

EMPLOYMENT CONTRACT

This Employment Contract is made as of June 7, 2016 between East Jackson Community Schools, located at 1404 N. Sutton, Jackson, Mi (“District”) and Bruce E. Van Eyck (“Employee”).

The parties, in consideration of the mutual promises contained in this Employment Contract, agree as follows:

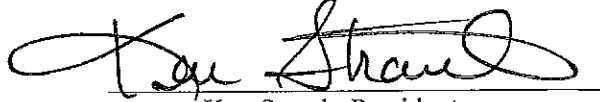
1. The District agrees to employ Employee to provide services to the East Jackson Community Schools, as Interim Superintendent July 1, 2016 through August 5, 2016. Employee will meet and maintain all statutory, regulatory and certification requirements for an individual serving in such position and will provide such documentation as may be requested.
2. Employee will provide onsite services for fifteen (15) days, unless Employee is ill, is needed to care for an ill family member. Employee will keep a record of the days during which services are provided under this Contract; the record will be available for review by the District upon request. This agreement may be extended if mutually agreeable to both parties.
3. The Employee will provide the District with current telephone number(s) at which Employee can be reached and with a current home address to which all correspondence and notices will be sent, and to which all payments will be sent by first class mail. Employee will be on-call from July 1, 2016 to August 5, 2016 for emergency calls when not physically on-site in the District. Personal contacts such as cell phone or address of Employee will be held as private by the District.
4. The Employee will be issued a District Email address. He is to use this exclusively for District related communication. No District related work maybe done on personal email accounts.
5. The District will not provide or pay to Employee any benefits but will reimburse for legitimate expenses. If Employee has expenses beyond \$25 per day/event, prior approval must be made by the Board President.
6. The Employee will be subject to the policies, rules and procedures of the District which are found on the District web-site. Employee will be given access to all District property and will return access devices when work is complete.
7. The District may evaluate the performance of the Employee, but is not required to do so.
8. The Employee shall sign a statement which authorizes Employee’s current or former employer(s) to disclose to the District any unprofessional conduct as defined in the Michigan School Code by Employee. In addition, the Employee shall make available to the District copies of all documents in Employee’s personnel record maintained by the current or former employer relating to that unprofessional conduct and releases the current or former employer, and any employees acting on behalf of the current or former employer, from any liability for providing information described in this section.

9. The Employee shall provide the District with a signed statement identifying all crimes other than minor traffic offenses for which Employee has been convicted, if any.
10. If the Employee develops under this agreement any work product, information material, document, writing, publication, software, recording or procedure, in any media format, the Employee agrees that the work is a work for hire and that the District is the copyright owner. If for any reason the work is found to be other than a work for hire, the Employee assigns its rights in a copyright to the District.
11. The Employee agrees that the District will not be liable in the event that the Michigan Public School Employees Retirement System seeks or requires reimbursement or return of any retirement or pension payments.
12. The Employee agrees that as an employee of the District, the Employee will not have tenure or employment rights with the District.
13. If the services under this Contract involve the use of the Employee's vehicle, the Employee will furnish the District with evidence satisfactory to the District showing that the Employee has current automobile insurance with minimum limits as required by Michigan's No-Fault Insurance laws. Employee may use school vehicles as is appropriate.
14. This agreement may be terminated by either party, with or without cause, upon three (3) business day written notice to the other party.
15. Employee will not be a part of the Superintendent search process of the District. He will not be required to attend interviews for this position or communicate with candidates during the process (other than in a general social manner) until after a final candidate is chosen by the Board and a contract for the new superintendent is approved by both parties.
16. Authority to make decisions on Bond/Construction related spending will be limited to \$2,000 per change proposal. Construction Management company and the Steering Committee will have bi-weekly meetings to approve any expenditures greater than \$2,000. Employee will be the primary organizer for the district of the Bond/Construction process, working with the Construction Managers to ensure for a timely completion of the process and that it ends within budget. He will attend mutually agreed upon weekly progress meetings with contractors and Steering Committee meetings. If unforeseen bond expenditures need expedited action Employee will call a Steering Committee meeting or contact Steering Committee members to gain a consensus option on decisions prior to signing a Change Proposal authorized expenditures greater than \$2,000.
17. Employee will not have direct access to digital media or social media. However, he shall suggest and support other district staff in the promotion of the district via these means.
18. Recognizing that his limited knowledge of current district matters restrict his response, Employee will not represent the district in traditional media such as newspaper, MLive online, television, or radio unless he is given permission from the Board president.

19. Employee will honor all existing written agreements with employees regarding vacation time and work hours.
20. This document represents the whole agreement of the parties, is governed by Michigan law and can only be modified by a writing signed by both parties.

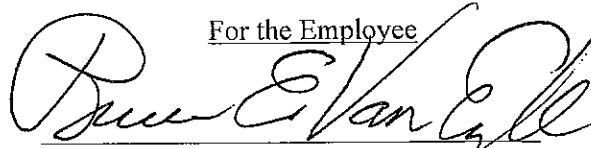
Dated: 6/27/14

For the District


Ken Straub, President

Dated: 6/27/16

For the Employee


Bruce E. Van Eyck, Interim Superintendent