

**CHASSELL TOWNSHIP SCHOOL DISTRICT  
SUPERINTENDENT/PRINCIPAL'S CONTRACT**

**THIS CONTRACT**, entered into this **20<sup>th</sup> day of July 2015**, between the **Board of Education**, hereinafter called the "Board" and Howard G. Parmentier, hereinafter called the "Superintendent/Principal."

**WITNESSETH:**

**1. DUTIES**

The Superintendent/Principal agrees, during the period of this contract, to faithfully perform his duties and obligations in such capacity of 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 of the School District, and he will inform the Board of significant administrative action taken on its behalf. The Superintendent/Principal shall recommend, effect, or cause to be effected, the policies and programs of the Board of Education as may be needed. He will faithfully and diligently fulfill all the duties and obligations incumbent upon him as the executive head of the School District.

Additionally, the Superintendent shall hold the position of Principal and shall perform all of the duties and obligations required of a person holding said position.

**2. TERM**

The Board agrees to employ Howard G. Parmentier, as **Superintendent and Principal** of its schools for the term of **2 years** from July 01, 2015 to and including June 30, 2017.

The Board of Education shall, not later than March 31 of each year during the term of this contract, consider the extension of this contract for an additional one (1) – year period.

**3. EVALUATION**

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

**4. TENURE**

The Superintendent/Principal shall not be deemed to be granted continuing tenure in such capacity.

## **5. PROFESSIONAL LIABILITY**

The District agrees that it shall defend, hold harmless and indemnify the Superintendent/Principal from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent/Principal in his individual capacity, or in his official capacity as agent and employee of the District, provided the incident arose while the Superintendent/Principal was acting within the scope of his employment.

The Board shall provide liability insurance for the Superintendent/Principal to cover legal expenses in defense of claims and payment of judgments resulting from his functioning as Superintendent/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/Principal against such demands, claims, suits, action, and legal proceedings.

## **6. PROFESSIONAL GROWTH**

The Superintendent/Principal may attend professional meetings at the local, state and national levels, subject to the prior approval of the Board of Education, the expenses of said attendance to be paid by the District.

The District shall reimburse the Superintendent/Principal for all reasonable expenses resulting from the performance of his duties as Superintendent/Principal.

The District shall reimburse the Superintendent/Principal for all reasonable expenses incurred for successfully completed academic university courses including: tuition, textbooks, mileage, meals and other necessary costs, with the participation of said academic courses first requiring approval of the Board of Education.

## **7. PROFESSIONAL DUES**

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

## **8. COMPENSATION**

The Board agrees to pay the Superintendent/Principal for his services during each year of said contract in equal installments unless otherwise agreed to by the parties.

Compensation shall be **\$79,000 for the 2015-2016 year; and \$81,000 for the 2016-2017 year.** Said salary shall be reviewed annually and is subject to upward revision by agreement of the parties. In no case will the salary be lowered.

## **9. FRINGE BENEFITS**

The Board of Education shall provide the Superintendent/Principal with the following benefits:

- Health insurance – declined by employee. Cash in Lieu will be deposited into an annuity monthly at a rate of \$500.00 per month.
- Dental, vision and long-term disability insurance provided other administrative employees.
- Life insurance in the amount equal to the annual salary.
- Twelve (12) sick days per year to be accumulated to a maximum of 120 days. The Superintendent/Principal shall be awarded 114 days of accumulated sick leave upon approval of this agreement.
- Twenty (20) vacation days per year. These shall be in addition to the holidays recognized by the District.
- Five (5) personal days per year.
- Nine (9) paid Holidays per year.
- Three (3) days of bereavement leave, not to be deducted from sick leave.

## **10. TRANSPORTATION**

The Board shall reimburse the Superintendent/Principal at the current rate per mile established by the Internal Revenue Service for use of his automobile in conducting business associated with the position of Superintendent/Principal of Schools.

## **11. TERMINATION PROVISIONS**

The Superintendent/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 changes have been served upon him and he 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/Principal. At such hearing, he may have legal counsel at his own expense.

## **12. TERMINATION OF CONTRACT (by Superintendent/Principal)**

The Superintendent/Principal may terminate this Contract by giving the School District written notice of his election to do so at least sixty (60) days prior to the anniversary date of this Contract, and such notice shall be delivered to the President or the Secretary of the Board of Education of the School District. This time may be reduced by mutual agreement of the Board.

**13. 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   
\_\_\_\_\_  
Ken Kytta, Board President

By   
\_\_\_\_\_  
Howard G. Parmentier,  
Superintendent/Principal