



Kathaleen Jarrad, Superintendent

111E. Mason St. Morrice, MI 48857

517-625-3142 fax 517-625-3866

Contract of Employment

Interim Superintendent of Schools

It is hereby agreed by and between the Board of Education of Morrice Area Schools (hereinafter "Board") and Daniel Heckman (hereinafter "Interim Superintendent") that, said Board in accordance with its action found in the minutes of the meeting held on the 9th day of May, 2012 has and does hereby retain Daniel Heckman as its Interim Superintendent for a period commencing on July 1, 2012 and concluding pursuant to the notification of termination provision stated herein.

1. The Interim Superintendent shall perform the duties of Superintendent of Schools as established by the Board and Superintendent or as such duties are changed from time to time by the Board in and for the Morrice Area Schools and as prescribed by the laws of the State of Michigan and the rules and regulations of the State Board of Education and of the Board of Education of Morrice Area Schools.
2. The Interim Superintendent shall receive compensation for the performance of duties under this Contract at the rate of \$475 per day plus a \$100 per week stipend for travel and lodging expenses and a \$50 per month phone stipend. He shall not be eligible for any other fringe benefits including health insurance or paid leave time. The length of the normal work day shall be as defined by the Board and shall include the keeping of regularly established office hours, attendance at Board of Education meetings as well as attendance at other functions, and activities as directed by the Board.
3. The Interim Superintendent agrees that he shall not be deemed to be granted continuing tenure in the position of Interim Superintendent or in any other administrative or non-classroom capacity by virtue of this Contract or any employment assignment within the school district.

Andrew Alvesteffer

Elementary Principal

111 E. Mason Street

William Heath

Secondary Principal

691 Purdy Lane

4. The parties further agree that the employment relationship is of an at-will nature, which means that the relationship is terminable at any time by either party with or without cause, upon the presentation of five (5) working days written notice by the other party. The parties agree that the Interim Superintendent has no expectation of employment of any fixed duration in an administrative position and that this contract and all obligations hereunder may be canceled, without liability, upon the presentation of the notice above specified.
5. It is further agreed that no individual administrator, Board member or other agent or employee of the school District, has the authority to alter or amend this at-will employment relationship other than by formal action by the Board of Education. The Interim Superintendent agrees that his employment is intended to be of limited duration while the District is in the process of recruiting and selecting an individual to fill the office of Superintendent of Schools on a permanent basis.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE AFFIXED THEIR SIGNATURES

Interim Superintendent: _____

Date: _____

Board of Education, Morrice Area Schools

Board President: _____

Secretary: _____

Date: _____