

DEARBORN PUBLIC SCHOOLS
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT
FOR 2015-2018

THIS CONTRACT is made at Dearborn, Michigan, this 13 day of July, 2015 between Dearborn Public Schools, a Michigan general powers school district (Dearborn), and Dr. Glenn Maleyko, and is effective July 1, 2015 through June 30, 2018.

In consideration of the parties' mutual promises and obligations, the parties agree as follows:

1. **EMPLOYMENT**

Dearborn employs Dr. Glenn Maleyko as Superintendent of Schools and Dr. Glenn Maleyko agrees to work for Dearborn in the capacity of Superintendent.

2. **TERM**

The School District hereby employs the Superintendent, and the Superintendent agrees to work for the School District for a three (3) year term commencing on July 1, 2015, through June 30, 2018, such contract being renewable annually in accordance with the covenants and conditions contained herein including extension of the terms as specified in paragraph 20. It is understood and agreed that Superintendent is employed in the capacity of Superintendent, as defined in the Michigan School Code of 1976.

3. **DUTIES**

Superintendent will serve Dearborn and perform the duties of Superintendent as directed by the Board of Education of Dearborn and as required by the laws of the State of Michigan. Superintendent will act in a competent and professional manner and will obey and fulfill the policies, rules and regulations as established by the Dearborn Board of Education and will carry out its programs and policies during the term of this Contract. Superintendent will devote his time, skill, labor and attention to this employment and will faithfully perform the duties of Superintendent for Dearborn as directed by the Board of Education or as required by law or the dictates of prudent judgment as an educator and administrator. Superintendent shall consult the Board before undertaking any activity which would significantly limit the performance of the duties set forth here and in Paragraph 8. The Superintendent's goals for each school year, shall

be adopted by the Board of Education, and are incorporated in this Agreement.

The Superintendent shall serve as chief executive officer of the Dearborn Public Schools and chief administrative officer to the Board of Education. He shall be entitled to: (A) Present his recommendations to the Board of Education on any subject under consideration by said Board; (B) Serve as an ex officio member of each committee established by the Board of Education excluding any committee established to evaluate the performance of the Superintendent or alleged conflict of interest or misconduct of the Superintendent.

The Superintendent shall have the responsibility to organize, reorganize or arrange the administrative and supervisory staff, including instruction and business affairs, which in his judgment best serves the interests of the District. This responsibility for selection, placement and transfer of personnel shall be vested in the Superintendent subject to approval of the Board of Education.

4. **SALARY**

Dearborn will pay Superintendent a salary of \$170,000 for the period July 1, 2015 through June 30, 2016. The Superintendent will receive a step increase only if he receives an "effective" or "highly effective" rating by the Board of Education. The amount of the step will be equal to the average teacher step increase that teachers will receive for the following year (but shall not exceed 3%). Dearborn shall pay Superintendent's salary by installments in the same intervals available to other employees.

The Superintendent shall receive additional compensation of \$10,000, which will be paid annually during each year of the contract, spread evenly over each pay period.

5. **§ 403b, § 457 PLANS AND UNIVERSAL ORS**

In addition to the salary set forth in above, for each year of this contract Dearborn will provide Superintendent as part of his base salary an additional \$27,700 to be used for his § 403b tax sheltered annuity and/or, if available, his § 457 deferred compensation plan, and/or for the purchase of Universal ORS "buy in" credits, as he directs.

6. **LONGEVITY PAY**

The Superintendent shall also receive longevity pay in accordance with Exempt P-12 Administrators' Longevity Schedule.

7. **WORK YEAR**

Superintendent will perform his duties over the full twelve (12) months of Dearborn's fiscal year, being July 1 through June 30, less applicable vacation, leave and holidays. Superintendent will attend meetings of the Board of Education and its Committees, as requested by the Board of Education, and will attend activities related to the School District's interests inside and outside the community serviced by the School District. The time expended in attending such meetings, activities and functions has been taken into account in setting Superintendent's salary so that no additional compensation will be paid for such activities.

Superintendent is further entitled to 1.5 sick days per month and 3 personal business days annually.

8. **TENURE**

This Contract does not confer tenure upon Superintendent in the position of Superintendent or any other administrative position in the School District.

9. **EVALUATION**

Annually, but no later than June 30 of each year, the Board of Education will review and evaluate Superintendent's employment performance. The results of such evaluation may be considered by the Board of Education in connection with any employment-related issues. The Board of Education, in its discretion, will endeavor to set goals and objectives with Superintendent at the beginning of each school year. The Board will use the MASB Superintendent Evaluation Form, or such state required evaluation as the law may require at the time.

