

MONTAGUE AREA PUBLIC SCHOOLS

SUPERINTENDENT CONTRACT

This Agreement is entered into this 27 day of April, 2015, between the Board of Education of the Montague Area Public Schools, hereinafter called "Board", and the "Superintendent".

The Board hereby hires and appoints Jeffrey Johnson to the position of Superintendent for the school years 2015/2016 and 2016/2017 or until said Contract is terminated by either party. The Board agrees to compensate said Superintendent for his services at the annual rate of One Hundred Twelve Thousand Dollars (\$112,000) per year in addition to the applicable benefits described in Exhibit A. The salary provided for herein shall be prorated for services actually rendered in the event of termination of this agreement or in the event the Superintendent shall fail to perform the contracted services for periods or causes not specifically permitted in the rules and regulations or where the services commence after the fiscal year has begun. The Board agrees to provide 15 days notice to Superintendent prior to termination of his services. The Board further agrees that on the one year (1) anniversary of the Superintendent's contract they will meet to assess Superintendent's performance and the District's physical condition in order that Superintendent's salary might be modified if the circumstances warrant.

In accepting this assignment with the Board, it is my understanding that I am subject to policies established by the Board. I attest that I am qualified for the position as required by law.

Both the Board and Superintendent agree that this contract is subject to the Rules and Regulations of the Board now in existence or which may be hereafter adopted and the statutes of the State of Michigan with reference thereto now in existence or which may be hereafter adopted or amended with regard to all other terms and conditions of employment.

It is understood that as Superintendent, I am subject to assignment and transfer at the discretion of the Board of Education, but shall not be required to perform services not directly connected with the Public Schools.

This agreement may be terminated for just cause in accordance with the applicable Rules and Regulations of the Board.

The Superintendent recognizes the exclusive right of the Board to determine reductions in personnel and/or operations and the exclusive right to determine the area in which such reductions will be made. Lay-offs shall occur only upon the Superintendent receiving 15-days advanced notice or such other notice as is practical under the circumstances then existing.

It is mutually understood and agreed that this Contract does not confer tenure upon the Superintendent in the above-described position.

IN WITNESS WHEREOF, the parties hereto have executed this Contract in duplicate on the date first given.

MONTAGUE AREA PUBLIC SCHOOLS
Board of Education

Dated: 04/27/2015

By Christina B. Stark
President of the Board of Education

Dated: 04/27/2015

By [Signature]
Secretary of the Board of Education

Dated: 04/27/2015

By [Signature]
Jeffrey Johnson, Superintendent

EXHIBIT A TO SUPERINTENDENT CONTRACT

Superintendent shall be entitled to receive the following benefits during the term of his contract.

1. Health, dental and vision insurance, as provided other administrative employees.
2. \$60 per month for cell phone expense.
3. 4 weeks annual vacation.
4. The Superintendent shall not be required to work on any holiday that the school is not in session.

ADDENDUM TO CONTRACT

The Superintendent shall receive twelve (12) days each contract year for illness (sick days), cumulative to a maximum of 180 days. The Superintendent shall also receive three (3) personal days each contract year; unused personal days are added to sick days.

DATE: 7/28/15



JEFFREY W. JOHNSON, SUPERINTENDENT



PRESIDENT OF THE BOARD OF EDUCATION



SECRETARY OF THE BOARD OF EDUCATION