revenue allowable rate for extended automobile travel expense when on school business. The Superintendent shall submit appropriate substantiation of all business expenses incurred. Except as provided above, the

Superintendent shall bear all costs associated with the purchase, upkeep, and maintenance of the vehicle.

8. TERMINATION - DISABILITY. In the event of any illness or disability which renders the Superintendent unable to perform one or more of the essential duties required under this contract 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 specifically entitled, the Board may terminate this contract following notice and an opportunity for the Superintendent to be heard as required by law.

9. TERMINATION - FOR CAUSE. This contract may be terminated during its term for cause, which shall be defined to include, but shall not be limited to, the following: (i) neglect of duties and responsibilities; (ii) poor performance, incompetency, or inefficiency in the line of duty; (iii) failure to comply with policies and/or rules and regulations of the Board; (iv) failure to comply with directives of the Board; (v) failure to abide by the laws of the State of Missouri; (vi) immoral conduct; (vii) material breach of this contract; or (VII) any other good or just cause, as defined by Missouri law. Prior to discharge, the Superintendent shall be given written notice of charges and an opportunity for a hearing before the Board as required by law. If the Superintendent chooses to be represented by legal counsel at such hearing, he shall bear any costs attendant to such representation. Such hearing shall be conducted in closed, executive session unless otherwise provided by mutual agreement of the parties or otherwise required by law.

10. TERMINATION - MUTUAL AGREEMENT. This contract may be terminated by mutual agreement of the parties at any time.

11. OTHER WORK. The Superintendent may undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations, so long as such other work does not, in the Board's opinion, interfere in a material and/or substantial way with the Superintendent's obligations set forth in this contract. Such other work is, at all times, subject to the approval of the Board. The Superintendent shall obtain prior approval from the Board before beginning such other work.

12. SATISFACTION OF CONTRACT. The Board may completely discharge its obligations under this contract at any time by paying to the Superintendent all of the contract salary to which the Superintendent is entitled for the remainder of the contract period, subject to deductions required by law.

13. CONTRACT EXTENSION. Prior to the end of each school year that this contract remains in effect, the Board may, upon request of the Superintendent, determine and notify the Superintendent whether it intends to extend this contract for an additional school year after the end of the then-current term. The Superintendent may make such request at any time after January 1 of the school year. After the Board's determination of the Superintendent's salary for the next school year, the terms of the extension shall be approved and reduced to writing by means of an Addendum to this contract.

14. GOVERNING LAW. The provisions of this Contract will be governed by the laws of the State of Missouri.

- 15. **SEVERABILITY.** If it is determined at any time that any provision of this contract is illegal or unenforceable, the remaining terms shall not be affected.
- 16. **CONDITION OF EMPLOYMENT.** The Superintendent shall live in the Sparta R-III School District, and any school age, custodial children shall be enrolled in the Sparta R-III Schools.
- 17. **ENTIRE AGREEMENT.** 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.

BY ORDER OF THE BOARD OF EDUCATION, the Board President and Secretary have affixed their signatures below to confirm that the District, by majority vote of the Board of Education, has approved this contract; and by affixing his signature below, the Superintendent has accepted this contract.

SCHOOL DISTRICT

By: Clay Loveland
 President, Board of Education

 Date

Attest: Betty R. Braden
 Secretary, Board of Education

2/17/05
 Date

SUPERINTENDENT

 Date

2/15/05
 Date

SUPERINTENDENT'S CONTRACT

This contract is entered this 12th day of January, 2006, between the Board of Education of the Sparta R-III School District ("Board" or "District") and Jeffrey L. Hyatt ("Superintendent").

1. **TERM.** The District agrees to employ Superintendent, and Superintendent agrees to accept such employment as superintendent of the District's schools, for a period of the following school years, subject to the provisions of this contract: July 1, 2007 to June 30, 2009;

2. **SUPERINTENDENT'S DUTIES.** The Superintendent shall have responsibility for the administration of the schools of the District at the direction of the Board. The Superintendent shall act as chief executive officer of the District. As such, he shall be responsible for the selection, direction and assignment of the teachers and other employees in the manner that most efficiently and effectively accomplishes the educational mission of the district, and for making recommendations concerning the annual budget and for administering the budget adopted by the Board. The Superintendent shall provide for compliance with applicable laws and regulations relating to public schools in the state of Missouri, and shall perform his duties and supervise the employees and students of the District in a manner consistent with such laws and regulations.

