

SUPERINTENDENT'S CONTRACT

Wakefield-Marenisco School District

This CONTRACT is made and entered into as of the 22nd day of March, 2016, between the BOARD OF EDUCATION of the Wakefield-Marenisco School District, hereinafter referred to as the "DISTRICT", and CATHERINE SHAMION, as Superintendent, hereinafter referred to as "ADMINISTRATOR".

In consideration of the provisions of this agreement, the District and the Administrator agree as follows:

1. **Term**—This contract shall take effect on the 1st day of July, 2016 and continue in force thereafter through the 30th day of June, 2018, subject to extension and termination as provided in paragraphs 4 and 5.
2. **Duties**—The Administrator represents that she meets all Michigan requirements and holds all certificates necessary for employment by the Board of Education as Superintendent of Schools. The Administrator agrees to perform the duties of Superintendent and School Administrator in a competent and professional manner in compliance with the laws applicable to the school district and the policies and regulations adopted by the Board of Education.
3. **Evaluation**—Annually and no later than the 15th day of February each year during the term of this contract, the performance of the Administrator will be evaluated and reviewed by the Board.
4. **Extension**—This contract may be extended by operation of law, as follows:
 - A. **Operation of Law:** Unless the Board of Education gives written notice of non-renewal of this contract to the Administrator at least ninety (90) days before the contract's termination date, this contract will, without further action, be automatically renewed for an additional one year period as provided by Public Act 189 of 1979. The Administrator shall advise the Board of this obligation during the month of January.
5. **Termination**—The Administrator may be discharged and this contract terminated at any time for just cause.
6. **Compensation**—For the period of July 1, 2016 through June 30, 2018, the Administrator will be paid a base salary of \$81,998.98 for a 260 day work year plus the equivalent of all raises negotiated with the Wakefield-Marenisco Education Association over the course of this contract.
7. **Fringe Benefits**—During the terms of this contract, the Administrator shall receive the same health, dental and vision insurance as negotiated in the Wakefield-Marenisco Education Association master contract and as provided by Public Act 152 of 2011.
8. **Sick Leave**—The Administrator is entitled to twenty (20) days for each year of the contract to be accumulated up to 130 days. The Administrator shall be reimbursed for unused, accumulated sick days at the rate of \$50 per day upon retirement or termination of this contract.

9. Funeral Leave—The Administrator shall be entitled to receive up to five (5) days leave with pay due to the death of a member of her immediate family, as defined by the W-MEA master contract. The Administrator shall be granted one (1) day of leave with pay when a death occurs to relative outside the employee's immediate family.

10. Holidays or Vacations—The Administrator shall receive the following holidays: New Year's Day, Good Friday/Easter Monday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday immediately after Thanksgiving, Christmas Eve and Christmas Day. If a holiday falls on a Saturday or Sunday, the vacation day will be taken on the immediately preceding Friday or following Monday.
The Administrator shall receive thirty-five (35) days as vacation time for each year of the contract.

11. Personal Days—The Administrator shall receive five (5) personal days for each year of the contract.

12. Remote Work Days—The Administrator shall receive ten (10) days during which she can be entitled to work from a remote site, as part of the 260 work day calendar.

13. Special Provision—The District shall pay all local and state professional dues for the Administrator.

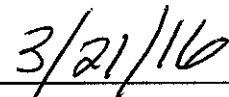
14. Opt Out Clause—It is agreed that the Board/Board President will meet with the Administrator before May 1st of each year of this contract to discuss the position of "District Administrator". At this time, if either party decides that a change in the current administrative alignment is deemed necessary, the Board/Board President and Administrator will agree on the best course of action.

15. In light of the unique nature of the professional duties of the Administrator, the District shall provide to the Administrator, at no expense to her, legal counsel and representation in any legal action brought against her as Administrator and either hold her harmless or insure her adequately against all liability that results from her performance in the course and scope of her employment as administrator.

In witness whereof, the parties have duly executed this Superintendent's Contract of Employment as of the day and year written in the opening paragraph.



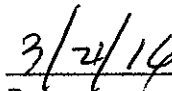
Bradley Dalbec, President, W-M Board of Education



Date



Catherine R. Shamion, Administrator



Date



Stacie Rooney, Secretary, W-M Board of Education



Date