

**CLINTONDALE COMMUNITY SCHOOL DISTRICT  
ADMINISTRATION EMPLOYMENT AGREEMENT EXTENSION**

**THIS AGREEMENT**, entered into the 12th day of December 2011, between the Board of Education for the **CLINTONDALE COMMUNITY SCHOOL DISTRICT**, hereinafter referred to as the "School District", and **GEORGE SASSIN**, hereinafter referred to as the "Superintendent."

**WITNESSETH:**

**WHEREAS**, the **CLINTONDALE COMMUNITY SCHOOL DISTRICT** is duly organized as a General Power School District, and is authorized to employ Administrators pursuant to MCLA 380.132 (MSA 15.4132), as amended, and other applicable statutes, and;

**WHEREAS**, the Administrator is desirous of being employed by the School District as Superintendent in accordance with the terms hereof,

**WHEREAS**, the School District and Administrator have a current contract that is valid until June 30, 2014, and

**WHEREAS**, the School District desires to extend said contract for the Superintendent,

**NOW THEREFORE**, in consideration of the mutual covenants hereinafter set forth, the parties hereto agree as follows:

**ASSIGNMENT**

The School District hereby employs the Administrator in his capacity as Superintendent of Schools, and the Superintendent hereby accepts said employment and agrees to faithfully and diligently discharge the duties of such office commencing at the end of his current contract, July 1, 2014, and continuing through June 30, 2015. With the exception of the items stated below,

and barring any changes in State Law, all aspects of the Agreement Signed and Dated December 13, 2010, shall remain in effect.

### **SALARY**

The School District shall pay the SUPERINTENDENT the following sums for a full fifty-two (52) week period or any pro-rated portion thereof for any lesser period served in said position shall be the prior year's base salary (July 1, 2013 – June 30, 2014), plus any percent increase as negotiated with the Michigan Education Association (MEA) for the teaching staff.

Payment of this salary shall be in equal installments payable in accordance with the established salary payment schedule of the SCHOOL DISTRICT. It is further understood and agreed that this basic salary constitutes the total compensation to be paid for services hereunder regardless of the hours of service required to perform the job, and no overtime or other compensation will be paid for such services, except as otherwise provided hereinafter in respect to fringe benefits.

*In consideration of extra duties as assigned by the Board in relationship to the responsibilities of the vacated Assistant Superintendent Position, the SUPERINTENDENT shall receive an additional payment of \$4,189 per annum or pro-rated to the time the extra duties cease. The extra duty pay shall be payable in equal installments in accordance with the established salary payment schedule of the SCHOOL DISTRICT. The payment and duties shall be at the sole discretion of the Board and may be altered as appropriate.*

### **INSURANCE BENEFITS**

During the term of this Agreement, the Superintendent shall receive the same insurance benefits for hospital, dental, optical, life and long-term disability as are offered to the Collective Bargaining Units. In the event that there is a difference between the benefit plans offered to the

various Collective Bargaining Units, the Superintendent shall have the option of which plan to select.

In the event the benefits should change pursuant to agreement with the Collective Bargaining Units then the Superintendent's Benefits will also change in the same form and manner.

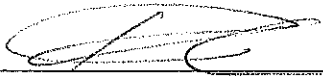
### COMPLETE AGREEMENT

This Employment Agreement contains the entire agreement between the parties and shall not be modified, waived, altered or changed except in writing signed by both parties. This agreement completely supersedes and replaces all prior agreements.

IN WITNESS WHEREOF, the parties hereto have set their hands this day and year written above.

CLINTONDALE BOARD OF EDUCATION

SUPERINTENDENT

By:  \_\_\_\_\_

Jason M. Davidson  
President

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George J. Sassin

Date: 12/12/11 \_\_\_\_\_

Date: 12/12/11 \_\_\_\_\_

**CLINTONDALE COMMUNITY SCHOOL DISTRICT  
ADMINISTRATION EMPLOYMENT AGREEMENT**

**THIS AGREEMENT**, entered into the 12th day of December 2011, between the Board of Education for the **CLINTONDALE COMMUNITY SCHOOL DISTRICT**, hereinafter referred to as the “School District”, and **GEORGE SASSIN**, hereinafter referred to as the “Superintendent.”

