

Contract With and For the
Pickford Public Schools Board of Education
And
Administrator/Superintendent

This contract is entered into on the 1st day of July, 2012 between the Pickford Public School District, referred to as the Board of Education and Angela Nettleton as Superintendent/K-12 Principal hereinafter referred to as Superintendent in this contract.

1. Contract Period

The Board agrees to employ Angela Nettleton as Superintendent of its schools for the term of (3) three years, from July 1, 2012 until and including June 30, 2015 when this contract shall terminate. The Board shall review this contract annually and shall, before March 31st of each ensuing year, take official action determining whether or not to extend the contract for each subsequent year and so notify the Superintendent in writing. If the Board takes no action, the contract shall be deemed to have been renewed for an additional year. Extension or denial of extension of this contract shall be based in part by reference to the annual evaluation of the Superintendent/K-12 Principal.

2. Evaluation

Annually, by March 1st of each year during the term of this contract, using the criteria and evaluation process mutually agreed to by the Board and the Superintendent, the Board of Education shall review the Superintendent's performance. A written evaluation shall be prepared, provided to, and discussed with the Superintendent. If the Board fails to complete an evaluation by the designated date, the Superintendent's performance will be deemed to have been satisfactory.

During the first three years of this contract on a regular basis as determined between the board and Superintendent (such as October, December, March and June regular Board meetings) or as requested by either, the Superintendent and Board shall discuss the work load and its effects upon the Superintendent, owing to the unique nature of this Superintendent's employment position, duties and responsibilities. If any changes in the duties, responsibilities or work load be requested that shall subsequently allow for reopening this contract including salary modification.

3. Duties of the Superintendent

The Superintendent represents that she possesses, holds, and maintains all certificates, credentials, and qualifications required by law, including the regulations of the Department of Education, and those required by the Board to serve as Superintendent and Principal of Schools. The Superintendent agrees, to faithfully perform her duties and obligations for a period of fifty-two (52) weeks per year, in such capacity for the school district including, but not limited to, those duties required by the School Code. She will act as an advisor to the Board on matters pertaining to the school administration or the School District, and she will inform the Board of significant administrative action taken on its behalf. The Superintendent shall recommend, effect, or cause to be effected, the policies and programs of the Board of Education as may be adopted. She will faithfully and diligently fulfill all the duties and obligations incumbent upon her as the executive head of the School District.

4. Legal Counsel

The Superintendent shall be empowered to seek legal counsel and advice from the school board attorney(s) on concerns related to the school district.

5. Liability Insurance

The Board agrees to provide and maintain liability and errors-in-omission insurance coverage for the Superintendent.

6. Compensation

The Board of Education shall pay to the Superintendent an annual salary of \$90,000.00, in equal installments, for each of the three years 2012-2015. The Board of Education retains the right to adjust the salary during the continuation of the contract to a mutually agreeable amount; provided however, that the salary shall not be less than the salary amount of this contract period.

7. Benefits

During the term of this contract, the Superintendent shall receive the same health benefits or cash in lieu payments provided by the school district to full-time, professional certified teacher staff members.

The Superintendent is employed for a period of 52 weeks of work per year, July 1 – June 30 as scheduled by the Board. The Superintendent shall be granted vacation time of 20 days per fiscal year which shall not accumulate for use in any subsequent fiscal year without expressed written consent of the Board. The Superintendent shall schedule use of vacation days in a manner to minimize interference with the orderly operation and conduct of business of the school district. Normal recess days and holidays are not considered work days, and the Superintendent will not be required to work any holidays when school is not in session.

Twelve (12) sick days per year, the unused portion of which shall accumulate from year to year to a maximum number of days in accordance with the master teacher contract.

A maximum of three (3) days shall be allowed for personal business.

8. Termination

The Superintendent may be discharged and this contract terminated at any time for cause, including, but not limited to, commission of crime, malfeasance of office, incompetence, incapacity, failure to uphold any Board of Education bylaw, policy, or regulation, or by retirement, or mutual agreement of the Board of Education and the Superintendent. The Superintendent shall give written notice to the Board a minimum of forty-five (45) calendar days prior to termination of the contract.

Termination benefits are:

* Compensation in recognition of years of service to the district to equal $0.005 \times \text{BA Base}$ for each year of service to the Pickford Public School District.

- * Compensation for unused sick leave paid at a rate of 1/2 (one half) of a sub teacher's daily pay rate with the number of days capped per the master teacher agreement.
- * Compensation for unused vacation days at the current per diem rate, not to exceed twenty (20) days.

9. Travel and Other Expenses

The Superintendent shall have the responsible use of a school vehicle, or shall be reimbursed for travel expenses in connection with school related business. The amount of reimbursement per mile shall be that amount set by the Board of Education, and other expenses reimbursed shall be those approved by the Board of Education.

The Board agrees to pay the state professional association dues of the administrator.

The Board agrees to reimburse the costs of tuition or fees directly related to administrative continuing education requirements.

10. Tenure Exclusion

This contract does not confer tenure upon the Superintendent or any other administrative position in the district.

11. Severability

If any provision of this contract is ruled illegal or unenforceable by a court of competent jurisdiction, the remainder of the contract not affected by the ruling shall remain valid and in effect.

12. Governing Law

This contract is governed by and shall be interpreted in accord with the law of the State of Michigan. IN THE WITNESS THEREOF, the parties have caused this agreement to be executed on the day and year noted.

6/18/12
Date

Angela M. Newton
Superintendent

Pickford Public Schools Board of Education

6-21-12
Date

Julie Kronecker
President

6-25-12
Date

Frederick Seal
Secretary