

# **BELLEVUE COMMUNITY SCHOOLS**

201 West Street  
Bellevue, MI 49201

**THIS CONTRACT**, entered into this 1<sup>st</sup> day of July 2011, between the **Bellevue Community Schools** Board of Education, hereinafter called "Board" and **Byron Scott Belt**, hereinafter called "Administrator."

1. **EMPLOYMENT AND DUTIES** - The Board hereby employs the Administrator to perform the administrative duties connected with the office of Superintendent of Schools and Elementary Principal. Said Administrator agrees to perform the duties required of the Superintendent and Elementary Principal by law and to obey and fulfill the rules and regulations as established by the Board and to carry out its education programs and policies during the entire term of this contract.
2. **CONTRACT PERIOD** - The Board agrees to employ the Superintendent as Superintendent of its schools for the term of four (4) years from July 1, 2011 to and including June 30, 2015. The Board annually shall review this contract with the Administrator on or before April 30 of each year and may extend the contract for an additional one-year period.
3. **COMPENSATION** - The Board agrees to pay the Administrator for his services during each fiscal year of said Contract in twenty-six equal installments. Compensation for the first full-year period being July 1, 2011 to and including June 30, 2012 shall be Ninety Thousand dollars (\$90,000.00). Said salary shall be reviewed prior to the second period being July 1, 2012 to and including June 30 2013, the third period being July 1, 2013 to and including June 30, 2014 and the fourth period being July 1, 2014 to and including June 30, 2015 and is subject to upward revision by agreement of the parties. In no case will the salary be lower than Ninety Thousand dollars (\$90,000.00) annually.
4. **TENURE** - This contract does not confer tenure upon the Administrator in the position of Superintendent, Elementary Principal, or any other administrative position in the district.
5. **INDEMNIFICATION** - The Board agrees to endorse the Administrator as an insured on the school district liability insurance policy and further agrees to indemnify and save harmless the Administrator against expenses actually and necessarily incurred by the Administrator in connection with any actions in which the Administrator is a party by reason of being or having been employed by the Board as an Administrator and/or Designated Person as defined by AHERA, NESHAPS, OSHA, or the Michigan Department of Labor, except:
  - a. Any action in which the Administrator shall have been determined to have been guilty of intentional misconduct or gross negligence, or
  - b. Any action in which the Administrator shall have been determined to have been guilty of negligence arising out of a breach of duty following notice of termination, unless the Board shall otherwise decide, or
  - c. Any action in which the Administrator shall have failed to notify the Board of a claim without a reasonable time or shall have failed to cooperate in the defense of such claim, but only to the extent that the defense of such action shall have been prejudiced by reason of such failure to give notice or to cooperate.

6. **PROFESSIONAL DUES** - The Board shall pay the Association dues of the Administrator for the state and regional level of the Michigan Association of School Administrators (MASA).

7. **FRINGE BENEFITS** -

a. The Administrator shall be afforded the coverage comparable to that of Plan B provided to the BEA with cash in lieu of the major health benefit of \$800.00 per month.

b. The Administrator shall be granted twelve (12) sick days per year, with accumulation of unused sick days not to exceed ninety (90) days maximum.

c. The Administrator shall be granted twenty-five (25) vacation days per calendar year, with no more than fifty (50) days accumulation of unused vacation days, provided that the Superintendent will not take a vacation of more than twenty (20) consecutive business days without prior approval by the Board.

d. The Administrator shall be granted the following paid holidays: New Year's Day, Good Friday, Monday after Easter, Memorial Day, July Fourth, Labor Day, Thanksgiving, Friday after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day.

e. The Administrator shall be granted up to three (3) personal days per year with no accumulation.

f. The Board shall contribute to the Michigan Public School Employees' Retirement System, on behalf of the Administrator's pension program.

g. The Board shall provide to the Administrator Three Hundred dollars (\$300.00) per month for automobile allowance.

h. The Board shall pay conference registration and participation fees only for the Administrator to attend Two (2) MASA conferences per year.

i. The Board shall reimburse the Administrator for the cost of a cellular phone and its usage related to District.

j. The Board shall pay to the Administrator Three Hundred dollars (\$300.00) per month for other related expenses.

8. **EVALUATION** - The board shall evaluate the Administrator, at least annually, using the criteria and an evaluation process mutually agreed to by the Board and the Administrator.

9. **TERMINATION PROVISIONS** - During the term of the contract the Administrator shall be subject to discharge for good and just cause, but the Board shall not arbitrarily and capriciously dismiss him. No discharge shall be effective until written charges have been served upon him and he shall have an opportunity for a fair hearing before the Board after ten (10) days' notice in writing. Said hearing shall be public or private at the option of the Administrator. At such hearing, he may have legal counsel at his own expense.

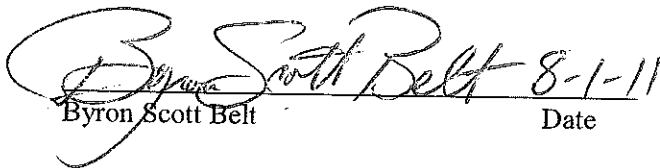
Superintendent'

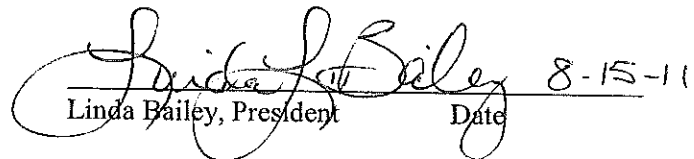
10. The Board shall pay to the Administrator a bonus incentive of Three Hundred dollars (\$300.00) for every blended FTE count over the FTE count used to project the current adopted budget. This incentive will be determined by the final blended count and payable to the Administrator at the regular meeting of the board held in March each year. This incentive is not to exceed Five Thousand dollars (\$5,000.00) per year.

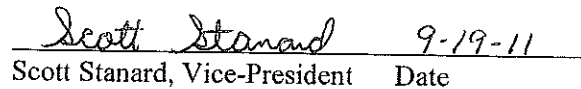
IN WITNESS WHEREOF the parties have set their hands.

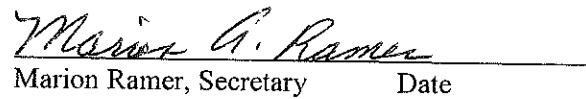
Administrator

Bellevue Community Schools  
Board of Education

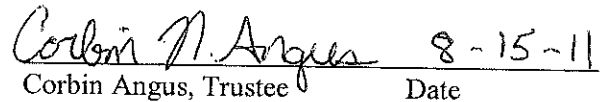
  
Byron Scott Belt      8-1-11  
Date

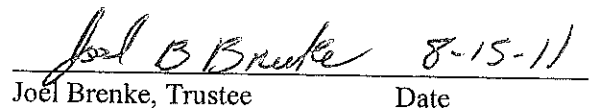
  
Linda Bailey, President      8-15-11  
Date

  
Scott Stanard, Vice-President      9-19-11  
Date

  
Marion Ramer, Secretary      Date

  
Carole Bolthouse, Treasurer      8-15-11  
Date

  
Corbin Angus, Trustee      8-15-11  
Date

  
Joel Brenke, Trustee      8-15-11  
Date

\_\_\_\_\_  
Trustee      Date