10. **CONFLICT OF INTEREST**

Superintendent will faithfully serve Dearborn and its best interests to the extent required by this Contract and by law. Superintendent will not, directly or indirectly, act, acquire or otherwise possess any interest adverse to Dearborn. In the event a given act or interest appears to conflict with the interests of



Dearborn, Superintendent shall make full disclosure to the Board of Education for its review and disposition, which disposition shall be controlling and complied with by Superintendent.

11. **PROFESSIONAL ACTIVITIES**

Superintendent is encouraged to attend and participate in appropriate professional activities at the local, state and national levels. Within budget constraints, as approved by the Board of Education, the costs of attendance shall be paid by Dearborn. In addition, Superintendent may attend a continuing education course or professional growth program regarding management or education issues one week each year or two weeks every other year. The Board shall pay Superintendent's salary and all reasonable expenses associated with his attendance.

12. **MEDICAL EXAMINATION**

At least once a year, during the term of this Contract, Superintendent shall have a medical examination and Dearborn shall pay for the portion not covered by insurance. Superintendent shall provide to the President of the Board of Education the results of the examination and shall inform the Board of any health issues which he believes would affect his satisfactory performance of this agreement.

13. **BOARD MEETINGS**

Among his other duties, Superintendent shall prepare the agendas for each Board of Education meeting, in consultation with the President of the Board or the President's designee. He shall forward copies to each member of the Board, along with his recommendations and supporting documentation on each agenda item, sufficiently in advance of the meeting, so that each member can review such information, when possible, prior to the meeting.

14. **AUTOMOBILE MILEAGE REIMBURSEMENT**

Superintendent will receive reimbursement for routine mileage within the District or for District related travel outside the District at the IRS stated rate.

15. **LIFE INSURANCE**

Dearborn shall provide Superintendent with term life insurance in an amount

equal to three times his current annual base salary. At retirement, Superintendent can elect to retain the District life insurance at the District rates, provided that Superintendent reimburses the District all costs it incurs for said insurance.

16. **LIABILITY INSURANCE**

Dearborn represents that it currently maintains School Board Legal Liability Errors and Omissions Insurance which covers employees, including the Superintendent, subject to the policy's terms, exclusions and limits which are all subject to modification from time to time. Dearborn also represents that it currently maintains general liability insurance which covers all employees, including the Superintendent, subject to the policy's terms, exclusions and limits, which are subject to modification from time to time.

Notwithstanding the above statement of coverage, the Board shall indemnify and hold harmless the Superintendent in the event he becomes a party or is threatened to be made a party to any threatened or pending suit or proceeding, notwithstanding that said claim(s) may be asserted at any time following the termination or conclusion of this contract, for acts or omissions within the scope of his authority as the Superintendent of the Dearborn Public Schools against expenses (including reasonable attorneys' fees), judgments and amounts paid in settlement actually and reasonably incurred if he acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interest of the Dearborn Public Schools.

17. **ADDITIONAL FRINGE BENEFITS**

Unless he declines, Superintendent will annually be provided with the following benefits, subject to the policy limits and other constraints in negotiated group plans or other restrictions in the benefit at the time it is due:

- A. Hospitalization and Medical Insurance
- B. Dental Insurance
- C. Vision Care
- D. Personal Leave Days
- E. Holidays
- F. Bereavement Leave

18. **DISABILITY PAY**

During the term of this Contract, Superintendent's salary will be continued by the School district for any period of temporary incapacity due to illness or other

disability, but not beyond any continuous period of 180 days. If Superintendent qualifies for, and is eligible to receive long term disability insurance benefits following the 180 day waiting period, Long Term Disability will provide coverage for 70% of his normal monthly earnings.

19. **VACATION DAYS**

The Superintendent is granted 25 vacation days per year. Vacation days must be used in the Contract year in which they are earned except that a maximum 5 days may be carried over from one year to the next. Superintendent shall obtain the approval of the President of the Board of Education before taking a vacation of more than two (2) weeks. Such approval shall not be unreasonably withheld.

