

SOUTHFIELD SCHOOL DISTRICT
CONTRACT OF EMPLOYMENT
SUPERINTENDENT OF SCHOOLS
WANDA COOK-ROBINSON

THIS CONTRACT is made and entered into in the City of Southfield, Michigan, effective the 1st day of July, 2010, by and between the Southfield School District, a Michigan Public School District (hereinafter the "School District") and Dr. Wanda Cook-Robinson ("Cook-Robinson" or "Superintendent").

IT IS AGREED:

1. Employment:

The School District hereby employs the Superintendent, and the Superintendent agrees to work for the School District for a term commencing on July 1, 2010, and ending on June 30, 2014, subject to all covenants and conditions of this Contract.

2. Duties:

The Superintendent agrees to serve the School District and perform the duties in her capacity as Superintendent as directed by the Board of Education for the School District and as required by the Revised School Code. The Superintendent further agrees to obey and fulfill the policies, rules and regulations as established by the Board of Education of the School District and to carry out its programs and policies during the entire term of this Contract. The Superintendent agrees to devote her full-time, skill, labor and attention to this employment, and to perform faithfully the duties of Superintendent as directed by the Board of Education or as otherwise required by law or the dictates of prudent judgment as an educator and the Superintendent of the School District.

The Superintendent shall prepare the agenda for each Board of Education meeting in consultation with the President of the Board or his/her designee, and forward same to each member of the Board, along with her recommendations and supporting documentation on each agenda item, sufficiently in advance of each meeting.

3. Salary:

The Superintendent's base annual salary shall be \$167,000.00 paid in equal installments in accordance with the policy of the Board of Education governing payment of other certified administrative personnel employed by the School District. The School

District shall be authorized to make such payroll deductions as shall be required by law or authorized by the Superintendent.

However, for the school year July 1, 2010 through June 30, 2011 only, the Superintendent, as with all administrators in the District, agrees to a one-year, two percent (2%) reduction in base pay.

4. Work Year:

The Superintendent shall perform her duties over the full 52 weeks of the School District's fiscal year, less applicable vacation, leave and holidays. She shall be expected to attend meetings of committees she establishes, when appropriate; to attend meetings of the Board of Education and its committees, if requested by the Board; and to attend and actively participate in School District functions and other civic activities having relation to the School District's interests within the Southfield/Lathrup community, in her discretion as her schedule and professional obligations allow. The time expended in attending such meetings and activities has been taken into account in setting the aforesaid compensation and thus no additional compensation shall be forthcoming for such attendance.

5. Tenure Exclusion:

It is expressly agreed that the Superintendent shall not be deemed to be granted continuing tenure in her capacity as Superintendent or in any administrative capacity by virtue of this Contract of Employment.

6. Evaluation:

During the term of this Contract, the Superintendent's performance shall be reviewed by the Board of Education annually no later than June 30, with a mid-year review at the discretion of the Board of Education or at the request of the Superintendent. The Superintendent's annual performance evaluation shall be based on an evaluation tool containing performance expectations consistent with the District strategic plan adopted by the board in April, 2009, any modification to it or any subsequent strategic plan which may be adopted by the board during the term of this Contract. The results of the annual evaluation will be considered by the Board of Education, in a closed session at the option of the Superintendent if permissible by law. The Board shall create a summary evaluation to which the Superintendent shall have the right to respond, either orally or in writing as she chooses. The Board of Education shall consider the results of the annual evaluation in connection with adjustments in the Superintendent's compensation, pursuant to Paragraph 3 herein, and benefits.

7. Certificate:

The Superintendent represents that she possesses, and that she shall possess and maintain, throughout the life of this Contract, the educational qualifications required by law and by the administrative regulations of the Michigan Department of Education in order to qualify for the position of Superintendent.

8. Conflict of Interest:

The Superintendent will faithfully serve the School District and be regardful of its interest during the term of this Contract, and thereafter to the extent required by this Contract and by law, except that should any provision of this Section on Conflict of Interest be determined to be inconsistent with the law, the law shall prevail. The Superintendent will not directly or indirectly acquire or otherwise possess any interest adverse to that of the School District. In the event that a question arises as to whether a given interest is in conflict with the interests of the School District, the Superintendent shall make full disclosure of same to the Board of Education, for its review and disposition, which disposition shall be controlling and complied with by the Superintendent. The Superintendent shall not make use of, for purposes of securing personal advice, the services of the accountants, attorneys or other professionals/consultants regularly retained by the Board of Education for providing services to the School District.

