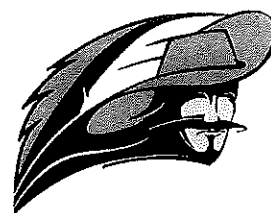


**CORUNNA PUBLIC SCHOOLS
CONTRACT FOR SUPERINTENDENT**



This contract, entered into this 1st day of July 2012, between the Corunna Board of Education, hereinafter called "Board" and Dr. Linda Coleman, hereinafter called "Superintendent".

1. Duties

The Superintendent shall serve as chief executive officer and chief administrative officer of the Board. She shall be entitled to:

- a. Present her recommendations to the Board on any subject under consideration by said Board;
- b. Attend each meeting of the Board;
- c. Serve as an ex-officio member of each committee established by the Board. The Superintendent shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, plus have responsibility for selection, placement and transfer of personnel--subject to approval by the Board. The Board, individually and collectively, shall promptly refer all criticisms, complaints and suggestions called to its attention to the Superintendent for study and recommendation.

The Superintendent agrees to and shall, during the term of this agreement, devote her time, attention and energy to the position of the School District. However, she may engage in other professional/educational activities, which are of short-term duration at her discretion, keeping the Board informed.

The Superintendent shall use vacation leave to perform outside activities, and she shall retain any honorarium paid. In no case will the School District be responsible for any expense related to the performance of outside activities.

The Superintendent shall at all times possess a valid Michigan School Superintendent's Certificate issued by the State Board of Education.

2. CONTRACT PERIOD

The Board agrees to employ the Superintendent of Schools for the term of three (3) years from July 1, 2012 to and including June 30, 2015.

The Board shall review this contract with the Superintendent annually, and shall, on or before March 30th of each ensuing year, take official action determining whether or not it is extended for an additional year and notify the Superintendent of its action in writing. If no action is taken by the Board, the contract shall be deemed to have been renewed for an additional year.

3. EVALUATION

The Board of Education shall review the Superintendent's job performance annually before March 30th of each year at a special meeting called expressly for that purpose.

4. TENURE

The Superintendent shall not be granted continuing tenure in the administrator's position by virtue of this contract.

5. HOLD HARMLESS

In light of the unique nature of the professional duties of the Superintendent, the district shall provide to the Superintendent, at no expense to her, legal counsel and representation in any legal action brought against her as Superintendent and either hold her harmless or insure her adequately against all liability that results for her performance in the course and scope of her employment as Superintendent.

6. LIABILITY INSURANCE

The Board shall provide liability insurance for the Superintendent to cover legal expenses in defense of claims and payment of judgments resulting from her functioning as Superintendent.

7. PROFESSIONAL GROWTH

The Superintendent may attend professional development meetings at the local and state levels, the expenses of said attendance to be paid by the district.

8. PROFESSIONAL DUES

The District may pay the membership dues of the Superintendent for, but not limited to AASA, MASA, REGION 6, MSBO, MSCD, MACUL, MEMSPA and ASCD.

9. MEDICAL EXAMINATION

The Superintendent agrees to have a comprehensive medical examination once every year. A statement certifying to the physical competency of the Superintendent shall be submitted to the President of the Board of Education and shall be treated as confidential information. The cost of said physical examination and reports shall be paid by the District insurance. Expenses not covered by insurance shall be reimbursed by the District.

10. COMPENSATION

The Board agrees to pay the Superintendent a sum of one-hundred three thousand dollars even and no/100 dollars (\$103,000.00) as annual salary for the first year of a three-year contract. The Superintendent will also be paid the sum of two thousand dollars and 00/100 dollars (\$2,000.00) for PHD degree. The total salary will be one hundred and five thousand dollars even and no/100 dollars (\$105,000.00). Said sum shall be paid in equal installments to be made bi-weekly, according to the following schedule:

- a. Twenty five (25) pays of four thousand and thirty eight and no/100 dollars (\$4,038.00) from July 1, 2012 to June 30, 2013.
- b. One (1) pay of four thousand and fifty and no/100 dollars (\$4,050.00).

Said salary shall be reviewed annually and is subject to the same or upward revision by agreement of the parties. In no case will the salary be lowered.

11. FRINGE BENEFITS

The Superintendent shall at her option, be provided with;

- a. Health Insurance, Dental Insurance, Vision Insurance as negotiated. See Exhibit A
- b. Life Insurance--One (1) times salary to nearest \$1,000 with option of self-purchase of up to an additional amount equal to two (2) times salary
- c. Long-Term Disability--66 2/3% of salary with 30 calendar day waiting period
- d. Annuity in the amount of \$7,000.00 annually to be paid by the Corunna Board of Education. Said sum shall be seven thousand and no/100 dollars (\$7,000.00) and will be paid with the last pay in June.

The Superintendent shall be granted twelve (12) sick days per year with an accumulation one-hundred twenty (120) workdays. In addition, she shall be granted three (3) personal days per year. Personal days may be accumulated to three (3). In addition, she shall be granted two (2) flex days; this time may be split up and may be taken anytime. Three (3) bereavement days are available for a death in the immediate family. Additional bereavement days may be used, but extra days will be deducted from accumulated sick leave.

Holidays, in addition to twenty (20) vacation days, are as follows...

New Year's Day
Labor Day

Memorial Day
Thanksgiving Day

July 4
Christmas Day

The Board shall provide the Superintendent with mileage reimbursement at the rate established by the Board for the use of her vehicle in school business.

The Superintendent will be provided all benefits no less than those made available to all other administrators in the school district.

12. CERTIFICATION/CREDENTIALS

The Superintendent represents that she holds all certificates and credentials required by law and/or by the Board to hold this administrative position.

13. TERMINATION PROVISIONS

The Superintendent shall be subject to discharge for just cause, but the Board shall not arbitrarily or capriciously dismiss her. No discharge shall be effective until written charges have been served upon her and she shall have an opportunity for a fair hearing before the Board after ten (10) days notice in writing. Said hearing shall be public or private, at the option of the Superintendent. At such hearing, she may have legal counsel at her own expense.

14. RESIDENCY

The Superintendent shall establish and maintain her family residence within the boundaries of the Corunna Public Schools District within a reasonable time period after commencing employment and shall remain a resident of the School District for the duration of this agreement.

15. AMENDMENT

This agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and may not be amended, renewed or extended except by an instrument in writing (addendum or otherwise), duly adopted and executed by the parties.

Signatures by both parties below constitute each one's acceptance of this Contract of Employment.

BOARD OF EDUCATION OF THE SCHOOL
DISTRICT OF CORUNNA PUBLIC SCHOOLS,
COUNTY OF SHIAWASSEE, MICHIGAN.

Dr. Linda Coleman
Dr. Linda Coleman, Superintendent

6-11-2012
Date

Lyle A. Brooke
6/11/2012
Date

Date

This contract was approved by a vote of the Board at a public meeting on 5-0 and the action has been made a part of its minutes.