

ALANSON PUBLIC SCHOOL DISTRICT

Superintendent/9-12 Principal's Contract

THIS CONTRACT, entered into this 9th day of February, 2012, between the Alanson Board of Education, hereinafter called the "Board" and Jeffrey D. Liedel, hereinafter called "Superintendent/9-12 Principal".

WITNESSETH:

1. DUTIES

The Superintendent/9-12 Principal agrees, during the period of this contract, to faithfully perform his duties and obligations in such capacity for the school district including, but not limited to, those duties required by the School Code. He will act as an advisor to the Board on matters pertaining to the school administration or the School District, and he will inform the Board as to the administrative action taken on its behalf. The Superintendent/9-12 Principal shall recommend, effect, or cause to be effected, the policies and programs of the Board of Education as may be adopted. He will faithfully and diligently fulfill all the duties and obligations incumbent upon him as the executive head of the administrative section of the school system and the Alanson Public School District.

2. TERM

The Board agrees to employ Jeffrey D. Liedel as Superintendent/9-12 Principal of its schools for the term of three (3) years commencing July 1, 2012 to June 30, 2015.

The Board shall review this contract with the Superintendent/9-12 Principal annually, and shall, on or before March 31 of each ensuing year, take official action determining whether or not it is extended for an additional year and notify the Superintendent/9-12 Principal 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.

The Board agrees to pay the Superintendent/9-12 Principal, the annual rate of One hundred three thousand Dollars (\$103,000) for two hundred sixty (260) days as determined in the formula for compensation of the Superintendent/9-12 Principal and approved by the School Board, for performance of the terms of this Contract. Said sum shall be paid on twenty-six (26) bi-weekly installments.

The Board agrees to compensate the Superintendent/9-12 Principal an amount of \$16,200 to be deposited into a board-paid 403(b) account. This amount can be deposited with any approved vendor within the District's 403(b) plan. Said sum shall be paid on twenty-six (26) bi-weekly installments.

3. EVALUATION

The Board shall evaluate the Superintendent/9-12 Principal, at least annually, using the criteria and an evaluation process mutually agreed to by the Board and the Superintendent/9-12 Principal.

4. TENURE

The Superintendent/9-12 Principal shall not be deemed to be granted continuing tenure in such capacity but shall be deemed to have been granted continuing tenure as an active classroom teacher in accordance with the provisions of the Michigan Teacher Tenure Act.

5. PROFESSIONAL LIABILITY

The Board agrees that it shall defend, hold harmless and indemnify the Superintendent/9-12 Principal from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent/9-12 Principal in his individual capacity, or in his official capacity as agent and employee of the Alanson Public School District, provided the incident arose while the Superintendent/9-12 Principal was acting within the scope of his employment and excluding criminal litigations. The Board shall provide public liability insurance for the Superintendent/9-12 Principal to cover legal expenses in defense of claims and payment of judgment resulting from his functioning as Superintendent/9-12 Principal and will reimburse him for any portion of such expense and judgments not covered by insurance. In no case will individual Board members be considered personally liable for indemnifying the Superintendent/9-12 Principal against such demands, claims, suits, actions and legal proceedings.

6. PROFESSIONAL GROWTH

The Superintendent/9-12 Principal may attend professional meetings at the local, state and national levels, the expenses of said attendance to be paid by the Board. National meetings will require board approval.

The Board shall reimburse the Superintendent/9-12 Principal for all reasonable expenses resulting from the performance of his duties as Superintendent/9-12 Principal.

7. PROFESSIONAL DUES

The Board shall pay the Association dues of the Superintendent/9-12 Principal for the American Association of School Administrators, the Michigan Association of School Administrators, The Michigan Negotiators Association, and the M.A.S.A. region in which the School District is located, as well as other appropriate affiliations as approved.

8. FRINGE BENEFITS

The Board shall provide the Superintendent/9-12 Principal with the following benefits:

- Health Insurance premiums paid by the Board up to an annual cap of \$5,500. The administrator may enroll in the same health, dental, vision and long-term disability insurance package provided in the teacher’s contract but the district’s responsibility is only \$5,500 which is the State’s single person rate. In the event the administrator chooses an alternate provider or package, the district’s obligation does not change and will not exceed the \$5,500 cap.
- Short Term Disability Insurance paid by district
- Twelve (12) sick days per year.
- Twenty (20) vacation days per year (no accumulation). Vacation days in excess of three (3) consecutive days used during the negotiated school calendar, other than the normally scheduled vacation (i.e. Christmas and Spring Break), must be approved in advance by the Board President.
- Paid holidays include: Independence Day (July 4), Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Years Eve, New Years Day, Good Friday, and Memorial Day.

9. TERMINATION PROVISIONS

The Superintendent/9-12 Principal shall be subject to discharge for good and just cause, but the Board shall not arbitrarily and capriciously dismiss him. No discharge shall be effective until written charges have been served upon him and he 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/9-12 Principal. At such hearing, he may have legal counsel at his own expense.

The Superintendent/9-12 Principal is prohibited from engaging in conduct involving moral turpitude. Pursuant to MCL 380.634(7) the Board may void this contract if the Superintendent/9-12 Principal violates this provision. Moral turpitude may be defined as conduct contrary to accepted rules of justice, honesty, and good morals and may involve actions against another person, property, society and/or the government.

10. BREACH

In the event of a breach on the part of either party to this agreement, nothing contained herein shall be construed to render the obligations of either party under this agreement null and void.

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

By: _____
Board President

Date: _____

By: _____
Superintendent/9-12 Principal

Date: _____