

SERVICE CONTRACT

This contract is entered into by and between the Board of Directors of the Mason City Community School District of Mason City, Cerro Gordo, Iowa hereafter called "District" and **RAMONA JEFFREY** hereafter called "Employee", for services to be rendered by Employee for two fiscal years commencing July 1, 2011.

The fiscal school year covered by this contract shall consist of a full 12 calendar months, during which the Employee shall have 30 days of paid vacation to be taken at such time or times as may be approved by the Superintendent. Employee may carry unused vacation each year up to a maximum of 60 days which may be taken as vacation days at the time of termination of this employment contract or the Employer may elect to compensate Employee for any accumulated, unused vacation days. The 2011-2012 Employee's annual compensation shall be **\$130,000.00** based on a 52 week year, but shall be payable in 12 equal installments on a calendar month basis commencing July 29, 2011. Employee shall also receive an amount equivalent to the 2011-2012 plan year cost of dependent health coverage and dependent dental coverage. For 2011-2012 this amount shall be **\$8,630.62** for dependent health coverage and **\$655.98** for dependent dental coverage. Up to \$75.00 reimbursement may be approved for personal vision care. Employee will be paid \$10,000.00 per year for a tax-sheltered annuity selected by Employee that qualifies under Internal Revenue Service Code Section 403(b).

Employee's duties shall consist of: performance of all duties which may from time to time be designated by the Superintendent of Schools and its Board of Education; and shall be subject to all policies, rules, and regulations of said District now or hereafter in effect.

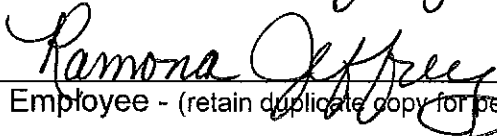
Employment is hereby offered by the District pursuant to the terms hereof and shall be void and of no force and effect if not accepted in writing and returned to the Board Office by Employee within 3 weeks of issue.

MASON CITY COMMUNITY SCHOOL DISTRICT OF MASON CITY, CERRO GORDO COUNTY, IOWA

By 
President of its Board of Directors

I hereby accept the foregoing offer and agree to a contract with said Mason City Community School District on the terms stated above.

Signed this 20th day of July 2011


Employee - (retain duplicate copy for personal records)

SERVICE CONTRACT

This contract is entered into by and between the Board of Directors of the Mason City Community School District of Mason City, Cerro Gordo, Iowa hereafter called "District" and **RAMONA JEFFREY** hereafter called "Employee", for services to be rendered by Employee for two fiscal years commencing July 1, 2012.

The fiscal school year covered by this contract shall consist of a full 12 calendar months, during which the Employee shall have 30 days of paid vacation to be taken at such time or times as may be approved by the Superintendent. Employee may carry unused vacation each year up to a maximum of 60 days which at the time of termination of this employment contract the Employer will compensate Employee for any accumulated, unused vacation days. The 2012-2013 Employee's annual compensation shall be **\$140,000.00** based on a 52 week year, but shall be payable in 12 equal installments on a calendar month basis commencing July 31, 2012. Employee shall also receive an amount equivalent to the 2012-2013 plan year cost of dependent health coverage and dependent dental coverage. For 2012-2013 this amount shall be \$8,724.84 for dependent health coverage and \$672.12 for dependent dental coverage for a total additional salary of **\$9,396.96**. Up to \$75.00 reimbursement may be approved for personal vision care. Employee will be paid **\$15,000.00** per year for a tax-sheltered annuity selected by Employee that qualifies under Internal Revenue Service Code Section 403(b).

Employee's duties shall consist of: performance of all duties which may from time to time be designated by the Superintendent of Schools and its Board of Education; and shall be subject to all policies, rules, and regulations of said District now or hereafter in effect.

Employment is hereby offered by the District pursuant to the terms hereof and shall be void and of no force and effect if not accepted in writing and returned to the Board Office by Employee within 3 weeks of issue.

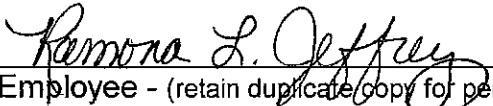
MASON CITY COMMUNITY SCHOOL DISTRICT OF MASON CITY, CERRO GORDO COUNTY, IOWA

Dated: July 16, 2012

By 
President of its Board of Directors

I hereby accept the foregoing offer and agree to a contract with said Mason City Community School District on the terms stated above.

