

## JOHANNESBURG-LEWISTON AREA SCHOOLS

This AGREEMENT entered into this 1<sup>st</sup> day of August 2015 between the JOHANNESBURG-LEWISTON BOARD OF EDUCATION, hereinafter called the "BOARD" and the employee, hereinafter called the "SUPERINTENDENT".

### 1. CONTRACT PERIOD

- A. The BOARD agreed to employ **Kathleen Xenakis-Makowski** as **Superintendent** for the term of three (3) years from August 1, 2015 to and including June 30, 2018.
- B. Years of employment on this specific job in this district: 0

### 2. CERTIFICATION

It is agreed that the administrator will possess the appropriate administrative certification upon beginning employment and maintain such certification throughout said employment. Should either condition not be met, this contract will automatically become void.

### 3. DUTIES

The SUPERINTENDENT agrees to perform the duties of the job in a competent and professional manner in accordance with the established policies, regulations, and assignments of the BOARD and LAWS of the State of Michigan.

### 4. COMPENSATION

The BOARD agrees that compensation for the 2015-2016 school year will be at the annual rate of \$93,000 (prorated for 11 months to equal \$85,250). The BOARD agrees to pay the SUPERINTENDENT on an annual basis in twenty-six (26) equal installments. Increases to be determined on a formula based method.

### 5. FRINGE BENEFITS

The BOARD shall pay for the SUPERINTENDENT, 100% of the premiums, as provided by law, for the following fringe benefits:

- A. Retirement
- B. Medical/Hospital Insurance ..... plan may vary year to year
- C. Long Term Disability ..... 66<sup>2/3</sup> %
- D. Dental DELTA 80/80/80 or equivalent
- E. Vision VSP 3 or equivalent
- F. Group Life Insurance..... \$80,000
- G. Car Allowance ..... \$ 300 per month - in lieu of mileage

**SUPERINTENDENT CONTRACT**

Makowski, Kathleen

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- H. Tax Sheltered Annuity..... \$ 200 per month with 5 – 10 years experience  
\$ 400 per month with 11+ years experience

**6. OTHER BENEFITS**

**Accumulated Total**

A. Holidays	<u>10</u>	<u>None</u> Per year
B. Sick Days	<u>15</u>	<u>85</u> Per Year
C. Personal Days	<u>5</u>	<u>None</u> Per Year
D. Vacation Days	<u>15</u>	<u>10</u> Per Year

\*\* Board approval needed to take more than 10 at one time.

- E. Funeral Days 3 Per Year Additional days may be used if necessary.  
All days in excess of three, shall be charged against the sick leave total.

- F. Jury Duty – Days off as required with pay. Jury compensation to be remitted to the school district.

OPTION: To cash in any combination of personal days or vacation days up to five (5) per year at the Superintendent's daily rate based on 236 days.

**7. PROFESSIONAL DUES AND/OR FEES**

All SUPERINTENDENT dues; local, state and national, and all approved conference expenses.

- 8. The SUPERINTENDENT may be required to submit to a physical examination by a licensed physician. The cost of such examination to be paid by the BOARD.

**SUPERINTENDENT CONTRACT**

Makowski, Kathleen

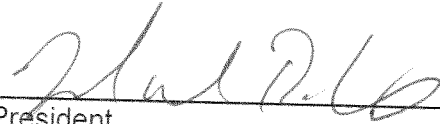
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9. It is understood and agreed that this contract DOES NOT confer tenure upon the SUPERINTENDENT in this assigned position or in any other administrative position in the district.
10. In the event of a breach on the part of either party to this agreement, nothing herein shall be construed to render obligations of either party under this agreement as null and void.
11. The SUPERINTENDENT shall attend appropriate professional meetings at the Local, State and National levels upon approval by the BOARD and shall be reimbursed for all expenses in connection therewith incurred on behalf of the BOARD. "Appropriate" to be determined by the SUPERINTENDENT.

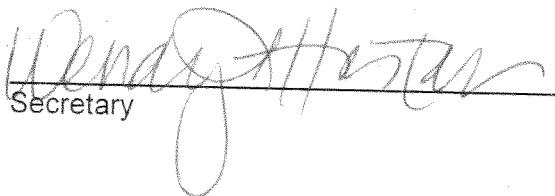
IN WITNESS WHEREOF the parties have set their hands the day and year written above.


**JOHANNESBURG-LEWISTON  
BOARD OF EDUCATION**

**ADMINISTRATOR**

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Kathleen Xenakis-Makowski

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Date