

SUPERINTENDENT'S CONTRACT

THIS AGREEMENT, MADE AND ENTERED INTO THIS 9th Day of January, 2008 BETWEEN DARRYL L. SAUER, A LEGALLY QUALIFIED PUBLIC SCHOOL TEACHER, OF THE FIRST PART, AND THE BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF ZALMA R-V, COUNTY OF BOLLINGER, STATE OF MISSOURI, OF THE SECOND PART.

WITNESSETH, THAT THE SAID DARRYL L. SAUER AGREES TO PERFORM ALL DUTIES INCUMBENT UPON HIM AS SUPERINTENDENT AND ADMINISTRATOR OF PUBLIC SCHOOLS WITHIN AND FOR SAID SCHOOL DISTRICT FOR A TERM OF TWO YEARS, COMMENCING ON THE 1st DAY OF JULY, 2008, FOR WHICH SERVICES PROPERLY RENDERED AND REPORTS CORRECTLY MADE, ACCORDING TO LAW, SAID BOARD OF EDUCATION AGREES TO ISSUE WARRANTS IN FAVOR OF THE PARTY OF THE FIRST PART UPON THE TREASURER OF SAID SCHOOL DISTRICT IN ACCORDANCE WITH THE FOLLOWING TERMS:

(A) THE ANNUAL SALARY FOR THE FIRST YEAR BEGINNING JULY 1, 2008 SHALL BE \$88,860.00 (2.14 INDEX) OF THE APPROPRIATE STEP AND CHANNEL OF THE 2008-2009 SALARY SCHEDULE.

(B) THE ANNUAL SALARY FOR THE SECOND YEAR BEGINNING JULY 1, 2009 SHALL BE A 2.14 INDEX OF THE APPROPRIATE STEP AND CHANNEL OF THE 2009-2010 SALARY SCHEDULE. BASED ON THE TENTATIVE 2009-2010 SALARY SCHEDULE, THE SALARY SHALL BE AT LEAST \$92,773.00. THE SALARY SHALL BE PAID IN TWELVE EQUAL INSTALLMENTS IN ACCORDANCE WITH BOARD POLICY.

(C) THE TERMINATION DATE OF THE EXISTING CONTRACT MAY AT THE END OF ANY CONTRACT YEAR BE EXTENDED IF AGREEABLE TO BOTH PARTIES, BUT AT NO TIME SHALL THE EXTENSION OF THE CONTRACT EXCEED THREE YEARS BEYOND THE CURRENT CONTRACT YEAR.

(D) THE BOARD OF EDUCATION SHALL DEVOTE A PORTION OF ONE MEETING, AT LEAST ANNUALLY, TO A DISCUSSION WITH THE SUPERINTENDENT OF AN EVALUATION OF HIS PERFORMANCE.

(E) THE SUPERINTENDENT SHALL RECEIVE 15 DAYS VACATION ANNUALLY EXCLUSIVE OF LEGAL HOLIDAYS AND SHALL BE ENTITLED TO 10 DAYS EMERGENCY LEAVE ANNUALLY. EARNED EMERGENCY LEAVE AND VACATION DAYS SHALL BE CUMULATIVE TO THE NUMBER OF MAXIMUM DAYS AS PROVIDED BY BOARD POLICY FOR CERTIFICATED PERSONNEL (80 DAYS).

(F) EXCEPT AS PROVIDED HEREIN, THE SUPERINTENDENT SHALL BE ENTITLED TO ANY OR ALL FRINGE BENEFITS PROVIDED BY BOARD POLICY FOR CERTIFICATED PERSONNEL.

(G) THE SCHOOL DISTRICT SHALL ENCOURAGE THE SUPERINTENDENT TO OBTAIN MEMBERSHIP AND PARTICIPATE ACTIVELY IN PROFESSIONAL ORGANIZATIONS.