**WITNESSETH:**

**WHEREAS**, the CLINTONDALE COMMUNITY SCHOOL DISTRICT is duly organized as a General Power School District, and is authorized to employ Administrators pursuant to MCLA 380.132 (MSA 15.4132), as amended, and other applicable statutes, and;

**WHEREAS**, the Administrator is desirous of being employed by the School District as Superintendent in accordance with the terms hereof,

**NOW THEREFORE**, in consideration of the mutual covenants hereinafter set forth, the parties hereto agree as follows:

**ASSIGNMENT**

The School District currently employs the Administrator in his capacity as Superintendent of Schools through June 30<sup>th</sup> 2014, The School District desires to offer to the Superintendent an additional contract for the position of Superintendent for the school year ending June 30, 2015. The Superintendent hereby accepts said additional contract and agrees to faithfully and diligently discharge the duties of such office for his present term, and continuing thereafter throughout June 30, 2015, all upon the further terms and conditions hereinafter provided. During new term, said position will be considered a fifty-two (52) week position.

## **QUALIFICATIONS**

The Administrator hereby represents that he holds all certificates, permits, licenses and other qualifications required by law to be a Superintendent, and that same will continue through his contract term and, further that said Administrator holds a degree appropriate to the assigned position and meets the qualifications set forth in the job description and under Board Policy for the assigned position unless such qualifications are in part waived by the Board of Education.

## **DUTIES AND RESPONSIBILITIES**

The Administrator hereby agrees to devote his full time, skills, labor and attention to the position of Superintendent and agrees to perform the duties and responsibilities set forth in the applicable job description of Superintendent and agrees to abide by the rules, regulations and policies of the School District.

## **TENURE EXCLUSION**

It is expressly agreed that the Administrator shall not be deemed to be granted continuing tenure under the Teacher's Tenure Act 4 of the Public Acts of 1937 (Extra Session), as amended, in the capacity of an Administrator by virtue of this Employment Agreement; and it is further understood and agreed by the parties that this Employment Agreement shall not be deemed to constitute the employment of the Administrator on continuing contract in an administrative capacity.

It is expressly understood that this Employment Agreement is not subject to the Teacher's Tenure Act, Act 4 of the Public Acts of 1937 (Extra Session), as amended.

## SALARY

The School District shall pay the SUPERINTENDENT the following sums for a full fifty-two (52) week period for the school year ending June 30, 2015 or any pro-rated portion thereof for any lesser period served in said position for said term:

1. July 1, 2014 to June 30, 2015                      Prior year's salary plus any percent increase as negotiated with the Michigan Education Association (MEA) for the teaching staff.

The Superintendent's compensation under current contract shall remain as set forth therein without any changes in terms or conditions of Contract.

Payment of this salary shall be in equal installments payable in accordance with the established salary payment schedule of the SCHOOL DISTRICT. It is further understood and agreed that this basic salary constitutes the total compensation to be paid for services hereunder regardless of the hours of service required to perform the job, and no overtime or other compensation will be paid for such services, except as otherwise provided hereinafter in respect to fringe benefits.

*In consideration of extra duties as assigned by the Board in relationship to the responsibilities of the vacated Assistant Superintendent Position, as long as the Superintendent shall fulfill these responsibilities, the SUPERINTENDENT shall receive an additional payment of \$4,189 per annum or pro-rated to the time the extra duties cease. The extra duty pay shall be payable in equal installments in accordance with the established salary payment schedule of the SCHOOL DISTRICT. The payment and duties shall be at the sole discretion of the Board and may be altered as appropriate.*

## VACATION BENEFITS

From the term of this Agreement and during the term of this Agreement, the Superintendent shall receive twenty (20) days paid vacation per annum, or any pro-rated amount thereof if the term of employment is less than fifty-two (52) weeks. The Superintendent shall not take more than ten (10) consecutive working days as vacation at any one time while school is in session without prior Board approval. Vacation time shall not be accrued beyond a single year and must be taken by December 31<sup>st</sup> following the fiscal year in which it is earned. Upon termination of employment earned but unused vacation time will be paid.

## INSURANCE BENEFITS

During the term of this Agreement, the Superintendent shall receive the same insurance benefits for hospital, dental, optical, life and long-term disability as are offered to the Collective Bargaining Units. They currently are as follows, but are subject to change due to pending state legislation:

- Plan A** - The school district shall pay the full cost of all premiums during the Term of this agreement for the following plan(s):
- Health: Blue Cross Blue Shield Wrap Plan
  - Dental: A.D.N. Dental (Details)
  - Optical: V.S.P. – 2 (Details)
  - Life Ins.: 2-1/2 x salary with AD & D provision (Life insurance may be continued at retirement at employee's expense)
  - Long Term Disability: 66-2/3% \$7,500 maximum monthly  
90 calendar days modified fill  
Freeze on offsets  
Alcohol/Drug and Mental/nerves same as any other illness
  - Drug Card: \$10/20 – Plus Medical Subsidy
- Plan B** - For employees wishing to opt out of Health Insurance
- Annuity: \$250.00 cash per month in lieu of Health Insurance
  - Long Term Disability: Same as Plan A

In the event the above stated benefits should change pursuant to agreement with the Collective Bargaining Units then the Superintendent's Benefits will also change in the same form and manner.