The Superintendent shall administer and enforce the policies, rules, regulations and procedures of the District, shall recommend necessary additions or changes, and shall perform other administrative duties that are incidental to the position of Superintendent or that may be assigned by the Board.

3. **CERTIFICATION.** The Superintendent shall at all times during the term of this contract possess a valid certificate enabling him to serve as a superintendent of schools in the State of Missouri. The Superintendent will maintain such certification while he serves as Superintendent of Schools. In addition, the Superintendent understands that employment by the Board is contingent upon a satisfactory criminal and child abuse/neglect records report. In accordance with Missouri law, this background check will include a complete fingerprint criminal records check. A report that in the judgment of the Board is unsatisfactory shall constitute good cause for termination of this contract. The Superintendent shall also immediately notify the Board of any arrests, charges, pleas, convictions and/or sentences that occur after the dates of the foregoing criminal and child abuse/neglect record checks.

4. **PROFESSIONAL DEVELOPMENT.** The Superintendent may become a member of professional and educational organizations at District expense, if approved in advance by the Board. Unless directed otherwise by the Board, the Superintendent may attend and participate in educational programs offered by such organizations, at District expense, within amounts budgeted for such purposes, if such participation is in the best interest of the District.

5. **COMPENSATION.** The salary payable to the Superintendent under this contract for the 2006-2007 fiscal year shall be \$80,000.00, payable on a monthly basis and subject to all legally required and permissible deductions and withholdings. The Superintendent's salary for the additional years shall be 1% to 10% more than the 2006-2007 fiscal year. The amount of increase for the 2007-2008 and 2008-2009 fiscal years shall be established by the Board of Education, based upon the Superintendent's performance and the District's financial condition, as determined by the Board of Education in its judgment and at its sole discretion.

6. EVALUATION. The Board shall devote a portion, or all, of one meeting, at least annually, to a discussion with the Superintendent of an evaluation of his performance. The Board shall determine the appropriate method for evaluation of the Superintendent's performance. This provision, however, does not limit the Board's right to evaluate the Superintendent's performance on an ongoing basis.

7. BENEFITS. In addition to the compensation and other benefits provided for herein, the Superintendent shall be entitled to the following benefits:

(A) INSURANCE BENEFITS. The Superintendent shall be entitled to all of the insurance benefits applicable to certificated employees in accordance with the District's plans for such insurance benefits, including the following:

- (1) Family medical insurance;
- (2) Life insurance for not less than \$50,000.00 in death benefits.

(B) VACATION. The Superintendent shall be entitled to twelve(12) days paid vacation during each school year of this contract exclusive of weekends and legal holidays. Any accumulated vacation days remaining upon termination of the Superintendent's employment shall be paid to the Superintendent at the then-applicable per-diem rate.

(C) EXPENSE REIMBURSEMENT. Subject to approval of the Board of Education, the Superintendent shall be reimbursed by the District for reasonable and necessary expenses incurred in the performance of his duties. Prior to reimbursement, the Superintendent shall submit to the Board appropriate substantiation of all business expenses incurred.

(D) DEFENSE AND INDEMNIFICATION. 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, and/or in his official capacity as agent and employee of the Board, provided that the incident arose while the Superintendent was acting within the course and scope of the Superintendent's employment. In no case shall individual Board members become personally responsible for any obligation to the Superintendent under this paragraph.

(E) TRANSPORTATION EXPENSE. As a condition of employment, the Superintendent is required to purchase or lease a personally owned automobile for business purposes. As the Superintendent shall be required to travel between campuses and make other business related trips including, but not limited to, meetings with District representatives, attorneys, auditors, parents and constituents, it is recognized that the Superintendent will incur certain expenses of a business nature for the use of said vehicle. Therefore, the District will reimburse the Superintendent for the business use of said vehicle at the established Internal Revenue allowable rate for extended automobile travel expense when on school business. The Superintendent shall submit appropriate substantiation of all business expenses incurred. Except as provided above, the

Superintendent shall bear all costs associated with the purchase, upkeep, and maintenance of the vehicle.

