

**SUPERINTENDENT CONTRACT
BETWEEN
AND THE
GLEN LAKE COMMUNITY SCHOOL'S BOARD OF EDUCATION
OF THE GLEN LAKE SCHOOL DISTRICT**

THIS CONTRACT is made and entered into as of the 1st day of July, 2010, between the Board of Education of the Glen Lake Community School District, hereinafter referred to as the "Board of Education" and _____, as Superintendent, hereinafter referred to as "Administrator."

WHEREAS the Board of Education at a meeting held on 12th day of April, 2010 approved the issuing of the contract of the Administrator in accordance with the terms and conditions of this contract for one year until June 2013; and

WHEREAS the Administrator desires to be employed by the Board of Education in accordance with the terms and conditions of this contract;

NOW, THEREFORE, in consideration of the mutual promises contained in this contract, it is agreed between the parties as follows:

TERM – This contract shall take effect on the 1st day of July, 2010 and continue in force thereafter for three (3) years, through the 30th day of June, 2013.

DUTIES – The Administrator represents that she meets all MI requirements and holds all certificates necessary for employment by the Board of Education in this administrative position. The Administrator agrees to perform the duties of Superintendent 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.

EVALUATION – Annually, the Board of Education shall review with the Administrator her performance as Superintendent.

TENURE EXCLUSION – This contract does not confer tenure upon the Administrator in the position of Superintendent or any other administrative position in the district.

COMPENSATION – **The Board of Education shall pay to the Administrator an annual salary of \$113,044. for the school year 2010-2011. If the Administrator ceases to be employed in the capacity as Superintendent, she has the right to resume her position as the Director of Finance & Human Resources for the District and shall be compensated not less than \$75,585.00.** The salary will be paid in 26 installments. The Board of Education retains the right to adjust the salary during the continuation of this contract, but an adjustment shall not reduce the annual salary below the figures specified in this paragraph.

BENEFITS – During the term of this contract, the Administrator shall receive all benefits generally provided by the school district to full-time professional administrative staff on the same basis as available to those staff members in accordance with the Board of Education policy, including: absence from daily attendance at the administrative office during school holidays, personal and sick leave (policy #2552.0), long term disability insurance, health, dental, and vision insurance, retirement benefits, and a \$100,000 term life insurance policy.

**2010-2011 Superintendent Contract
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BENEFITS CONTINUED—In addition, the Superintendent will be entitled to ^{twenty five - (25)} twenty (25) days vacation annually to be taken between July 1 and June 30 of each year. Leave periods longer than three (3) weeks will be discouraged. The Administrator shall be able to carryover unused vacation days until October 31st following the close of the current fiscal year.

TERMINATION – The Administrator may be discharged and this contract terminated at any time for cause.

SPECIAL PROVISIONS - The Administrator shall be eligible to be reimbursed for all reasonable expenses incurred in the discharge of her duties.

The Administrator will accrue additional personal leave time at the rate of 2 days per month. This time may be used at the Administrator's discretion to compensate the Administrator for evening and week-end work. At the end of the fiscal year, the Administrator will be compensated at her daily rate for up to 50% (12 days) of the additional personal leave time granted but unused.

The Board shall pay the Administrator mileage for travel, at the per diem IRS rate.

The Administrator may attend appropriate professional meetings, using the guidelines established for the Board, in policy #8340.

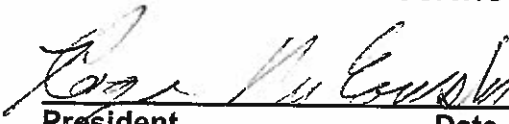
Dues for membership in professional organizations, appropriate for the position of Superintendent, Director of Finance or Human Resources will be paid by the Board of Education. A Board paid annuity of \$1500.00 annually.


The Administrator will be reimbursed for all college credit hours at a rate of 60% per credit hour & related fees.

The Administrator is subject to assignment and transfer at the discretion of the Board of Education. The 2010 - 2011 school year's assignment is Glen Lake Community School's Superintendent.

IN WITNESS WHEREOF, the parties have duly executed this Administrator's employment contract as of the day and year written in the opening paragraph.

FOR THE BOARD OF EDUCATION



President Date 4/16/10


Secretary Date 4/15/10

BY THE ADMINISTRATOR



Date 4/15/10

Compensation
2011-2012 \$114,174.00
2012-2013 \$115,316.00