

**EMPLOYMENT CONTRACT
BETWEEN
Marilyn K. Boeh
AND THE
GOVERNING BOARD OF THE
Strain-Japan R-16 School District**

The Employment Contract, made and entered into this 12th day of February 2007, by and between the Governing Board of the Strain-Japan R-16 School District, hereinafter referred to as DISTRICT, and Marilyn K. Boeh, hereinafter referred to as PRINCIPAL.

WHEREAS, DISTRICT desires to provide PRINCIPAL with a written employment contract in order to enhance administrative stability and continuity within the schools which DISTRICT believes generally improves the quality of its overall educational program; and WHEREAS, DISTRICT and PRINCIPAL believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools;

NOW, THEREFORE, DISTRICT and PRINCIPAL, for the consideration herein specified, agree as follows:

TERM

DISTRICT, in consideration of the promises, herein contained, of PRINCIPAL, hereby employs, and PRINCIPAL hereby accepts employment as Principal of Schools for a three-year term commencing July 1, 2007 and ending June 30, 2010.

PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES OF PRINCIPAL

A. CERTIFICATION. PRINCIPAL shall hold a valid certificate issued by the State Board of Education.

B. DUTIES. PRINCIPAL shall have charge of the administration of the school under the direction of the Board. She shall be the chief executive officer of the Board; shall direct and assign teachers and other employees of the schools under her supervision; shall organize, reorganize and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the DISTRICT subject to the approval of the Board; shall select all personnel subject to the approval of the Board; shall from time to time suggest regulations, rules and procedures deemed necessary for the well ordering of the school district, and in general perform all duties incident to the office of the Principal and such other duties as may be prescribed by the Board from time to time. The Board, individually and collectively, shall promptly refer all criticisms, complaints, and suggestions, called to its attention to the Principal for study and recommendation. The Principal shall attend all open Board meetings and all Board and citizen committee meetings, serve as an ex-officio member of School Board Committees as directed and provide administrative recommendations on each item of business considered by each of these groups. The Principal shall comply with all applicable laws and shall notify the board in a timely fashion of its legal duties and obligations.

COMPENSATION:

The Principal's salary for the 2007-2008 school year shall be \$60,259.50

The Principal's salary for the 2008-2009 school year shall be \$63,272.48

The Principal's salary for the 2009-2010 school year shall be \$66,436.10

VACATION AND OTHER BENEFITS

PRINCIPAL shall be entitled to all the benefits applicable to twelve (12) month administrative employees as are incident to their employment relationship with DISTRICT, including but not limited to a 3 week vacation, illness benefits, any other forms of insurance and retirement program. Vacation is to be taken during the time school is not in session.

TERMINATION OF EMPLOYMENT CONTRACT

This employment contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement of PRINCIPAL.
- C. Disability of PRINCIPAL.

In the event of disability by illness or incapacity, after PRINCIPAL'S sick leave has been exhausted, the compensation shall be reinstated after PRINCIPAL has returned to employment and undertaken the full discharge of her duties. DISTRICT may terminate this contract by written notice to PRINCIPAL at any time after PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of one month. All obligations of DISTRICT shall cease upon such termination.

If a question exists concerning the capacity of PRINCIPAL to return to her duties DISTRICT may require PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. DISTRICT and PRINCIPAL shall mutually agree upon the physician who shall conduct the examination. The examination shall be at the expense of the DISTRICT. The physician shall limit her report to the issue of whether PRINCIPAL has a continuing disability which prohibits him from performing her duties.

- D. Discharge for cause.

Discharge for cause shall constitute conduct which is seriously prejudicial to DISTRICT, including but not limited to, neglect of duty, breach of contract, or any cause for which the employment of a permanent teacher may be terminated. Notice of charges and of the opportunity for a hearing shall be given in writing and PRINCIPAL shall be entitled to appear before the Board to discuss such causes. If PRINCIPAL chooses to be accompanied by legal counsel at such meeting, she shall bear any costs therein involved. Such meeting shall be conducted in closed session. PRINCIPAL shall be provided a written decision describing the results of the meeting. The Principal may be suspended with pay pending the board's final decision. If discharged for cause, no further amount shall be due under the contract.

SAVINGS CLAUSE

If, during the term of this contract it is found that a specific clause of the contract is illegal in federal or state law, the remainder of the contract not affected by such a ruling, shall remain in force.

This contract offer is valid through February 26, 2007, unless an extension is authorized by the board of education.

IN WITNESS WHEREOF, DISTRICT has caused the Employment Contract to be approved by a duly authorized officer and PRINCIPAL has approved this Employment Contract effective on the day and year specified in paragraph 1, above.

PRINCIPAL

Marilyn K Beeh

Strain-Japan R-16 School District

BY:

[Signature]
President

Donna Cleward
Secretary to the Board

This employment Contract was approved by vote of the School Board at a public meeting duly held on February 12, 2007 and has been made a part of the minutes for that meeting.