8. TERMINATION - DISABILITY. In the event of any illness or disability which renders the Superintendent unable to perform one or more of the essential duties required under this contract 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 specifically entitled, the Board may terminate this contract following notice and an opportunity for the Superintendent to be heard as required by law.

9. TERMINATION - FOR CAUSE. This contract may be terminated during its term for cause, which shall be defined to include, but shall not be limited to, the following: (i) neglect of duties and responsibilities; (ii) poor performance, incompetency, or inefficiency in the line of duty; (iii) failure to comply with policies and/or rules and regulations of the Board; (iv) failure to comply with directives of the Board; (v) failure to abide by the laws of the State of Missouri; (vi) immoral conduct; (vii) material breach of this contract; or (VII) any other good or just cause, as defined by Missouri law. Prior to discharge, the Superintendent shall be given written notice of charges and an opportunity for a hearing before the Board as required by law. If the Superintendent chooses to be represented by legal counsel at such hearing, he shall bear any costs attendant to such representation. Such hearing shall be conducted in closed, executive session unless otherwise provided by mutual agreement of the parties or otherwise required by law.

10. TERMINATION - MUTUAL AGREEMENT. This contract may be terminated by mutual agreement of the parties at any time.

11. OTHER WORK. The Superintendent may undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations, so long as such other work does not, in the Board's opinion, interfere in a material and/or substantial way with the Superintendent's obligations set forth in this contract. Such other work is, at all times, subject to the approval of the Board. The Superintendent shall obtain prior approval from the Board before beginning such other work.

12. SATISFACTION OF CONTRACT. The Board may completely discharge its obligations under this contract at any time by paying to the Superintendent all of the contract salary to which the Superintendent is entitled for the remainder of the contract period, subject to deductions required by law.

13. CONTRACT EXTENSION. Prior to the end of each school year that this contract remains in effect, the Board may, upon request of the Superintendent, determine and notify the Superintendent whether it intends to extend this contract for an additional school year after the end of the then-current term. The Superintendent may make such request at any time after January 1 of the school year. After the Board's determination of the Superintendent's salary for the next school year, the terms of the extension shall be approved and reduced to writing by means of an Addendum to this contract.

14. GOVERNING LAW. The provisions of this Contract will be governed by the laws of the State of Missouri.

15. **SEVERABILITY.** If it is determined at any time that any provision of this contract is illegal or unenforceable, the remaining terms shall not be affected.
16. **CONDITION OF EMPLOYMENT.** The Superintendent shall live in the Sparta R-III School District, and any school age, custodial children shall be enrolled in the Sparta R-III Schools.
17. **ENTIRE AGREEMENT.** 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.

BY ORDER OF THE BOARD OF EDUCATION, the Board President and Secretary have affixed their signatures below to confirm that the District, by majority vote of the Board of Education, has approved this contract; and by affixing his signature below, the Superintendent has accepted this contract.

SCHOOL DISTRICT

By: Clay Loveland
President, Board of Education

1/12/06
Date

Attest: [Signature]
Secretary, Board of Education

1/12/06
Date

SUPERINTENDENT

[Signature]
Date

1/13/06
Date

SUPERINTENDENT'S CONTRACT

This contract is entered this 19th day of July, 2007, between the Board of Education of the Sparta R-III School District ("Board" or "District") and Jeffrey L. Hyatt ("Superintendent").

1. **TERM.** The District agrees to employ Superintendent, and Superintendent agrees to accept such employment as superintendent of the District's schools, for a period of the following school years, subject to the provisions of this contract: July 1, 2007 to June 30, 2010;

2. **SUPERINTENDENT'S DUTIES.** The Superintendent shall have responsibility for the administration of the schools of the District at the direction of the Board. The Superintendent shall act as chief executive officer of the District. As such, he shall be responsible for the selection, direction and assignment of the teachers and other employees in the manner that most efficiently and effectively accomplishes the educational mission of the district, and for making recommendations concerning the annual budget and for administering the budget adopted by the Board. The Superintendent shall provide for compliance with applicable laws and regulations relating to public schools in the state of Missouri, and shall perform his duties and supervise the employees and students of the District in a manner consistent with such laws and regulations.

