

**CONSOLIDATED SCHOOL DISTRICT NO. 2
JACKSON COUNTY, RAYTOWN, MISSOURI**

PERMANENT TEACHER'S CONTRACT

This agreement is entered into as of the date by which both parties have signed by and between [Custom.FullName], [User.EmployeeID] ("Teacher"), and the Board of Education of the Raytown C-2 School District.

Primary Job Title: [User.Title]
Scheduled Days: [Custom.Contract_Days]
Hourly Rate: [User.SalaryRate]
Start Date: [User.StartDate]
Range: [Custom.Col.Range]
Step: [Custom.Col.Step]

It is hereby agreed by and between the Teacher and the Board that the Teacher, beginning on [User.StartDate] shall serve in the employ of the Board and its successors for a term of [Custom.Contract_Days] days during the 2023-2024 school year, for an annual compensation of [User.SalaryCurrent] paid to the Teacher in equal installments according to school board regulations less the contributions required by law. In addition, the teacher will be provided with fringe benefits described in applicable policies adopted by the Board, as the same may be amended from time to time.

It is further agreed by the parties hereto that this contract shall continue in force from year to year, until modified or terminated for any reason permitted by law.

As a condition of employment, the Teacher agrees to obtain prior to the first date of service and to maintain at all times during the term of this contract a valid certificate of license to teach in the public schools of the state of Missouri. The Teacher also acknowledges that this agreement is contingent upon the Teacher's consent to and the Board's receipt of a criminal background check, a child abuse/neglect report, and other background checks as required by the Board, the results of each of which must be satisfactory to the Board. In accordance with Missouri law, this background check will include a complete fingerprint criminal records check. In addition, the Teacher consents to submit to additional background checks during the term of service as required by the Board.

The Teacher is subject to and agrees to comply at all times with all the provisions, duties and requirements applicable to his or her position as directed by the superintendent or the teacher's immediate supervisor, and as stated in any applicable written performance standards or criteria, policies, rules and regulations of the district, whether adopted or modified before or after the effective date of this contract. The Teacher acknowledges access to complete copies of all such performance standards or criteria, policies, rules, and regulations and will be furnished with such copies, as well as interpretations or explanations regarding the same, upon request. The Teacher also agrees to comply with all federal, state and local laws.

The Teacher may be assigned to any position in the district for which he or she is qualified, and may be assigned reasonable incidental duties, including supervision and sponsorship of extracurricular activities or other district programs.

If, after signing this contract, the Teacher wishes to be released from this contract, the Teacher agrees to pay the District the specified amount (which is not a penalty, but agreed-upon in advance to proportionally compensate the District for expenses associated with replacing the Teacher and for

other costs that are associated with the Teacher's release from this contract but that are inherently difficult to calculate) according to the following schedule:

On or after June 1 -	\$3,000.00 and suitable replacement found
On or after June 15 -	\$3,500.00 and suitable replacement found
On or after July 1 -	\$4,000.00 and suitable replacement found
On or after July 15 -	\$4,500.00 and suitable replacement found
On or after August 1 -	\$5,000.00 and suitable replacement found

The Teacher must submit payment with a written notification that the Teacher is resigning from this contract. The Teacher authorizes the Board to withhold the applicable amount from any payments owed the Teacher. For notifications received on or after August 1, the Board will have the discretion to determine whether a suitable replacement has been secured. Teacher acknowledges that he or she has had the opportunity to review this and all other provisions contained within this agreement; has had the opportunity to seek legal advice regarding this agreement; and is knowingly and voluntarily consenting to all terms contained herein.

Nothing stated in this contract shall be construed as a waiver of any of the rights, powers, privileges, immunities or duties of the Teacher or the Board under the laws of the State of Missouri.

In witness hereof, the Board and the Teacher have executed this agreement as of the date by which both parties have affixed their signatures hereto.

/s/Alonzo Burton

President
Board of Education
Consolidated School District No. 2

/s/Rachel Johnston

Executive Asst to Superintendent/BOE
Board of Education
Consolidated School District No. 2