### **PERSONAL LEAVE DAYS**

The Superintendent shall receive twenty (25) personal leave days per fifty-two (52) week year, or any pro-rated portion thereof if the term of employment is less than fifty-two (52) weeks. There shall be unlimited accrual of personal leave time. On an annual basis up to twenty (20) days may be cashed in for a lump sum payment. Ten (10) days shall be payable at 100% of the Superintendent's daily rate of pay and ten (10) days shall be payable at 50% of the Superintendent's daily rate of pay, or the Superintendent may elect to include up to fifteen (15) personal days into his salary at the beginning of the year and be paid for same over the year in equal amounts in every paycheck. . Upon retirement accumulated personal days may be cashed in at one-half (1/2) of daily salary after ten years of service to the district with a minimum of five years service in administration.

### **ADVANCED DEGREES**

The Superintendent shall receive compensation for an Education Specialist Degree in the amount of \$2,500.00 per year. In the event the Superintendent shall earn a Ph.D. or Ed.D. Degree, said compensation shall be increased to \$3,000.00 per year.

Degrees must be obtained from an institution that is empowered by law to grant baccalaureate or advanced degrees. Payment for advanced degrees shall be tendered with 50% at the end of the first semester and the remainder by the last pay period of the fiscal year.



## **LONGEVITY**

The School District agrees to pay longevity stipends according to the following periods of administrative experience in Clintondale Community Schools; further, this stipend shall be paid at the last regular pay period of the fiscal year:

After four consecutive years	\$2,500.00
After eight consecutive years	\$3,000.00
After twelve consecutive years	\$4,000.00
After sixteen consecutive years	\$5,000.00

## **OTHER BENEFITS**

The Superintendent is eligible for all fringe benefits as provided in the existing negotiated agreements with union organizations in addition to those stipulated herein, excepting any right to a Career Option Leave.

## **DUES TO PROFESSIONAL ORGANIZATIONS**

The School District will provide payment of professional dues to one local, state or national organization, or as determined and approved by the Board of Education. The District will pay tuition for completed CEU courses (not to be used for advanced degrees) submitted to the Board of Education for approval.

## **RETIREMENT BENEFITS**

As an added retirement benefit, the Board agrees to contribute SIX THOUSAND and 00/100ths (\$6,000) DOLLARS for the contract year covered by this Agreement to the administrator's choice of an I.R.P. (Individual Retirement Plan) or insurance policy. It is

expressly understood that this will be a direct deposit to a district approved insurance or annuity carrier.

### **HOLIDAYS**

Holidays will be observed in accordance with the approved District Holiday calendar.

### **EVALUATION**

A formal evaluation of the Superintendent by the Board of Education shall take place either November or December of the contract year.

### **TERMINATION**

- A. **NON-RENEWAL.** This Employment Agreement shall continue in full force and effect for the school year ending June 30, 2015. This Contract shall be automatically renewed and extended for a period of one (1) year under the same terms and conditions as provided herein unless the SCHOOL DISTRICT shall give written notice of non-renewal to SUPERINTENDENT not later than March 1<sup>st</sup> of the year that the contract expires. The provisions of (B) set forth below are not applicable to this paragraph (A).
- B. **DISCHARGE.** The SUPERINTENDENT may not be arbitrarily or capriciously discharged, and any discharge prior to the expiration of this Agreement shall be only for reasonable and just cause. If the SCHOOL DISTRICT shall make charges against him for the purpose of discharge under the terms of this provision, it shall present such charges in writing to him and extend an opportunity for a fair

hearing before the Board of Education at which hearing the SUPERINTENDENT may be represented by an attorney.

- C. SUSPENSION. The SUPERINTENDENT may be suspended at any time during the term of this Employment Agreement for reasonable and just cause after notice and a fair hearing.

**TERMINATION BY SUPERINTENDENT**

This Employment Agreement may be terminated by the Superintendent upon written notice to the Board of Education at least ninety (90) days prior to the termination date specified in the written notice. The Board may waive part or all of this ninety (90) day notice requirement at its option.

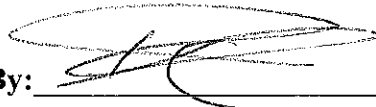
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