Signed this 8th day of August 2012


Employee - (retain duplicate copy for personal records)

SERVICE CONTRACT

This contract is entered into by and between the Board of Directors of the Mason City Community School District of Mason City, Cerro Gordo, Iowa hereafter called "District" and **RAMONA JEFFREY** hereafter called "Employee", for services to be rendered by Employee for two fiscal years commencing July 1, 2013.

The fiscal school year covered by this contract shall consist of a full 12 calendar months, during which the Employee shall have 30 days of paid vacation to be taken at such time or times as may be approved by the Superintendent. Employee may carry unused vacation each year up to a maximum of 60 days which at the time of termination of this employment contract the Employer will compensate Employee for any accumulated, unused vacation days. The 2013-2014 Employee's annual compensation shall be **\$143,000.00** based on a 52 week year, but shall be payable in 12 equal installments on a calendar month basis commencing July 31, 2013. Employee shall also receive an amount equivalent to the 2013-2014 plan year cost of dependent health coverage and dependent dental coverage. For 2013-2014 this amount shall be \$8,724.84 for dependent health coverage and \$706.16 for dependent dental coverage for a total additional salary of **\$9,431.00**. Up to \$75.00 reimbursement may be approved for personal vision care. Employee will be paid **\$15,000.00** per year for a tax-sheltered annuity selected by Employee that qualifies under Internal Revenue Service Code Section 403(b).

Employee's duties shall consist of: performance of all duties which may from time to time be designated by the Superintendent of Schools and its Board of Education; and shall be subject to all policies, rules, and regulations of said District now or hereafter in effect.

Employment is hereby offered by the District pursuant to the terms hereof and shall be void and of no force and effect if not accepted in writing and returned to the Board Office by Employee within 3 weeks of issue.

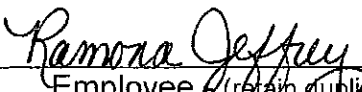
MASON CITY COMMUNITY SCHOOL DISTRICT OF MASON CITY, CERRO GORDO COUNTY, IOWA

Dated: July 3, 2013

By 
President of its Board of Directors

I hereby accept the foregoing offer and agree to a contract with said Mason City Community School District on the terms stated above.

Signed this 18th day of July 2013


Employee (retain duplicate copy for personal records)

SERVICE CONTRACT

This contract is entered into by and between the Board of Directors of the Mason City Community School District of Mason City, Cerro Gordo, Iowa hereafter called "District" and **Ramona Jeffrey** hereafter called "Employee", for services to be rendered by Employee for two fiscal years commencing July 1, 2014.

The fiscal school year covered by this contract shall consist of a full 12 calendar months, during which the Employee shall have 30 days of paid vacation to be taken at such time or times as may be approved by the Superintendent of the District. Employee may carry forward unused vacation each year up to a maximum of 60 days which at the time of termination of this employment contract the Employer will compensate the Employee for any accumulated, unused vacation days. The 2014-2015 Employee's annual compensation shall be **\$143,000.00** based on a 52-week year, but shall be payable in 12 equal installments on a calendar month basis commencing July 31, 2014. Employee shall also receive an amount equivalent to the 2014-2015 plan year cost of dependent health coverage and dependent dental coverage. For 2014-2015 this amount shall be **\$8,724.84** for dependent health coverage and **\$713.76** for dependent dental coverage for a total additional salary of **\$9,438.60**. Up to \$75.00 reimbursement may be approved for personal vision care. Employee will be paid **\$15,000** per year for a tax-sheltered annuity selected by the Employee that qualifies under Internal Revenue Service Code Section 403(b).

Employee's duties shall consist of: performance of all duties which may from time to time be designated by the Superintendent of Schools and its Board of Education; and shall be subject to all policies, rules, and regulations of said District now or hereafter in effect.

Employment is hereby offered by the District pursuant to the terms hereof and shall be void and of no force and effect if not accepted in writing and returned to the Board Office by Employee within 3 weeks of issue.

MASON CITY COMMUNITY SCHOOL DISTRICT
MASON CITY, CERRO GORDO COUNTY, IOWA

By  June 26, 2014
President of its Board of Directors

I hereby accept the foregoing offer and agree to a contract with said Mason City Community School District on the terms stated above.

Signed this 7th day of July 2014


Employee - (retain duplicate copy for personal records)