The Superintendent shall administer and enforce the policies, rules, regulations and procedures of the District, shall recommend necessary additions or changes, and shall perform other administrative duties that are incidental to the position of Superintendent or that may be assigned by the Board.

3. **CERTIFICATION.** The Superintendent shall at all times during the term of this contract possess a valid certificate enabling him to serve as a superintendent of schools in the State of Missouri. The Superintendent will maintain such certification while he serves as Superintendent of Schools. In addition, the Superintendent understands that employment by the Board is contingent upon a satisfactory criminal and child abuse/neglect records report. In accordance with Missouri law, this background check will include a complete fingerprint criminal records check. A report that in the judgment of the Board is unsatisfactory shall constitute good cause for termination of this contract. The Superintendent shall also immediately notify the Board of any arrests, charges, pleas, convictions and/or sentences that occur after the dates of the foregoing criminal and child abuse/neglect record checks.

4. **PROFESSIONAL DEVELOPMENT.** The Superintendent may become a member of professional and educational organizations at District expense, if approved in advance by the Board. Unless directed otherwise by the Board, the Superintendent may attend and participate in educational programs offered by such organizations, at District expense, within amount budgeted for such purposes, if such participation is in the best interest of the District.

5. **COMPENSATION.** The salary payable to the Superintendent under this contract for the 2007-2008 fiscal year shall be \$83,500.00 (\$2,500.00 of which maybe directed to a retirement fund if desired), payable on a monthly basis and subject to all legally required and permissible deductions and withholdings. The Superintendent's salary for the additional years shall be 1% to 10% more than the 2007-2008 fiscal year. The amount of increase for the 2008-2009 and 2009-2010 fiscal years shall be established by the Board of Education, based upon the Superintendent's performance and the District's financial condition, as determined by the Board of Education in its judgment and at its sole discretion.

Superintendent shall bear all costs associated with the purchase, upkeep, and maintenance of the vehicle.

8. TERMINATION - DISABILITY. In the event of any illness or disability which renders the Superintendent unable to perform one or more of the essential duties required under this contract 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 specifically entitled, the Board may terminate this contract following notice and an opportunity for the Superintendent to be heard as required by law.

9. TERMINATION - FOR CAUSE. This contract may be terminated during its term for cause, which shall be defined to include, but shall not be limited to, the following: (i) neglect of duties and responsibilities; (ii) poor performance, incompetency, or inefficiency in the line of duty; (iii) failure to comply with policies and/or rules and regulations of the Board; (iv) failure to comply with directives of the Board; (v) failure to abide by the laws of the State of Missouri; (vi) immoral conduct; (vii) material breach of this contract; or (VII) any other good or just cause, as defined by Missouri law. Prior to discharge, the Superintendent shall be given written notice of charges and an opportunity for a hearing before the Board as required by law. If the Superintendent chooses to be represented by legal counsel at such hearing, he shall bear any costs attendant to such representation. Such hearing shall be conducted in closed, executive session unless otherwise provided by mutual agreement of the parties or otherwise required by law.

10. TERMINATION - MUTUAL AGREEMENT. This contract may be terminated by mutual agreement of the parties at any time.

11. OTHER WORK. The Superintendent may undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations, so long as such other work does not, in the Board's opinion, interfere in a material and/or substantial way with the Superintendent's obligations set forth in this contract. Such other work is, at all times, subject to the approval of the Board. The Superintendent shall obtain prior approval from the Board before beginning such other work.

12. SATISFACTION OF CONTRACT. The Board may completely discharge its obligations under this contract at any time by paying to the Superintendent all of the contract salary to which the Superintendent is entitled for the remainder of the contract period, subject to deductions required by law.

13. CONTRACT EXTENSION. Prior to the end of each school year that this contract remains in effect, the Board may, upon request of the Superintendent, determine and notify the Superintendent whether it intends to extend this contract for an additional school year after the end of the then-current term. The Superintendent may make such request at any time after January 1 of the school year. After the Board's determination of the Superintendent's salary for the next school year, the terms of the extension shall be approved and reduced to writing by means of an Addendum to this contract.

