

**BARK RIVER-HARRIS SCHOOL DISTRICT  
ADMINISTRATOR'S CONTRACT  
POSITION: SUPERINTENDENT**

THIS AGREEMENT, entered into this 1st day of August 2011, between the Bark River-Harris Board of Education hereinafter called "Board" and Jason B. Lockwood, hereinafter called "Superintendent".

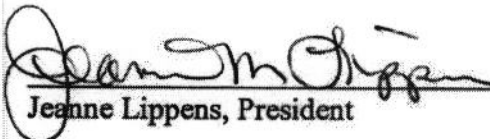
**WITNESSETH:**

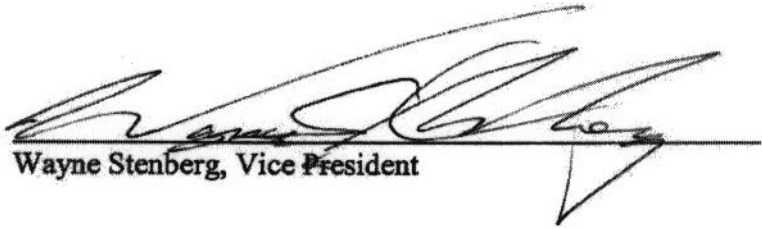
1. The Board agrees to employ Superintendent as Superintendent of its School District for the term of three (3) years from August 1, 2011, to and including June 30, 2014.
2. Superintendent agrees to perform the duties of Superintendent of Schools in a competent and professional manner in accordance with the established policies and regulations of the Board of Education and the laws of the State.
3. The Board agrees to pay Superintendent for his services during the year of said contract in twenty-six (26) equal installments (the first year will be paid in twenty-four (24) equal installments). Compensation for the first year (2011-2012) shall be \$85,000. The second year (2012-2013) will be \$86,700 (a 2% raise). However, if the Superintendent meets the required benchmarks of the Board, the second year will be \$87,550 (a 3% raise). A required benchmark for the second year will include the Superintendent moving into the Bark River-Harris School District. See Schedule A for a complete listing of benchmarks. The third year (2013-2014) will be a 2% raise from the 2012-2013 salary amount. However, if the Superintendent meets the required benchmarks of the Board, the third year will be a 3% raise from the 2012-2013 salary amount. If at any time, the state of Michigan mandates a pay reduction or freeze, the Board agrees to adjust Superintendent's salary to compensate for the reduction or freeze.
4. Leave privileges, insurance, and fringe benefits shall be as follows:
  - a. Superintendent shall be entitled to twenty (20) days vacation per year at a time mutually agreeable to both parties. Accumulations will be carried forward.
  - b. Superintendent shall have fringe benefits granted by the Board of Education of the Bark River-Harris Schools as follows:
    - i. Health Insurance: Current MESSA health insurance program in place with MEA staff (MESSA Choices II with 10/20 prescription card) or other comparable plan as negotiated between the Board and Superintendent. If health insurance is waived, the Board would pay \$8,000 to the Superintendent.
    - ii. Life insurance of \$71,000.
    - iii. Accidental Death and Dismemberment and Long Term Disability.
    - iv. Dental insurance (60/60/60).
    - v. VSP III vision insurance.
    - vi. Emergency leave granted with the approval of the Board President.

- vii. Fifteen (15) sick leave days per year, accumulating to one hundred eighty (180) days. Accumulations will be carried forward.
- viii. The Superintendent is entitled to a paid day off for the following holidays: Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Good Friday, Independence Day, Labor Day, and Memorial.
5. The Board agrees to purchase unused accumulated sick and vacation days at per diem rate and pay this amount out equally over a period of three years following termination of employment.
6. Continuation of Benefits. In the event of the termination of this contract due to the death of the Superintendent, the Board shall continue to pay his spouse or dependent children his salary and all fringe benefits for ninety (90) work days. (NOTE: Superintendent must have beneficiaries noted and on file with Board office.)
7. Mileage to be paid at the IRS rate for school related business. Mileage will not be paid for commuting to and from the Superintendent's home to the Bark River-Harris School.
8. This contract shall be deemed to have been renewed for a period of one (1) year unless the Board shall have given written notice to the contrary to Superintendent ninety (90) days prior to its expiration date of June 30, 2013. Superintendent shall be subject to discharge for good and just causes, but the Board shall not arbitrarily or capriciously dismiss him. No discharge shall be effective until written notice has been served upon him, and shall have an opportunity for a fair hearing before the Board after 10 (ten) days notice in writing. At such hearing, he may have legal counsel at his own expense.
9. Upon the completion of a successful evaluation, this contract shall be deemed extended for an additional year. However, salary and other terms shall be renegotiated at the June 30, 2014 expiration date.
10. It is mutually understood and agreed that this contract does not confer tenure upon Superintendent in the above described position or any other administrative position.
11. Superintendent shall attend appropriate professional meetings at the local and state levels and shall be reimbursed for his expenses in connection therewith and for any reasonable out-of-pocket expenses incurred on behalf of the Board. These costs include fees for required credits to maintain state superintendent requirements.

IN WITNESS WHEREOF THE parties hereto have set their hands the day and year above written.

BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF  
BARK RIVER-HARRIS: DELTA-MENOMINEE COUNTIES,  
MICHIGAN

 7/19/11  
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Jeanne Lippens, President



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Wayne Stenberg, Vice President

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Bernadette Haeusler, Secretary



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Jason B. Lockwood, Administrator