

SUPERINTENDENT'S CONTRACT  
Wakefield-Marenisco School District

RECEIVED JUL 23 2012

This CONTRACT is made and entered into as of the 1<sup>st</sup> day of July, 2011, between the BOARD OF EDUCATION of the Wakefield-Marenisco School District, hereinafter referred to as the "DISTRICT", and CATHERINE SHAMION, as Superintendent, hereinafter referred to as "ADMINISTRATOR".

In consideration of the provisions of this agreement, the District and the Administrator agree as follows:

1. Term--This contract shall take effect on the **1<sup>st</sup> day of July, 2011** and continue in force thereafter **through the 30<sup>th</sup> day of June, 2013**, subject to extension and termination as provided in paragraphs 3 and 4.
2. Duties—The Administrator represents that she meets all Michigan requirements and holds all certificates necessary for employment by the Board of Education as Superintendent of Schools. The Administrator agrees to perform the duties of Superintendent and School Administrator in a competent and professional manner in compliance with the laws applicable to the school district and the policies and regulations adopted by the Board of Education.
3. Evaluation—Annually and no later than the 15<sup>th</sup> day of February each year during the term of this Contract, the performance of the Administrator will be evaluated and reviewed by the Board.
4. Extension—This contract may be extended whether by option of the Board of Education or by operation of law, as follows:
  - A. Board option: The Board of Education, no later than the 28<sup>th</sup> day of February of each year, beginning in 2012, during the term of this contract, may extend the contract for an additional one year period. In exercising this option, the Board also shall establish the annual salary to be paid to the Administrator for the school year included in the extension. All other terms and conditions of this contract shall remain unchanged.
  - B. Operation of Law: Unless the board of Education gives written notice of non-renewal of this contract to the Administrator at least ninety (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. The Administrator annually shall advise the Board of this obligation during the month of January.
5. Termination—The Administrator may be discharged and this contract terminated at any time for just cause.
6. Compensation—For the period of July 1, 2011 through June 30, 2013, the Administrator will be paid a base salary of **\$79,999.00 for a 260 day work year, each of the two years of this contract.**

7. **Fringe Benefits**—During the terms of this contract, the Administrator shall receive the same health, dental and vision insurance as negotiated in the Wakefield-Marenisco Education Association master contract with all costs being paid by the District.
8. **Sick Leave**—*The Administrator is entitled to fifteen (15) days for each year of the contract to be accumulated up to 130 days. The Administrator shall be reimbursed for unused, accumulated sick days at the rate of \$50 per day upon retirement or termination of this contract.*
9. **Funeral Leave**—*The Administrator shall be entitled to receive up to five (5) days leave with pay per year due to the death of a member of her immediate family, as defined by the W-MEA master contract. The Administrator shall be granted one (1) day of leave with pay when a death occurs to a relative outside the employee's immediate family.*
10. **Holidays or Vacations**—*The Administrator shall receive the following holidays: New Year's Day, Good Friday/Easter Monday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday immediately after Thanksgiving, Christmas Eve and Christmas Day. If a holiday falls on a Saturday, the vacation day shall be taken on the immediately preceding Friday. If the holiday falls on a Sunday, the vacation day shall be taken on the immediately following Monday.*

***The Administrator shall receive thirty (30) days as vacation time for each year of the contract.***

11. **Personal Days**—*The Administrator shall receive five (5) personal days for each year of the contract.*
12. **Remote Work Days**—*The Administrator shall receive ten (10) days during which she shall be entitled to work from a remote site, as part of the 260 work day calendar.*
13. **Special Provision**—The District shall pay all local and state professional dues for the Administrator.
14. **Opt Out Clause**—*It is agreed that the Board/Board President will meet with the Administrator before May 1<sup>st</sup> to discuss the position of "District Administrator". At this time, if either party decides that a change in the current administrative alignment is deemed necessary, the Board/Board President and Administrator will agree on the best course of action.*
15. In light of the unique nature of the professional duties of the Administrator, the District shall provide to the Administrator, at no expense to her, legal counsel and representation in any legal action brought against her as Administrator and either hold her harmless or insure her adequately against all liability that results from her performance in the course and scope of her employment as administrator.