

Hutsonville School District 1

Superintendent's Contract

It is hereby agreed by and between the Board of Education of Hutsonville Community Unit School District 1, Clark and Crawford Counties, Illinois, hereinafter called the Board and Roger L. Eddy, hereinafter called the Superintendent, that the said Board in accordance with its actions as found in the minutes of the meeting of said Board held on the 21st day of March, 2011, has and does hereby extend the employment of Roger Eddy, as Superintendent of Schools for a period of three (3) years commencing July 1, 2011 through June 30, 2014. Both parties agree that the Superintendent shall perform the duties of Superintendent of Schools in and for the public schools in said District as prescribed by the laws of the State of Illinois and by the rules and regulations made thereunder by the Board of Education of said District.

1. That, in consideration of a salary of not less than \$107,400 per annum for the 2011-12 school year, and salaries for the 2012-13 and 2013-14 school years to be set annually by the Board of Education, the Superintendent agrees to perform faithfully the duties of Superintendent of Schools and to serve as Executive Officer of the Board of Education. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of other professional staff members of the District. The term "per annum" represents a minimum of 171 "working days" between July 1st of each contract starting year and the following June 30th. For the purposes of this section, Mr. Eddy may count a weekend or holiday as a "working day" if that is necessary to fulfill the duties of the Superintendent's position.

2. The board shall make no additional payments for health insurance purposes on behalf of the Superintendent.

3. The above stated salary includes the payment of the Board 8% of salary and TRS identified benefits to the Teacher Retirement System on behalf of the Superintendent and a .5% contribution to the Teacher Health Insurance Security fund on behalf of the Superintendent.

4. The Superintendent shall receive 20 working days vacation annually. A "working day" shall, during the school term, be considered as a day when school is in session. During the summer school vacation period a "working day" shall be any Monday through Friday exclusive of holidays. Such vacation shall be taken by the Superintendent in the year within which it is earned and shall not be accumulative and the Board will not pay the Superintendent for any "unused" vacation days.

5. The Superintendent shall be entitled to 15 sick leave days a year accumulated to the maximum allowed by law. He is granted 4 personal leave days a year, which if unused may be accumulated as sick days, and is entitled to bereavement days as provided other District employees within established Board policy.

6. The Board agrees to reimburse the Superintendent for travel expense (mileage) while on district business on the same basis as other professional staff members of this District are reimbursed in accordance with Board policy.

7. This contract shall not be automatically extended. Nothing in this contract shall prevent the Superintendent and Board from annually renewing and revising this contract when both parties are in agreement.

8. The Board's obligation to pay the Superintendent under this contract, among other reasons, shall be dependent upon the nonoccurrence of any of the following: 1) discharge for cause, 2) death of the Superintendent, or 3) mutual termination of the contract.

9. Should the Superintendent be unable to perform any or all of his duties by reason of illness, accident or other cause beyond his control, and said disability exists for a period of more than his accrued sick leave during any such school year, the School District may in its discretion, make a proportionate deduction from the salary stipulated, and if such disability continues for more than

6 months or if said disability is permanent, irreparable, or of such a nature as to make the performance of this duties impossible, the Board may, at its option, terminate this agreement, whereupon the respective duties, rights and obligations hereof shall terminate.

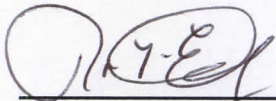
10. The Superintendent will furnish throughout the life of this contract, a valid and appropriate certificate to act as Superintendent of Schools in the State of Illinois as directed by the Board and the Superintendent hereby agrees to devote his time, skill, labor and attention to his employment during the term of this contract as Superintendent, provided, however, that the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations.

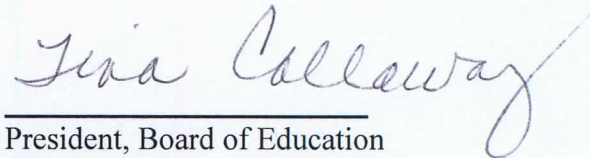
11. The Superintendent will have complete freedom to organize, reorganize and arrange the administration and supervisory staff in a manner which in his judgment serves the public schools of the District; the administration of instruction and business affairs will be lodged with the Superintendent and administered by him with the assistance of his staff; that the responsibility for selection (subject to Board approval), placement and transfer of personnel, shall be vested in the Superintendent and his staff; and that the Board, individually and collectively, will refer promptly all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation.

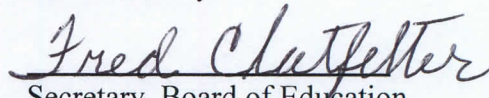
12. The Board will devote a portion or all of one meeting, at least annually, to a discussion of the working relationships between the Superintendent and the Board and to evaluate the Superintendent's performance.

13. Subject to Board approval, the Superintendent shall attend appropriate professional meetings at the local, state and national level, the expenses of said attendance to be incurred by the school district.

Dated this 21st day of March, 2011.



Roger L. Eddy

President, Board of Education
Tina Callaway

Secretary, Board of Education
Fred Clatfelter