20. **TERMINATION OF CONTRACT**

A. Should Superintendent be unable to perform the duties and obligations of this Contract by reason of illness, accident or other cause for a period of more than 120 calendar days, the Board of Education, at its option, may terminate this Contract, and the respective rights, duties and obligations of the parties shall terminate except for the disability benefits provided in this Contract. Likewise, if it is determinable in less than 120 days that such illness, injury or other cause is permanent, irreparable, or of such nature as to make Superintendent's continued performance of the Superintendent's duties improbable, the Board, at its option, may terminate this Contract and the respective rights, duties and obligations of the parties shall terminate except for the disability benefits provided in this Contract. Termination pursuant to provision 18A requires at least a 5-2 vote of the Board of Education.

B. In addition to any other rights Dearborn may have, by law or under this Contract, this Contract may be terminated at any time during its term by Dearborn for just cause, including but not limited to acts of misconduct, or if Superintendent violates any laws of the United States or the State of Michigan or any of the terms or covenants of this Contract or if he is convicted of a crime. Upon such termination, the respective rights, duties and obligations of the parties shall terminate, except for the disability benefits provided in this Contract for disabilities arising prior to termination of this Contract. Termination for just cause (provision 18B.) requires a majority vote of the Board of Education.

21. **RETIREMENT BONUS OR BUYOUT**

Except as otherwise agreed by the parties in writing, Superintendent shall not be eligible to accept early retirement bonuses or buyouts extended by the district to other Dearborn employees during the term of this Contract.

22. **NON-RENEWAL OF CONTRACT**

The decision whether or not to renew or extend this Contract is solely within the discretion of the Board of Education of Dearborn. Superintendent acknowledges that he has no expectation of employment by Dearborn beyond the expiration date established in this Contract. However, in the event the Board of Education shall decide not to renew this Contract, prior written notice of such non-renewal shall be given to Superintendent. In the absence of such notice, commencing on July 1, 2017 and provided that Superintendent receives an "effective" or "highly effective" rating, or if the Board of Education fails to evaluate the Superintendent within the contract time frame, the contract is automatically extended by one year so as to maintain a continuous three year agreement. Superintendent shall remind the Board of this duty 30 days before such notice is due.

23. **BREACH OF CONTRACT AND ARBITRATION**

The parties waive the statutory six year statute of limitations for breach of contract and must raise any such claim by written notification to the other within one year of the parties learning of the breach of this Contract or within one year of the termination of this Contract, whichever is later. The parties shall submit to final and binding arbitration any and all claims, demands, suits or causes of action arising from or relating to Superintendent's employment or the termination of his employment with Dearborn including any claim for breach of this Contract. The arbitrator shall be selected and the arbitration proceeding shall be conducted in accordance with the American Arbitration Association Rules for Voluntary Labor Arbitration. The parties shall equally share the costs and expenses of the arbitration proceeding, except that the parties shall bear all of their own costs for witnesses, attorneys and the like. The arbitrator's decision and award shall be final, binding and not subject to appeal. Either party may take appropriate action for entry of judgment on the award in the Wayne County Circuit Court. Any statutory modifications to the arbitration rules not incorporated in writing within this agreement are understood to be incorporated if applicable.

24. **TOTALITY OF TERMS**

This Contract contains all of the terms agreed by the parties with respect to the subject matter of this Contract and supersedes all prior agreements,

arrangements and communications between the parties concerning such subject matter whether oral or written.

25. **SEVERABILITY**

If any provision or segment of this Contract shall be determined by a court of competent jurisdiction to be unlawful and/or unenforceable, then such provision or segment shall be deemed to be severed from the remainder of the Contract and the Contract shall otherwise be in full force and effect.

DEARBORN PUBLIC SCHOOLS

Dated: 7/13/15

By: *Roxanne McDonald*
Roxanne McDonald, President

Dated: 7/13/15

By: *Mary Fane*
Mary Fane, Secretary

Dated: 7/13/15

By: *Glenn Maleyko*
Dr. Glenn Maleyko, Superintendent

WITNESSES:

Mark Petrich
Jimmie
[Signature]

**DEARBORN PUBLIC SCHOOLS
DEPARTMENT OF HUMAN RESOURCES**

18700 Audette

Dearborn, MI 48124

P-12 TEACHER SALARY SCHEDULE

2019-20

Effective September 1, 2019

LONGEVITY
\$1,000/15th Yr.
\$2,500/19th Yr.
\$3,000/24th Yr.