9. Other Work:

The Superintendent shall devote her time, skill, labor and attention exclusively to the direction and supervision of the District and shall not, during the term of her employment under this Agreement, be engaged in any other business activity without the written approval of the Board of Education, the same not to be unreasonably withheld. The Superintendent may prepare for, engage in, and do follow-up work with respect to consultative work, speaking engagements, writing and lecturing during her vacation, leave and holiday periods so long as the same is not determined by the Board of Education to be detrimental to the well-being of the District. The Superintendent shall provide, for information purposes only and not by way of seeking permission, notice to the Board of Education of any such consultative work, speaking engagements, writing and lecturing undertaken during her vacation, leave and holiday periods.

10. Long-Term Disability:

Should the Superintendent be unable to perform the duties and obligations of this Contract, by reason of illness, accident or other causes and such disability exists for a period of more than 180 calendar days, the Board of Education, at its option, may terminate this Contract, whereupon the respective rights, duties and obligations of the parties shall thereby terminate. Likewise, if it is immediately determinable that such

disability is permanent, irreparable, or of such nature as to make the continued performance of the Superintendent's duties improbable, the Board, at its option, may forthwith terminate this Contract, whereupon the respective rights, duties and obligations of the parties shall thereby terminate. This provision shall not in any way derogate from any long term disability benefits that apply by operation of other provisions of this Contract. The Superintendent shall be provided with long term disability benefits for seventy per cent (70%) of income, with a ten thousand dollar (\$10,000.00 per month) limitation after a one hundred twenty (120) day waiting period in accord with the conditions and provisions of the insurance carrier.

11. Vacation:

The Superintendent shall receive twenty-nine (29) days of vacation annually, exclusive of Saturdays and Sundays and legal holidays, such days to be prorated for any partial year under this Contract. At the end of each contract year, the Superintendent shall be compensated for up to five (5) days of accumulated vacation days not taken for that year, at a rate equivalent to her per diem base salary for that contract year. The Superintendent shall also be entitled to carry forward up to fifteen (15) days per year of unused vacation for utilization as vacation in a subsequent year of employment. However, the accumulation of unutilized days shall not at any time during the term of this Contract exceed forty-four (44) days in the aggregate. Vacation days shall be taken at the Superintendent's discretion but shall be approved by the Board President and shall not be taken at a time where it will interfere or impinge upon the operations on the School District. All accumulated or unutilized days in excess of fifteen (15) days carried forward and the five (5) days to be paid out at the end of each contract year shall lapse or be unavailable for later use. Upon termination of employment, the Superintendent shall have the option of receiving payment for accumulated but unutilized vacation days, not to exceed twenty-nine (29) days, with the value of each day being determined in relation to the Superintendent's per diem salary at the time of termination of employment.

12. Retirement: The District will pay into the Michigan Public Employees' Retirement System (MPERS) the percentage contribution which the District is mandated by law to pay on behalf of its employees who are member participants.

13. Transportation:

The Board shall provide the Superintendent with a monthly automobile allowance of \$750.00.

14. Insurance Benefits:

The School District shall provide the Superintendent the following Insurance Benefits, at the Superintendent's choice: MESSA/PAK A or MESSA/PAK B, including medical, dental and vision coverage. The Superintendent acknowledges that this benefit

may be modified or changed, from time to time, by the Board of Education and that, in so doing, that will alter these conditions and benefits. It is, moreover, acknowledged by the Superintendent that such potential modifications or changes may reduce the level of benefits which these conditions and benefits will afford to her. Such modifications or changes shall not occur to the Superintendent unless the same are made to the contracts of Administrators in the District.

