

MID PENINSULA SCHOOL DISTRICT
ADMINISTRATOR'S CONTRACT
POSITION: SUPERINTENDENT/K-12 PRINCIPAL

THIS AGREEMENT, entered into this 21st day of March 2011, between the Mid Peninsula Board of Education hereinafter called "Board" and Mary F. Brayak, hereinafter called "Superintendent".

WITNESSETH:

1. The Board agrees to employ Superintendent as Superintendent/K-12 Principal of its School District for the term of three (3) years from July 1, 2011 to and including June 30, 2014.
2. Superintendent agrees to perform the duties of Superintendent of Schools/K-12 Principal in a competent and professional manner in accordance with the established policies and regulations of the Board of Education and the laws of the State.
3. The Board agrees to pay Superintendent for her services during the year of said contract in twenty-six (26) equal installments. Compensation for the first year (2011-2012) shall be \$97,079, the second year (2012-2013) will be \$99,079 and the third year (2013-2014) will be \$101,079. If at any time, the state of Michigan mandates a pay reduction or freeze, the Board agrees to adjust Superintendent's salary to compensate for the reduction or freeze to maintain the agreed upon salary levels.
4. Leave privilege, insurance and fringe benefits shall be as follows:
 - a. Superintendent shall be entitled to twenty (20) days vacation per year at a time mutually agreeable to both parties. Current accumulations will be carried forward.
 - b. Superintendent shall have fringe benefits granted by the Board of Education of the Mid Peninsula School as follows:
 - i. PAK B Superintendent Principal Insurance to include the following:
 - a. Delta Dental 100/90/90 or equivalent
 - b. VSP 3 Plus Vision or equivalent
 - c. Life Insurance of \$50,000
 - d. Accidental Death and Dismemberment of \$50,000
 - ii. Emergency leave granted with the approval of the Board President.
 - iii. Fifteen (15) sick leave days per year, accumulative to one hundred eighty (180) days. Current accumulations will be carried forward.
 - iv. The Superintendent is entitled to a paid day off for the following holidays: Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Good Friday, Independence Day, Labor Day and Memorial Day.
 - v. In the event that a paid holiday falls on a Saturday or Sunday, the Superintendent may choose to take either the preceding Friday or the succeeding Monday off.

- vi. The Superintendent may choose to follow the summer office hours schedule.
- 5. Upon termination, the Board shall pay to the Superintendent an amount equal to the Superintendent's effective per diem rate at the time of termination times the number of accrued unused illness and vacation leave days, using a maximum of one hundred eighty (180) days in the final calculation.
- 6. Mileage to be paid at the IRS rate for school related business.
- 7. EXTENSION- This contract may be extended either by option of the Board or by operation of law, as follows:
 - a. Board Option-The Board, no later than the 31st day of March of each year during the term of this contract, may extend the contract for an additional one-year period. In exercising the option, the Administrator for the school year included in the extension. All other terms and conditions of this contract shall remain unchanged unless mutually agreed upon.
 - b. The Board in its sole discretion and with or without cause may decline to extend this contract for an additional year.
 - c. Operation of Law-Unless the Board gives written notice of non-renewal of contract to the Administrator at least 90 days before the contract's termination date, this contract will, without further action, be automatically renewed for an additional one-year period as provided by Public Act 183 of 1979.
- 8. It is mutually understood and agreed that this contract does not confer tenure upon Superintendent in the above described position or any other administrative position.
- 9. Superintendent shall attend appropriate professional meetings at the local and state levels and shall be reimbursed for her expenses in connection therewith and for any reasonable out-of-pocket expenses incurred on behalf of the Board. These costs include fees for required credits to maintain state superintendent requirements.
- 10. Superintendent shall be reimbursed six credits every five (5) years along with lodging, mileage and reasonable out-of-pocket expenses incurred to attend Northern Michigan University Summer Institute.

IN WITNESS WHEREOF THE parties have duly executed the Superintendent/K-12 Principal Employment contract to take effect July 1, 2011 and signed into effect on this date:

3/24/2011 Mary S. Braepk
 Date Administrator

03/24/2011 Forrest Hill
 Date President, Board of Education

Cheryl Patrick
 Date Secretary, Board of Education