

**ALCONA COMMUNITY SCHOOLS
LINCOLN, MICHIGAN 48742**

THIS CONTRACT, entered into this 1st day of July 2016, between the Board of Education, hereinafter called the "Board" and SHAWN S. THORNTON, hereinafter called "Superintendent".

WITNESSETH:

1. Said Board hereby contracts with said Superintendent for 2015/2016, 2016/2017 and 2017/2018 school years commencing July 1, 2015 and ending June 30, 2018.
2. Said Board will pay said Superintendent for the above contract period an initial base salary of \$116,311 for the 2016/2017 school year. The base salary will have an annual increase equal to the percentage increase for professional faculty each ensuing school year of the contract. Superintendent shall, upon each effective evaluation, receive a one-time lump sum payment of \$150.

3. AND IT IS FURTHER AGREED:

That the Superintendent shall be entitled to the following benefits in addition to the compensation as above stated, such benefits to be lost unless used and not convertible to compensation or accumulative if not taken, unless specifically stated.

- a) The Board shall provide a fully paid hospitalization and medical policy for the benefit of the Superintendent and her family.
- b) The Board shall provide a vision care plan for the benefit of the Superintendent and her family.
- c) The Superintendent shall be entitled to sick leave as accumulated under previous contracts. Thereafter, she shall be entitled to sick leave to be accrued on the basis of one day each month worked, and to be accumulative with the balance of the days not used to a total of a maximum of one hundred eighty (180) days. Accumulated as of June 30, 2016: 176 days.
- d) In recognition of service to the school district a terminal leave payment shall be calculated based on payment of ¼ of unused sick leave. Said payment conditional to the employee being vested with MPSERS.
- e) The Superintendent is entitled to five (5) personal leave days beginning July 1 of each contract year.
- f) The Superintendent is entitled to five (5) emergency leave days each year covered by this Agreement. Such emergency leave days are to be used under the same conditions a provided for other professional staff.
- g) The Board shall provide a fully paid dental policy at a benefit level of 75%/75%75% for the Superintendent and her family.

- h) The Board shall provide a valid life insurance policy in the name of the Superintendent for the beneficiary named by the Superintendent with a face value of One Hundred Thousand and 00/100 dollars (\$100,000).
- i) The Board shall provide a yearly car allowance of \$3600 exclusive of out-of-district conference travel and expenses with the payments to be apportioned installments throughout the contractual year. Out-of-district travel will be reimbursed per contractual agreements with professional staff.
- j) The Superintendent shall be entitled to 25 working days vacation for each year of the contract. Unused vacation time from one contract year may not be carried over to the next contract year but may be converted to additional compensation.
- k) The Board shall provide long term disability income insurance equivalent to professional staff under the Master agreement.
- l) 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.
- m) The Board shall assume the cost of fees required by Act 339 (Public Acts of 1988) for the certification of the Superintendent and upon documenting the successful completing of such course work, the Board shall reimburse the Superintendent for tuition costs of course work from a college or university which meets the requirements for recertification under the terms of Act 339.
- n) The Superintendent may attend professional meetings at the local, state, and national level, the expenses of said attendance paid by the district. The district shall reimburse the Superintendent for all reasonable expenses resulting from the performance of her duties as Superintendent. Further the Board shall pay for the Association dues of the Superintendent for the Michigan Association of School Administrators and the MASA region in which the district is located as well as other appropriate affiliations.

4. TERMINATION PROVISIONS

The Superintendent shall be subject to discharge for good and just cause, but the Board shall not arbitrarily and 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.

5. PAYMENT FOR EXTRA DUTIES

If the Superintendent serves a Chief Negotiator, the Superintendent shall be compensated for contract negotiations with the Alcona Education Association and the Teamster Bargaining Units at a rate of \$2500 per contract. Said compensation will be

paid in the school year a tentative agreement is reached and shall not be a permanent adjustment to the base.

6. TENURE

The Superintendent shall not be deemed to be granted continuing tenure in such capacity but shall be deemed to have been granted tenure as an active classroom teacher in accordance with the provisions of the Michigan Teacher Tenure Act.

7. DUTIES AND PERFORMANCE

The Superintendent agrees to perform faithfully the duties of her position which shall consist of the ordinary duties of a Superintendent as defined by state law and such other duties as may be assigned to her by the Board of Education.

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

By Mark P. Keldusien Board President

By Shawn S. Thornton Superintendent