During this Contract, the Superintendent shall have one medical/physical examination each year, the costs for which shall be paid by the School District. A copy of the report from the examination, or a certificate certifying the fitness of the Superintendent to perform her job duties, shall be provided to the Board President or Secretary as soon as it is available following the examination. The result of the annual examination shall be maintained in confidence to the fullest extent permissible by law. This provision for one medical/physical examination each year does not abrogate or otherwise affect the District's right to request medical confirmation of absences due to sickness or accident beyond ten days per fiscal year.

The Board agrees to provide a life insurance policy to the Superintendent with benefits of three times the Superintendent's base salary as specified in Paragraph 3 above. The Superintendent shall have the right to name the policy beneficiary or beneficiaries. Upon termination of the Superintendent's employment, and if permitted under the terms of the policy and rules of the carrier, the Superintendent shall be permitted to convert the policy at the Superintendent's sole expense.

15. Leave:

The Superintendent shall be provided such fully compensated leave days for sickness/accident of a non-disabling or temporary nature, personal business and bereavement as are necessary both in relation to the precipitating circumstances and in consideration of the School District's need for the maximum service from the Superintendent, which shall not exceed twenty-five (25) days annually and which shall be prorated for any partial year under this Contract. The Superintendent shall report to the Board President, in writing, absences taken pursuant to this paragraph, contemporaneous with the use of the leave days. The Superintendent had accumulated but not used 93 leave days from her date of hire in the District to the commencement of her first term as Superintendent, and the accumulation of unutilized leave days from her first date as Superintendent, July 1, 2006, granted pursuant to this paragraph is unlimited, except that should the District's provision for unlimited accumulation of leave days as provided for in this paragraph be changed for other District administrators, such provision shall also be changed for the Superintendent. There is no payment for unutilized leave days.

16. Liability Insurance Coverage:

The School District shall provide errors and omissions insurance coverage for the Superintendent in connection with defending claims for injuries to persons or property allegedly caused by the Superintendent's negligence, arising during the course of her employment and while she was acting within the scope of her employment. The limitations and other provisions of such coverage shall be equal or substantially the same as that provided to Board of Education members for claims of a similar type and nature. This provision shall not apply where the Superintendent is the plaintiff or where the suit or proceeding involves the Superintendent's allegations that the School District has violated the terms of this Contract.

17. Tax-Deferred or Other Annuity and Deferred Compensation Agreement:

A. The School District shall annually purchase for the Superintendent, a non-forfeitable annuity which shall qualify as a tax shelter annuity within Section 403b of the Internal Revenue Code of 1986, in an amount totaling and not to exceed \$16,500.00. Such amount shall be in addition to the base compensation amount set forth in Paragraph 3 herein. The Superintendent agrees that she is familiar with the form and substance of annuity contract or contracts to be purchased by the School District for her pursuant to this paragraph, and that such annuity contract or contracts meet with her approval. The Superintendent acknowledges that this Agreement has been made at her request and that she receives this benefit in addition to her annual base salary of \$167,000.00. This additional sum of \$16,500.00 annually is provided to the Superintendent with the understanding that the School District assumes no liability whatever with respect to the tax consequences or retirement benefit consequences to Superintendent which may result from this annuity purchase agreement.

B. Additionally, at any time during the term of this Contract, the Superintendent may enter into a deferred compensation agreement with the School District, for any compensation not yet earned in the form of a Salary Reduction Agreement, provided said deferred compensation agreement complies with §457 of the Internal Revenue Code of 1986, as amended.

18. Salary Continuation for Short Term Disability:

In the event that, during the term of this Contract, the Superintendent were to contract an illness/sickness or suffer an injury as a result of an accident such that she was disabled from continuing her duties as Superintendent; and in the event that the Superintendent had used all Leave Days available to her under Paragraph 15 above; and regardless whether Superintendent's employment has been terminated under Paragraph 10 herein, the School District shall provide a short term salary continuation plan as follows:

Disability Period Following Commencement of Disability	Percentage of Salary to be continued
First 180 (calendar days)	100%
Over 180 (calendar days)	0%

provided that the School District may elect to purchase insurance coverage for all or a portion of such salary continuation obligation, the proceeds from which shall be received by the Superintendent in offset of said obligation. The School District shall have no liability whatever for compensation beyond 180 days.