14. GOVERNING LAW. The provisions of this Contract will be governed by the laws of the State of Missouri.

6. **EVALUATION.** The Board shall devote a portion, or all, of one meeting, at least annually, to a discussion with the Superintendent of an evaluation of his performance. The Board shall determine the appropriate method for evaluation of the Superintendent's performance. This provision, however, does not limit the Board's right to evaluate the Superintendent's performance on an ongoing basis.

7. **BENEFITS.** In addition to the compensation and other benefits provided for herein, the Superintendent shall be entitled to the following benefits:

(A) **INSURANCE BENEFITS.** The Superintendent shall be entitled to all of the insurance benefits applicable to certificated employees in accordance with the District's plans for such insurance benefits, including the following:

- (1) Family medical insurance;
- (2) Life insurance for not less than \$50,000.00 in death benefits.

(B) **VACATION.** The Superintendent shall be entitled to twelve(12) days paid vacation during each school year of this contract exclusive of weekends and legal holidays. Any accumulated vacation days remaining upon termination of the Superintendent's employment shall be paid to the Superintendent at the then-applicable per-diem rate.

(C) **EXPENSE REIMBURSEMENT.** Subject to approval of the Board of Education, the Superintendent shall be reimbursed by the District for reasonable and necessary expenses incurred in the performance of his duties. Prior to reimbursement, the Superintendent shall submit to the Board appropriate substantiation of all business expenses incurred.

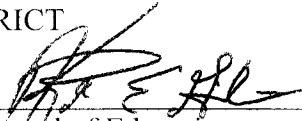
(D) **DEFENSE AND INDEMNIFICATION.** The Board of Education shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his individual capacity, and/or in his official capacity as agent and employee of the Board, provided that the incident arose while the Superintendent was acting within the course and scope of the Superintendent's employment. In no case shall individual Board members become personally responsible for any obligation to the Superintendent under this paragraph.

(E) **TRANSPORTATION EXPENSE.** As a condition of employment, the Superintendent is required to purchase or lease a personally owned automobile for business purposes. As the Superintendent shall be required to travel between campuses and make other business related trips including, but not limited to, meetings with District representatives, attorneys, auditors, parents and constituents, it is recognized that the Superintendent will incur certain expenses of a business nature for the use of said vehicle. Therefore, the District will reimburse the Superintendent for the business use of said vehicle at the established Internal Revenue allowable rate for extended automobile travel expense when on school business. The Superintendent shall submit appropriate substantiation of all business expenses incurred. Except as provided above, the


15. **SEVERABILITY.** If it is determined at any time that any provision of this contract is illegal or unenforceable, the remaining terms shall not be affected.
16. **CONDITION OF EMPLOYMENT.** The Superintendent shall live in the Sparta R-III School District, and any school age, custodial children shall be enrolled in the Sparta R-III Schools.
17. **ENTIRE AGREEMENT.** 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.

BY ORDER OF THE BOARD OF EDUCATION, the Board President and Secretary have affixed their signatures below to confirm that the District, by majority vote of the Board of Education, has approved this contract; and by affixing his signature below, the Superintendent has accepted this contract.

SCHOOL DISTRICT

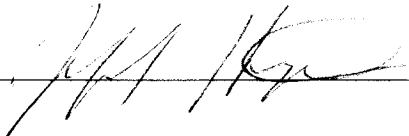
By: 
President, Board of Education

July 19, 2007
Date

Attest: 
Secretary Board of Education

July 19, 2007
Date

SUPERINTENDENT

Date 

9/11/07
Date

SUPERINTENDENT'S CONTRACT

This contract is entered this 17th day of January, 2008, between the Board of Education of the Sparta R-III School District ("Board" or "District") and Jeffrey L. Hyatt ("Superintendent").

