

Superintendent/High School Principal Contract of Employment

This contract of employment is entered into by and between the Board of Education of Brimley Area School District, Brimley, Michigan (hereinafter termed the Board) and Brian Reattoir (hereinafter termed the superintendent). This contract is entered into this 1st day of July, 2015, between the Board and superintendent.

Witness:

I. Type of Employment:

The Board agrees to hire the administrator in the administrative capacity as superintendent of schools/high school principal, and he agrees, during the period of this contract, to faithfully perform the duties of his position subject to the rules and regulations of the Board and other regulations, duties and requirements imposed by applicable statutes of the State of Michigan.

A. Terms of Contract:

The terms of this contract shall be as follows:

1. Length of Contract:

The Board agrees to employ Brian Reattoir as superintendent/high school principal for a period of three (3) years from July 1, 2015 to June 30, 2018.

2. Effective Date:

This contract shall be in effect as of the 1st day of July, 2015 with an annual salary of \$95,000.

a. Anniversary Date:

The anniversary date of this contract shall be the first day of July of each year.

b. Number of Workdays:

The superintendent will be employed for 260 days per year.

c. Extension:

This Board agrees to employ the superintendent for the term commencing July 1, 2015, to and including June 30, 2018. The Board shall review this Contract with the superintendent annually and shall, on or before March 30 of each ensuing year of employment, take official action determining whether to extend the Contract 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.

provide the above-described insurance coverage, shall be relieved from all liability as to insurance benefits.

a. Life Insurance:

The Board shall provide a \$50,000 term life insurance

- b.** A merit pay stipend will be paid. Based up the overall score on the annual state required administrative evaluation, the following merit pay will be awarded in June of each year, according to the following schedule:

90 – 100% = \$2,000

84 – 89 % = \$1,500

80 – 83% = \$1,000

- c.** The Employee will be reimbursed for the tuition payments of a maximum of 6 graduate credits per year from an accredited College or University pertaining to employee's academic professional development

4. Travel Expense:

The Board shall reimburse the superintendent at the IRS rate for use of his automobile in conducting business in accordance with the position of superintendent of schools. The Board further agrees, to reimburse the superintendent for reasonable costs incurred on official school business for meals, lodging and related expenses.

5. Membership in Associations:

The Board shall pay dues incurred by membership in professional associations and for expenses involved in attendance at conferences held by such associations. Requests to attend out of state conferences shall be presented to the Board for prior approval.

6. Certifications and Qualifications:

The superintendent represents that he holds all certificates and other qualifications required by the law of the State of Michigan and the rules and regulations of the Michigan Department of Education to assume the functions and duties of Superintendent of Schools.

The parties agree this contract shall be deemed to have been extended for a single period of one year beyond its final expiration date unless the party wishing to terminate shall have given written notice to the contrary to the other party 90 days prior to the annual anniversary date. With such written notice, it is expressly understood by and between the parties hereto that the contract will expire on the final expiration date of this contract.

d. Salary:

The compensation level is to be reviewed and negotiated each succeeding year of the contract.

e. Installments:

This contract shall be paid in installments, the first payment to be made on first designated payday after July 1, 2015, with subsequent payments to be made bi-weekly. This salary shall be paid in 26 equal installments.

3. Fringe Benefits:

Fringe benefits shall be as follows :

a. Sick Leave:

Twelve (12) days per year accumulated to a total of one hundred twenty (120) days. Other provisions of sick leave equal to certified staff.

b. Vacation:

It is understood the superintendent is employed for a fifty two (52) week period each year. The superintendent is entitled to twenty (20) days of vacation per year with pay. In addition, the following holidays are considered non-work days:

- July 4th
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve
- New Year's Day
- Good Friday
- Memorial Day

c. Health Insurance

Upon proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder, and/or third-party administrator, the District shall make premium payments (or premium equivalent payments, for self-funded benefits) on Employee's behalf (and on behalf of Employee's eligible dependents) for the following insurance programs:

The Board shall provide, to the employee, for a full twelve month period from September 1 to August 31 of each year for the employee's entire family, the following MESSA PAK program. When appropriate, MESSA Care and Medicare premiums will be paid on behalf of eligible employees, spouses or dependents. Employees electing health insurance shall receive the benefits listed in Plan A.

