

FIRST REGULAR SESSION

HOUSE BILL NO. 310

99TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE VESCOVO.

1011H.011

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To amend chapter 168, RSMo, by adding thereto one new section relating to employment contracts with school districts.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 168, RSMo, is amended by adding thereto one new section, to be known as section 168.202, to read as follows:

- 168.202. 1. Notwithstanding any other provision of law to the contrary, no individual shall be employed as a superintendent or assistant superintendent by a school district except in accordance with a written contract of employment expressly stating the terms and conditions of employment.**
- 2. A contract for the employment of a superintendent or assistant superintendent shall:**
- (1) Incorporate all provisions relating to compensation and benefits to be paid to or on behalf of the superintendent or assistant superintendent;**
 - (2) Specify the termination, buyout, and severance provisions, including all postemployment compensation and the period of time in which such compensation shall be provided; and**
 - (3) State that any modification to the contract shall be in writing.**
- 3. No agreement between the school district and a superintendent or assistant superintendent for a negotiated severance of employment prior to the end of the specified contract term shall provide for severance compensation, including the reasonable value of any noncash severance benefits or postemployment benefits not otherwise accruing under**

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

17 **the contract or under the law, to the superintendent or assistant superintendent that**
18 **exceeds the lesser of:**

19 **(1) The equivalent of one year's compensation otherwise due under the contract;**

20 **or**

21 **(2) The total of all compensation and benefits due under the contract for the**
22 **remainder of the term of the contract.**

23 **4. This section applies only to a contract for employment executed on or after the**
24 **effective date of this section.**

✓