1. **TERM.** The District agrees to employ Superintendent, and Superintendent agrees to accept such employment as superintendent of the District's schools, for a period of the following school years, subject to the provisions of this contract: July 1, 2008 to June 30, 2011;

2. **SUPERINTENDENT'S DUTIES.** The Superintendent shall have responsibility for the administration of the schools of the District at the direction of the Board. The Superintendent shall act as chief executive officer of the District. As such, he shall be responsible for the selection, direction and assignment of the teachers and other employees in the manner that most efficiently and effectively accomplishes the educational mission of the district, and for making recommendations concerning the annual budget and for administering the budget adopted by the Board. The Superintendent shall provide for compliance with applicable laws and regulations relating to public schools in the state of Missouri, and shall perform his duties and supervise the employees and students of the District in a manner consistent with such laws and regulations.

The Superintendent shall administer and enforce the policies, rules, regulations and procedures of the District, shall recommend necessary additions or changes, and shall perform other administrative duties that are incidental to the position of Superintendent or that may be assigned by the Board.

3. **CERTIFICATION.** The Superintendent shall at all times during the term of this contract possess a valid certificate enabling him to serve as a superintendent of schools in the State of Missouri. The Superintendent will maintain such certification while he serves as Superintendent of Schools. In addition, the Superintendent understands that employment by the Board is contingent upon a satisfactory criminal and child abuse/neglect records report. In accordance with Missouri law, this background check will include a complete fingerprint criminal records check. A report that in the judgment of the Board is unsatisfactory shall constitute good cause for termination of this contract. The Superintendent shall also immediately notify the Board of any arrests, charges, pleas, convictions and/or sentences that occur after the dates of the foregoing criminal and child abuse/neglect record checks.

4. **PROFESSIONAL DEVELOPMENT.** The Superintendent may become a member of professional and educational organizations at District expense, if approved in advance by the Board. Unless directed otherwise by the Board, the Superintendent may attend and participate in educational programs offered by such organizations, at District expense, within amount budgeted for such purposes, if such participation is in the best interest of the District.

5. **COMPENSATION.** The salary payable to the Superintendent under this contract for the 2008-2009 fiscal year shall be \$88,000.00, payable on a monthly basis and subject to all legally required and permissible deductions and withholdings. The Superintendent's salary for the additional years shall be 1% to 10% more than the 2008-2009 fiscal year. The amount of increase for the 2009-2010 and 2010-2011 fiscal years shall be established by the Board of Education, based upon the Superintendent's performance and the District's financial condition, as determined by the Board of Education in its judgment and at its sole discretion.

6. **EVALUATION.** The Board shall devote a portion, or all, of one meeting, at least annually, to a discussion with the Superintendent of an evaluation of his performance. The Board shall determine the appropriate method for evaluation of the Superintendent's performance. This provision, however, does not limit the Board's right to evaluate the Superintendent's performance on an ongoing basis.

7. **BENEFITS.** In addition to the compensation and other benefits provided for herein, the Superintendent shall be entitled to the following benefits:

(A) **INSURANCE BENEFITS.** The Superintendent shall be entitled to all of the insurance benefits applicable to certificated employees in accordance with the District's plans for such insurance benefits, including the following:

(1) Family medical insurance;

(2) Life insurance for not less than \$50,000.00 in death benefits.

(B) **VACATION.** The Superintendent shall be entitled to twelve(12) days paid vacation during each school year of this contract exclusive of weekends and legal holidays. Any accumulated vacation days remaining upon termination of the Superintendent's employment shall be paid to the Superintendent at the then-applicable per-diem rate.

(C) **EXPENSE REIMBURSEMENT.** Subject to approval of the Board of Education, the Superintendent shall be reimbursed by the District for reasonable and necessary expenses incurred in the performance of his duties. Prior to reimbursement, the Superintendent shall submit to the Board appropriate substantiation of all business expenses incurred.

(D) **DEFENSE AND INDEMNIFICATION.** 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, and/or in his official capacity as agent and employee of the Board, provided that the incident arose while the Superintendent was acting within the course and scope of the Superintendent's employment. In no case shall individual Board members become personally responsible for any obligation to the Superintendent under this paragraph.