STEP	BACHELORS DEGREE	MASTERS DEGREE	MASTERS DEGREE +30	MASTERS DEGREE +60	EdD/PhD DEGREE
3	\$42,407	\$45,894	\$46,300	\$47,508	\$48,069
4	\$44,953	\$48,417	\$48,847	\$50,123	\$50,953
5	\$47,649	\$50,837	\$51,289	\$52,628	\$54,009
6	\$50,034	\$53,381	\$53,852	\$55,260	\$56,711
7	\$52,534	\$56,049	\$56,546	\$57,747	\$59,546
8	\$55,161	\$58,712	\$59,373	\$60,346	\$62,523
9	\$57,368	\$61,354	\$62,044	\$63,061	\$65,336
10	\$59,661	\$64,114	\$64,835	\$65,899	\$68,276
11	\$62,048	\$67,031	\$67,755	\$68,865	\$71,350
12	\$64,531	\$69,678	\$70,464	\$71,619	\$74,203
13	\$66,790	\$72,292	\$73,283	\$74,482	\$77,171
14	\$69,126	\$75,003	\$76,215	\$77,462	\$80,258
15	\$71,719	\$77,816	\$79,263	\$80,561	\$83,467
16	\$74,758	\$80,735	\$82,434	\$83,784	\$86,807
17	\$0	\$84,646	\$86,720	\$87,830	\$91,255

Effective 9/1/2019 to reflect the change to MPSERs.

DEARBORN PUBLIC SCHOOLS
Department of Human Resources
18700 Audette
Dearborn, Michigan 48124



EXEMPT P-12 ADMINISTRATIVE SALARY SCHEDULE
2019-20

Grade 1: Executive Director, Grade 2: Director, Grade 3: Director or other Classifications assigned by the Superintendent (2% Increase in 18-19 which is aligned with other groups).

Grade	Contract Weeks	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	48	93,739	96,638	99,626	102,708	105,789	108,963	112,233	115,175	115,598	119,066	122,639	126,317	128,071
2	48	86,933	89,621	92,393	95,165	98,020	100,960	102,235	103,990	107,109	110,322	113,632	116,177	120,151
3	48	73,379	75,647	77,988	80,399	82,811	85,296	87,854	89,269	90,490	93,205	96,001	98,880	102,235

- NOTES:
1. The Board of Education will approve contracts/renewals. However, the Superintendent may, at his discretion, place any administrator at a higher step on the salary schedule. Step 14 - \$132,483; Step 15 - \$ 136,458; Step 16 - \$141,916; Step 17 - \$147,593; Step 18 - \$153,496; Step 19 - \$159,636 (Grade 1 only)
 2. Administrators **hired prior to 7/1/12** are eligible for administrative longevity, if applicable. Other administrators may be eligible for Traditional Merit Pay at the discretion of the superintendent.
 3. **TSA:** (Increases aligned with ADSA increases)
 - \$300 or 425 month- Grade 2.
 - \$400 or 500 month – Grade 1 - Executive Cabinet Member
 - Allocations are based on annual or biannual contracts offered by the Superintendent who can use discretion with TSA allocations/negotiations within the above listed allocations. This includes Grade 3 Cabinet members.
 4. All employees are eligible for steps on a yearly basis pending their individual performance and the district financial conditions.
 5. Grade 1 Executive Director; Grade 2 and Grade 3 Director or other Classification.
 6. Individual contracts will be negotiated with individuals that are coming from other bargaining units in order to allow for a fair compensation package.

7. A ½ percent one-time payment will be given in 2018/2019 and 2020/2021 in alignment with the DFT and ADSA contract settlements.
8. In 2018/2019 a one-time \$1,000 payment will be given to individuals on the top step of their respective scale in alignment with other union contract settlements.
9. We are working on an enhanced Merit system and/or percentage increases that will be added in 2019-2020 in lieu of percent increases that are aligned with other union contract settlements.
10. Cabinet members will also receive a projected increase of 2% in 2020-2021 in alignment with other union contract settlements.

Administrators Hired Prior to 5/1/13	Hired After 5/1/13
<p style="text-align: center;"><u>LONGEVITY (if eligible)</u></p> <p>\$4,625 after 7 years \$5,250 after 10 years \$7,188 after 15 years \$ 9,688 after 20 years</p>	<p style="text-align: center;"><u>Traditional MERIT PAY</u></p> <p>Years: 1- 4 \$2,000 to \$4,000 Years: 5-10 \$5,000 to \$6,000 Years: 10+ \$7,000 to \$8,000</p> <ul style="list-style-type: none"> • Given at the discretion of the Superintendent based on evaluation goals and performance incentives. Employees hired prior to 5/1/13 and not eligible for Longevity could apply for merit pay.