

LAKE FENTON COMMUNITY SCHOOLS

SUPERINTENDENT CONTRACT

This contract entered into this 1st day of July, 2016 between the Lake Fenton Community School District Board of Education, hereinafter called the "Board" and Wayne S. Wright, hereinafter called the "Superintendent" in accordance with the following terms and conditions:

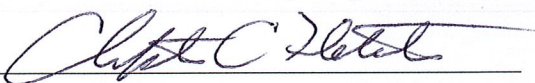
1. **Contract Period** – The Board agrees to employ the Superintendent for the term of three (3) years, commencing the 1st day of July 2016 and terminating the 30th day of June, 2019.
2. **Duties** – The Superintendent agrees to perform the duties of Superintendent in a competent and professional manner and as assigned by the Board pursuant to the policies and regulations of the Board and the laws of the State of Michigan and the United States. He has represented to the Board that he holds all certification and other qualifications required by law for a Superintendent and represents that he shall maintain same while employed as Superintendent.
3. **Salary** – The 2016-17 base salary shall be \$135,340 (One Hundred Thirty Five Thousand Three Hundred Forty Dollars). Salary for 2017-18 and 2018-19 shall be negotiated at a later time.
4. **Longevity** – 3 yrs = 3.5% of salary upon completion of the requisite contract years; 6 yrs = 4%; 9 yrs = 4.5%; 15 yrs = 5%. Years of service are defined as completed years within the Lake Fenton Community School District. A factor of 4% in the amount of \$5,414 will be paid for 2016-17. Longevity payments will be one half in December and the remainder in June of any contract year.
5. **Educational Credits** – Superintendent will be paid one half in June and one half in December of any contract year the following (determined by credits beyond Masters Degree):

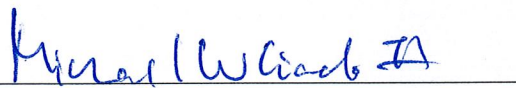
MA + 15 (45 CEU'S) = 3%, MA + 40 (120 CEU'S) = 4%; ED SP = 5%. PHD = 6%.
The administrator holds a degree of MA + 40 and will be paid a factor of 4% (\$5,414) for 2016-17. Payments will be one half in December and the remainder in June of any contract year.
6. **Non-Elective Board Paid Tax Sheltered Annuity** – The Board shall make non elective paid contributions to a tax sheltered annuity (TSA) selected by the superintendent in the amount of \$20,000 for 2016-17. The contribution to the TSA will be made in 27 equal pays or adjusted based on contract effective dates and Board contribution changes. All Board paid non-elective contributions shall be made in conformance with the requirement of the limitations contained in Internal Revenue Code Section 403 (b).

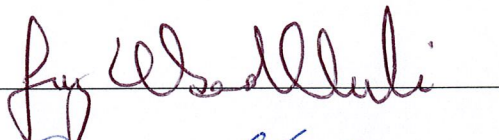
7. **Merit Pay** – The superintendent shall receive a stipend on the last pay in June of \$400 during each year of the contract if his/her overall evaluation rating is Highly Effective or Effective and he/she has achieved a minimum of three goals approved by the Board.
8. **Non-Tenure** – It is mutually understood and agreed that this contract does not confer tenure upon the Superintendent in the Superintendent position or any administrative position.
9. **Assignment and Transfer** – The Superintendent is subject to assignment and transfer at the discretion of the Board of Education.
10. **Fringe Benefits**
 - A. **Professional Dues / Education Expenses**
 1. County, State, and National dues paid by the Board.
 2. Conferences approved in advance by Board.
 3. Other administrative responsibility areas as approved in advance by the Board.
 4. Educational reimbursement: The Board will reimburse the Superintendent for education expenses pertinent to the Superintendent's position upon advance approval of the Board and following successful completion of a course to a maximum of \$1,500.
 - B. **Paid Vacations** – Vacations are to be taken at times least disruptive to school operations and are subject to advance notice to the Board President. The superintendent shall be granted Four (4) Weeks of vacation per year. The Superintendent is not required to work Christmas break as determined by the district calendar. Also, as determined by the district calendar, spring break shall be deemed non-scheduled-work days.
 - C. **Holidays** – (7 Paid Holidays) July 4, Labor Day, Thanksgiving Day, Day after Thanksgiving, Washington's Birthday, Good Friday, Memorial Day.
 - D. **Sick Days** – 16 days per year, credited at the beginning of a contract year (i.e., July 1st) 5 of which may be used for personal business. Retiring administrative personnel will receive 70% of the daily rate paid to substitute teachers for each of their unused accumulated sick days.
 - E. **Bereavement Days** – three (3) days off with pay for immediate family only (mother, father, spouse, child, adopted child, step-child, brother, sister, mother/father-in-law, grandparents, and legal guardian).

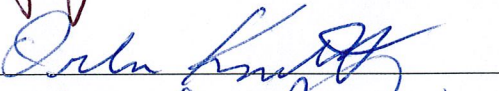
13. **Contract Extension** – The Superintendent shall notify the Board President, in writing, by March 15th of each year of his/her desire to have their contract extended. Failure of the Superintendent to notify in writing by March 15th of each year may result in the contract not being extended for an additional year. The Board may, on or before June 30th (or June 30th of any contract year thereafter), take official action to determine whether or not, in its sole and exclusive discretion and at its will, to extend this contract. If the Board has been timely notified by the Superintendent and it takes no action on or before June 30th of each year, the contract shall be deemed to have been renewed for an additional one year contract period (July 1st through June 30th) in accordance with the terms contained in this Contract.
14. **Termination** – The Superintendent shall be subject to discharge for good reason, which includes but is not limited to, act of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetence, or if the Superintendent materially breaches the terms and conditions of this Agreement, 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 (10) days' notice in writing. Said hearing shall be public or private at the option of the Superintendent. At such hearing, he may have legal counsel at his own expense. The foregoing standards for termination of this contract during its term shall not be applicable to non extension pursuant to paragraph 12 of this contract or non renewal of this contract at the expiration of its terms (i.e., Michigan School Code) which decision is discretionary with the Board of Education.
15. **Entire Agreement** – This agreement constitutes the entire agreement between the parties with respect to the subject matter hereof, notwithstanding any prior oral discussions, and may not be amended, renewed or extended except by an instrument in writing (addendum or otherwise), duly adopted and executed by the parties.

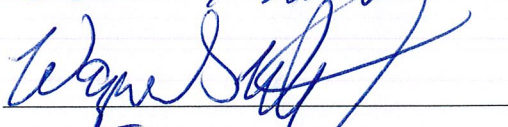
IN WITNESS THEREOF, the parties hereto have set their hands this day and year below

BY:  Lake Fenton Board of Education
President, Chris Fletcher

BY:  Lake Fenton Board of Education
Vice President, Mike Cicalo

BY:  Lake Fenton Board of Education
Secretary, Larry Godlewski

BY:  Lake Fenton Board of Education
Treasurer, Orlin Knuth

BY:  Wayne S. Wright
Superintendent

DATE: June 13, 2016