(E) **TRANSPORTATION EXPENSE.** As a condition of employment, the Superintendent is required to purchase or lease a personally owned automobile for business purposes. As the Superintendent shall be required to travel between campuses and make other business related trips including, but not limited to, meetings with District representatives, attorneys, auditors, parents and constituents, it is recognized that the Superintendent will incur certain expenses of a business nature for the use of said vehicle. Therefore, the District will reimburse the Superintendent for the business use of said vehicle at the established Internal Revenue allowable rate for extended automobile travel expense when on school business. The Superintendent shall submit appropriate substantiation of all business expenses incurred. Except as provided above, the

Superintendent shall bear all costs associated with the purchase, upkeep, and maintenance of the vehicle.

8. TERMINATION - DISABILITY. In the event of any illness or disability which renders the Superintendent unable to perform one or more of the essential duties required under this contract 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 specifically entitled, the Board may terminate this contract following notice and an opportunity for the Superintendent to be heard as required by law.

9. TERMINATION - FOR CAUSE. This contract may be terminated during its term for cause, which shall be defined to include, but shall not be limited to, the following: (i) neglect of duties and responsibilities; (ii) poor performance, incompetency, or inefficiency in the line of duty; (iii) failure to comply with policies and/or rules and regulations of the Board; (iv) failure to comply with directives of the Board; (v) failure to abide by the laws of the State of Missouri; (vi) immoral conduct; (vii) material breach of this contract; or (VII) any other good or just cause, as defined by Missouri law. Prior to discharge, the Superintendent shall be given written notice of charges and an opportunity for a hearing before the Board as required by law. If the Superintendent chooses to be represented by legal counsel at such hearing, he shall bear any costs attendant to such representation. Such hearing shall be conducted in closed, executive session unless otherwise provided by mutual agreement of the parties or otherwise required by law.

10. TERMINATION - MUTUAL AGREEMENT. This contract may be terminated by mutual agreement of the parties at any time.

11. OTHER WORK. The Superintendent may undertake consultation work, speaking engagements, writing, teaching a college or university course, lecturing, or other professional duties and obligations, so long as such other work does not, in the Board's opinion, interfere in a material and/or substantial way with the Superintendent's obligations set forth in this contract. Such other work is, at all times, subject to the approval of the Board. The Superintendent shall obtain prior approval from the Board before beginning such other work.

12. SATISFACTION OF CONTRACT. The Board may completely discharge its obligations under this contract at any time by paying to the Superintendent all of the contract salary to which the Superintendent is entitled for the remainder of the contract period, subject to deductions required by law.

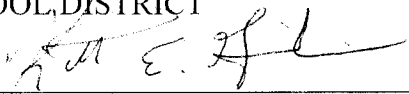
13. CONTRACT EXTENSION. Prior to the end of each school year that this contract remains in effect, the Board may, upon request of the Superintendent, determine and notify the Superintendent whether it intends to extend this contract for an additional school year after the end of the then-current term. The Superintendent may make such request at any time after January 1 of the school year. After the Board's determination of the Superintendent's salary for the next school year, the terms of the extension shall be approved and reduced to writing by means of an Addendum to this contract.

14. GOVERNING LAW. The provisions of this Contract will be governed by the laws of the State of Missouri.

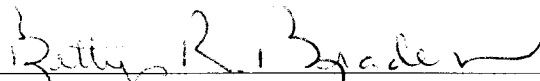
15. **SEVERABILITY.** If it is determined at any time that any provision of this contract is illegal or unenforceable, the remaining terms shall not be affected.
16. **CONDITION OF EMPLOYMENT.** The Superintendent shall live in the Sparta R-III School District, and any school age, custodial children shall be enrolled in the Sparta R-III Schools.
17. **ENTIRE AGREEMENT.** 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.

BY ORDER OF THE BOARD OF EDUCATION, the Board President and Secretary have affixed their signatures below to confirm that the District, by majority vote of the Board of Education, has approved this contract; and by affixing his signature below, the Superintendent has accepted this contract.

SCHOOL DISTRICT

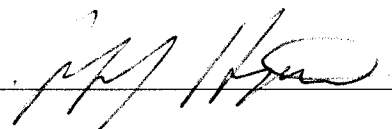
By: 
President, Board of Education

January 17, 2008
Date

Attest: 
Secretary, Board of Education

January 17, 2008
Date

SUPERINTENDENT



1/18/08
Date