

## SUPERINTENDENT'S EMPLOYMENT CONTRACT

THIS AGREEMENT, made and entered into this 16th day of January, 2008, by and between **Dr. Vicki Sandberg** ("Superintendent") and the **Board of Education for the Stockton R-1 Public Schools** ("Board"). In accordance with its actions, as found in the minutes of the meeting held on the 16th day of January, 2008, the Board has and does hereby employ **Dr. Vicki Sandberg** as Superintendent of Schools for a period of 24 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 thereunder by the Board of Education of said District.

## WITNESSETH:

1. That, in consideration of an annual salary of **\$85,727 for the 2008-09 and 2009-10 contract years** 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 Stockton R-1 Public Schools Board of Education, and to serve as Executive Officer of the Board of Education.
2. 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.
3. The Board shall provide the Superintendent with the use of an automobile for out of district travel. In addition, the Superintendent shall be reimbursed by the Board for actual expenses of meals, lodging, and other necessary expenses incurred in the performance of his/her duties.
4. That the Superintendent shall receive employee health insurance coverage and any 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.
5. That the Superintendent shall join 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 (SW MASA, MOASBO, MASA).
6. That the Superintendent shall receive 10 days vacation annually, exclusive of legal holidays. Vacation shall be taken within the year in which it is earned and may accumulate a maximum of 15 days (5 days of carryover). All other vacation days not used shall be forfeited. Vacation shall not be taken during the regular school term. Sick leave shall be as provided by Board policy.

7. 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 arose while the Superintendent was acting within the scope of his/her employment.

8. 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.

9. 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.

10. Renewal of the Superintendent's Contract shall be considered and a decision made to offer, or not to offer, a contract year at the Board of Education's regular meeting in January during each contract year.

DATED this 16th day of January, 2008.

*Jill Sondberg*  
SUPERINTENDENT

*Andy L. Henrich*  
PRESIDENT - BOARD OF EDUCATION

*Charlotte Hader*  
SECRETARY - BOARD OF EDUCATION