

SUPERINTENDENT'S EMPLOYMENT CONTRACT

Between
BRUCE W. BROWN
and the
STOCKBRIDGE BOARD OF EDUCATION
of the
STOCKBRIDGE COMMUNITY SCHOOL DISTRICT

THIS CONTRACT is made and entered into as of the 1st day of July, 2012 between the Board of Education of the Stockbridge Community School District, hereinafter referred to as the "Board of Education," and Bruce Wm. Brown, as Superintendent, hereinafter referred to as "Administrator." This contract supercedes and replaces any existing contract.

WHEREAS, the Board of Education at a meeting held on the 9th day of August, 1994, approved the employment of the Administrator as Superintendent in accordance with the terms and conditions of this contract; and

WHEREAS, the Administrator desires to be employed by the Board of Education in accordance with the terms and conditions of this contract;

NOW, THEREFORE, in consideration of the mutual promises contained in this contract, it is agreed between the parties, as follows:

1. **TERM.** This contract shall take effect on the 1st day of July 2012, and continue in force thereafter through the 30th day of June 2013, subject to extension and termination as provided in Paragraphs 4 and 9.

2. **DUTIES.** The Administrator represents that he meets and will continue to meet all State of Michigan requirements for the position of Superintendent of Schools and that he also meets and will continue to meet all qualification requirements required by the Board of Education. The Administrator agrees to perform the duties of Superintendent 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, but no later than the 1st day of February of each year during the term of this contract, the Board of Education shall review with the Administrator his performance as Superintendent.

4. **EXTENSION.** This contract may be extended only at the option of the Board of Education:

A. **Board Option.** The Board of Education, no later than the 30th day of June of each year during the term of this contract, may extend the contract for an additional one-year period. In exercising this option, the Board of Education also shall establish the annual salary to be paid to the Administrator for the school year included in the extension. All other terms and conditions of this contract shall remain unchanged.

The Board of Education in its sole discretion and with or without cause may decline to extend this contract for an additional year.

5. **TENURE EXCLUSION.** This contract does not confer tenure upon the Administrator in the position of Superintendent or any other administrative position in the district.

6. **COMPENSATION.** (Salary, Longevity, Annuity) The administrator is entitled to compensation as outlined below:

A. Salary - The Board of Education shall pay to the Administrator a base annual salary of \$92,440 for the 2012-2013 school year (July 1, 2012 to June 30, 2013). Additional annual salary of \$13,750 will be paid for added duties, which will include, but are not limited to, negotiation with district bargaining units, and capitol and other construction project management. The salary shall be paid in 26 equal installments. The Board of Education retains the right to adjust the salary during the continuation of this contract, but an adjustment shall not reduce the annual salary below the figures specified in this paragraph. Remaining years will be negotiated with the Board of Education.

B. **Longevity** - For his services as a superintendent the administrator is entitled to compensation for longevity on an accumulative yearly basis for each year of service as scheduled.

10-14 years - \$1,000 per year served

15-19 years- \$1,500 per year served

C. **Annuity** - For his services as a superintendent, the Administrator is entitled to the compensation of an Annuity Payment on a non accumulative yearly basis for each year of service as scheduled.

10-14 years - \$ 4,000 contract year payment

15-19 years - \$ 5,000 contract year payment

7. **BENEFITS.** During the term of this contract, the administrator shall receive the same health, vision, and dental insurance provided to school administrators in the Stockbridge Administrators' Association generally provided by the school district to full-time, professional administrative staff on the same basis as available to those staff members in accordance with the Board of Education policy subject to the following limitations: first, this paragraph excludes any compensation or benefit specifically set forth elsewhere in this contract; and second, such benefits are subject to change at any time on the same basis as changed for full-time, professional administrative staff.

The Administrator is entitled to the following specific benefits:

- * Vision; Dental, LTD and life insurance with 10% premium contribution.
- * Health insurance with 20% premium contribution
- * Preventative Care rider
- * Long Term Disability at 30 days/\$5000 maximum
- * Non-duty holidays the same as administrators
- * Vacation - 25 accumulative days per year.
- * Sick days - 7 days (accumulative to 180 days)
- * Miscellaneous personal phone calls
- * Cell Phone/Pager
- * District technical and software support on personally owned home computer used for work purposes
- * Permanent Life Insurance -\$200,000
- * Car allowance and mileage \$45 per month

9. **TERMINATION.** The Administrator may be discharged and this contract terminated at any time for cause.

10. **SPECIAL PROVISIONS.** Severance pay - 50 percent of daily salary for sick days up to 180 days; Professional Dues - three state organizations, no national;

Physical - Superintendent shall submit to such medical examinations, supply such information and execute such documents as may be required by any underwriter, policyholder, or third party administrator providing insurance programs specified under this contract. Additionally, the Board shall have access to any and all medical information necessary to determine if Superintendent is capable of performing the duties required in his/her assignment. The Board may require that the Superintendent have a comprehensive medical examination as may be deemed necessary. If such an examination is required, a statement shall be filed with the Secretary of the Board certifying to the physical fitness and physical capability and/or mental competency of Superintendent to perform his/her duties. Medical information provided under this agreement shall be treated as confidential by the Board. Should the Board exercise its prerogative under this provision to require a medical examination, the cost of physician services for said examination shall be borne by the School District to the extent not covered by health insurance provided by the Board.

IN WITNESS WHEREOF, the parties have duly executed this Superintendent's Employment Contract as of the day and year written in the opening paragraph.

FOR THE BOARD OF EDUCATION:

BY THE ADMINISTRATOR:

President

Administrator

Date

Date