PLAN A:

*The state mandated Health Insurance Caps shall be in place beginning July 1, 2014.

*The employee will be provided MESSA Choices II for both PAK A and PAK B with a \$500/\$1000 deductible: \$20 Office visit; Prescription Co-Pay: \$10 generic and \$20 non-generic.

*Effective January 1, 2015 members had the option to switch to MESSA ABC Plan 1. The cost including pre-funding will be subject to the Health Insurance Caps for the whole fiscal year.

*For those selecting the Health Saving Account (HSA) the HSA will be pre-funded on a quarterly basis. Starting in January, 2016, the HSA will be pre-funded quarterly.

*The Board will completely fund the HSA for a member if a medical emergency occurs

*In the event an employee or his dependents medically requires that the HSA be utilized prior to the scheduled Board payments, the Board agrees to fund the entire annual HSA amount to that individuals account. If the employee separates from the employment prior to the reimbursement of the Board's HSA payments, any remaining funds owed to the Board will be deducted from any monies owed to the teacher.

LTD: 66.67%
 \$3,000 Max
 90 Calendar Days Modified Fill
 Alcoholism/Drug - 2 yr.
 Mental/Nervous - 2 yr.

Social Security Offset - family
Minimum payout 5%
Pre-existing condition Waiver
Maternity Coverage/Rehabilitation - standard
Freeze on offsets

Dental	Auto + 008 (100:90/90/90:\$1,500)
Negotiated Life	\$50,000 AD & D
Vision	VSP-3 Plus

EMPLOYEES NOT ELECTING HEALTH INSURANCE SHALL RECEIVE
BENEFITS IN PLAN B:

PLAN B:

LTD Same as Plan A

Delta Dental	Auto + 008 (100:90/90/90:\$1,500)
Negotiated Life	\$50,000 AD & D
Vision	VSP-3 Plus

If the employee does not elect health insurance coverage, he shall have available the amount of \$375 per month.

Employee is responsible for all premium (or premium equivalent) amounts in excess of the District's premium (or premium equivalent) contribution, or whatever employee premium contributions are required by law, whichever amount is greater, as a condition to enrolling and participating in the above insurance programs. Employee hereby authorizes payroll deduction for these amounts.

The District reserves the right to change the identity of the insurance carrier, policyholder, and/or third-party administrator for any of the above coverages, provided that comparable coverage, as determined by the District, is maintained during the Contract term. Additionally, the District has the right to self-fund any of the above benefits.

The District shall not be required to remit premiums for any insurance coverages for Employee (or for Employee's eligible dependents) if enrollment or coverage is denied by the insurance underwriter, policyholder, or third-party administrator. The terms of any contract or policy issued by any insurance underwriter, policyholder, or third-party administrator shall control as to all matters concerning benefits, eligibility, coverage, cessation of coverage, and other related matters. Employee is responsible for assuring completion of all forms and documents needed to receive the above-described insurance coverage. The District, by payment of the premiums required to

7. Evaluation:

The Board of Education shall evaluate the superintendent in writing by March 30th of each year. The evaluation shall be presented to and discussed with the superintendent by the president of the Board of Education. Before the commencement of each year of the agreement, the Board of Education and the superintendent shall meet to discuss and determine the performance standards for said year. A summary evaluation shall be given at a regularly scheduled board meeting.

9. Tenure:

The superintendent shall not be deemed to be granted tenure in the administrator's position established by virtue of this contract.

In witness whereof the parties hereto have set their hands the day and year as written:

Tim Wilson
Board President

6-15-15
Date

Amy McCoppelli
Board Secretary

6-15-15
Date

Brian Reattoir
Brian Reattoir, Superintendent/High School Principal

9-9-15
Date