

Non-Compensatory Agreement for Blissfield Community Schools

Re: Contracted Service: Superintendent
Date: June 3, 2010

The following is a summation for non-compensatory benefits for the administrative position in which PESG will represent through a contract with the Blissfield Community Schools and its Board of Education. Please note that, inasmuch as this administrator does not work for Blissfield Community Schools, benefits do not accrue.

1. **Position identified:** Superintendent
2. **Service Continuation Qualifications:**
 - A. The person serving as Superintendent represents that he/she possesses all qualifications required by law for a superintendent of a Michigan public school district and further agrees that he/she shall maintain such qualifications and satisfy all continuing education requirements at all times during the term of providing superintendent services.
 - B. The person serving as Superintendent will complete a physical examination annually between July 1st and November 1st of each year. The Board of Education will reimburse the person serving as Superintendent for any out-of-pocket medical expenses for completing the physical examination.
3. **Contract Duration:** July 1 – June 30 annually
(June 2010 paid at regular rate over two pay periods based on a 26 pay period rate of the total annual salary. A new 26 pay period year starting July 1, 2010 and concluding June 30, 2011. Continuation of subsequent years through June 30, 2014.)
4. **Contract Duration:** 240 work days annually
5. **Hold Harmless:**
 - A. The Board of Education of Blissfield Community Schools shall defend, hold harmless and indemnify the person serving as the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the person acting as Superintendent in his/her individual capacity, or in his official capacity as agent of and for the Blissfield Community School District, provided the incident arose while the person serving as the Superintendent, under employment with PESG, was acting during the course of his/her employment and within the scope of his/her responsibilities and authority.
 - B. The Board of Education of Blissfield Community Schools shall provide insurance for the person serving as Superintendent to cover legal expenses in defense of claims and payment of judgments resulting from his/her functioning as Superintendent and will reimburse him/her for any portion of such expense and judgments not covered by insurance. In no case will individual Board members be considered personally liable for

indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.

6. **Required Work Days:** 240 work days
7. **Compensation:** In accordance with the PESG Administrator Annual Roster.
 - A. Payment for days worked only including up to 32 composite days annually to be utilized as follows: personal business (5 days), vacation (15 days) and sick days (12 days)
 - B. In addition, full regular compensation for extended illness granted from an initial bank of thirty (30) sick days established on the first day of employment. The thirty (30) day bank will increase or decrease based on; 1. Days used for extended illness that may extend beyond twelve (12) each year will decrease the thirty (30) day bank. 2. Any unused annual sick days of the twelve (12) days granted for each work year as outlined above in Paragraph 5., A., remaining at the conclusion of a work year on June 30, will increase the thirty (30) day bank if a new year of employment is extended beginning July 1.
 - C. Holidays will include at least the following and only require on-site work time as responsibilities may require: Independence Day, Labor Day, Thanksgiving Day and the day after; Christmas, New Year, and Easter breaks as determined by the District Educational Calendar; Easter Good Friday & Memorial Day.
8. **Professional Development, Mileage & Membership Dues**
 - A. Local, state and/or national conference attendance at district expense: with prior acknowledgement of the board of education.
 - B. Mileage for district travel: submitted monthly for approval by the board of education: IRS mileage rate applies. See District Form and policy for Mileage Reimbursement.
 - C. Dues for memberships in professional organizations as required at district expense with prior acknowledgement of the board of education.
 - D. Membership dues for one Blissfield local service club to which the Administrator belongs.
 - E. All other expenses as required to complete the district job description as approved by the Board of Education.
9. **Evaluation:**
 - A. The superintendent will be assessed his performance against the job description and goals established no later than May 31st annually.
 - B. These reviews will be shared with the superintendent, the Blissfield Community Schools and with the PESG Regional Director.
 - C. Satisfactory (or greater) reviews will qualify the superintendent for possible contracting in the ensuing year, subject to terms and conditions of the contract between PESG and the Blissfield Community Schools Board of Education.

PESG Salary Employee Renewal Data										All Data Required by May 16th						for PESG Internal use only	
County	District	Name	Title	REP Code	Current Salary	Contract Rate	Start	End	Final 2010-11 Pay Date	Yes or No Renew 2011/12	REP Code	2011-12 Salary	Start Date	End Date	Contract Rate	First 2011-12 Pay Date	
Ex. Kent Co.	Kent ISD	Thomas Jefferson	President		\$65,000	13.00%	7/1/10	6/30/2011		Yes	26	\$65,000	7/1/2011	6/30/2012	13.00%	7/15/11	
Lenawee	Blissfield	DUNBAR, DAVID	Mechanic	76299	\$39,249.37	11.00%	7/1/2010	6/30/2011	7/1/2011	Yes	76299	39249.4	7/1/2011	6/30/2012			
Lenawee	Blissfield	MOELLENBERNDT, SCOTT	Superintendent	76299	\$133,000.00	11.00%	7/1/2010	6/30/2011	7/1/2011	Yes	76299	133000	7/1/2011	6/30/2012			
Lenawee	Blissfield	WILLSON, MARK	Dir. of Social Service	76299	\$84,580.00	11.00%	7/1/2010	6/30/2011	7/1/2011	Yes	76299	84580	7/1/2011	6/30/2012			

No changes to pay.
 Emailed this to
 Brittany 5/16/11
 KR.