19. Paid Holidays:

The Superintendent shall be entitled to paid leave for the following holidays: July 4, Labor Day, Thanksgiving, Friday following Thanksgiving, Christmas Eve, Christmas Day, the day following Christmas Day, New Year's Eve, New Year's Day, Martin Luther King Day, Good Friday, the Monday following Easter, and Memorial Day.

20. Longevity.

The Superintendent shall not be entitled to any longevity payment.

21. Legal Representation:

The School District will provide legal representation for any legal action against the Superintendent when the Superintendent is acting within the scope of her employment in compliance with the policies and procedures of the Board of Education.

22. Totality of Terms/Suspending Prior Contracts:

This Contract contains all of the terms agreed by the parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements and communications between the parties concerning the Superintendent's employment relationship with the School District, whether oral or written.

23. Non-renewal of Contract:

As recited in Paragraph 1 herein, this Contract shall terminate on June 30, 2013. The decision whether to renew or not to renew the Contract shall be within the discretion of the Board of Education. However, in the event that the Board of Education shall decide not to renew this Contract, prior written notice of such non-renewal shall be given to the Superintendent in conformity with requirements, if any, of the Revised School Code.

24. Seniority Following Non-renewal or Termination:

In the event this Contract is non-renewed or the Superintendent's employment as Superintendent is otherwise terminated, she shall be afforded such applicable right, if any, as she may have under the Michigan Teachers' Tenure Act to employment as a teacher; and, to the extent not in conflict with the law or the teachers' collective bargaining agreement she shall be afforded seniority based on her most recent date of hire by the School District, such date being October 21, 2004.

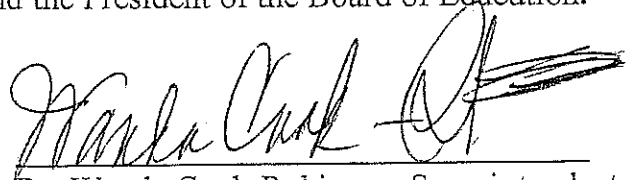
25. Severability:

If any provision or segment of this Contract shall be determined by a court of competent jurisdiction to be unlawful and/or unenforceable, then such provision or segment shall be deemed to be severed from the remainder of the Contract and the Contract shall otherwise be in full force and effect.

26. Professional Growth and Dues:

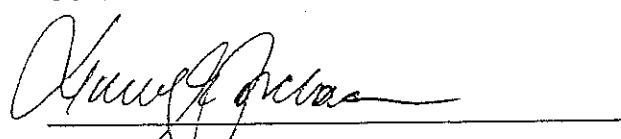
The Board of Education shall pay for the Superintendent's participation in approved professional growth activities related to the duties of the Superintendent of Schools. The Board shall also pay the Superintendent's membership dues for the American Association of School Administrators, the Michigan Association of School Administrators, the Michigan Association of School Administrators' Region in which the District is located, the National Association of Black School Educators and the African American Superintendents Association, as well as other professional organizations deemed appropriate by the Superintendent and the President of the Board of Education.

DATE: 7/13/10



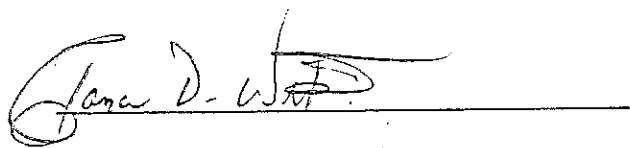
Dr. Wanda Cook-Robinson, Superintendent
Southfield School District

DATE: 7/13/10



President, Board of Education

DATE: 7/13/10



Secretary, Board of Education

FOR ACTION: EXTENSION OF CONTRACT FOR SUPERINTENDENT

The contract of the Superintendent is to be reviewed on an annual basis and was completed by the Board of Education on June 16, 2011.

The Superintendent's contract, expiring June 30, 2014, shall be amended to reflect an extension of contract through June 30, 2015.

Memo

To: Southfield Board of Education

From: Wanda Cook-Robinson, Ph.D., Superintendent

Date: June 12, 2012

Re: Voluntary Contract Concessions

In regards to my contract as Superintendent of Southfield Public Schools, I volunteer to continue the previous years' concession of approximately 6% and an additional concession for 2012-2013 of approximately 4%.

This action is in alignment with the concession package taken by the administration and staff.