

**GOVERNING BOARD OF THE
WOODLAND R-IV SCHOOL DISTRICT
MARBLE HILL, MISSOURI**

The Employment Contract, made and entered into this 22nd day of March, 2004, by and between the Governing Board of the **Woodland R-IV School District**, Marble Hill, Missouri, hereinafter referred to as **DISTRICT**, and **DENNIS G PARHAM**, hereinafter referred to as **SUPERINTENDENT**.

WHEREAS, DISTRICT desires to provide **SUPERINTENDENT** 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 **SUPERINTENDENT** 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 **SUPERINTENDENT**, for the consideration herein specified agree as follows:

1. TERM.

DISTRICT, in consideration of the promises herein contained of **SUPERINTENDENT**, hereby employs, and **SUPERINTENDENT** hereby accepts employment as Superintendent of Schools for a term commencing July 1, 2004 and ending June 30, 2006.

2. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES OF SUPERINTENDENT.

- a. **CERTIFICATION.** **SUPERINTENDENT** shall hold a valid certificate issued by the State Board of Education.
- b. **DUTIES.** **SUPERINTENDENT** shall have charge of the administration of schools under the direction of the Board. He shall be the Chief Executive Officer of the Board; shall direct and assign teacher and other employees of the schools under his 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 Superintendent 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 Superintendent for study and recommendation. The Superintendent shall attend all open Board meetings and all Board and citizen committee meetings, serve as an ex officio member of the School Board Committees as directed, and provide administrative recommendations on each item of business considered by each of these groups. The Superintendent shall comply with all applicable laws and shall notify the Board in a timely fashion of its legal duties and obligations.
- c. **OUTSIDE ACTIVITIES.** **SUPERINTENDENT** shall devote his full time, attention and energy to the business of the School District and will not engage in any pursuit which interferes with the proper discharge of his duties.

3. PROFESSIONAL GROWTH OF SUPERINTENDENT.

DISTRICT encourages the continuing professional growth of **SUPERINTENDENT** through his participation as he might decide in light of his responsibilities as **SUPERINTENDENT** in:

- a. The operations, programs and other activities conducted or sponsored by local, state and national school administrator and school board associations;
- b. Seminars and courses offered by public and private educational institutions; and
- c. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of **SUPERINTENDENT** to perform his professional responsibilities for **DISTRICT**.

In its encouragement, **DISTRICT** shall permit a reasonable amount of release time for **SUPERINTENDENT** as he deems appropriate to attend to such matters and pay for the necessary fees for travel and subsistence expenses, as approved by the District in the annual budget.

4. COMPENSATION.

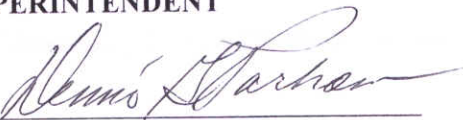
The superintendent's salary for the 2004-2005 school year shall be indexed at 2.0 times where the superintendent would be placed on the certified teacher salary schedule (\$87,560). The salary for the 2005-2006 school year shall be indexed at 2.0 times where the superintendent would be placed on the certified teacher salary schedule, but not less than \$87,560.

5. RENEWAL OF CONTRACT.

The renewal of the **SUPERINTENDENT'S** contract shall be considered a decision made to offer, or not to offer, an additional contract year at the Board of Education regular meeting in December during each contracted year. The Board of Education may contract with the **SUPERINTENDENT** for an additional year or years under terms agreeable to both parties.

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

SUPERINTENDENT

By: 

WOODLAND R-IV SCHOOL DISTRICT

By: 
PRESIDENT

By: 
SECRETARY

This Employment Contract was approved by vote of the School Board at a public meeting duly held on March 22, 2004, and has been made a part of the minutes for that meeting.