

SUMMERFIELD SCHOOLS
PETERSBURG, MICHIGAN
49270

An agreement between the Summerfield Schools' Board of Education, hereinafter called "Board", and John S. Hewitt, hereinafter called "Superintendent".

WITNESSETH:

I CONTRACT PERIOD

The Board agrees to employ John S. Hewitt as Superintendent of Schools for the term of three (3) years, from July 1, 2011, to and including June 30, 2014.

The Board shall review this contract with the Superintendent annually, and shall, on or before June 30 of each ensuing year, take official action determining whether or not it is extended for an additional year and notify the Superintendent of its actions, in writing. If no action is taken by the Board, the contract shall be deemed to have been renewed for an additional year.

II COMPENSATION

The Board agrees to pay the Superintendent \$99,581 for his services for the 2011-2012 school year. The salary for the 2012-2013 and 2013-2014 school years shall be negotiated at a later date.

III ANNUITY

The Superintendent shall annually receive a tax-deferred annuity in the amount of \$2,500.00.

IV DISCHARGE

The Superintendent shall be subject to discharge for good and just causes, but the Board shall not arbitrarily or capriciously dismiss him. These causes shall be made in writing and the Superintendent has thirty (30) days in which to request a hearing before the Board.

V TENURE

It is mutually understood and agreed that this contract does not confer tenure upon the Superintendent in the position.

VI FRINGE BENEFITS

The Superintendent shall have all fringe benefits as provided to the teaching staff, including longevity pay with the following exceptions:

- A. The Superintendent shall be entitled to 25 days vacation each year.
- B. The district will provide to eligible employees a High Deductible Health Plan (HDHP), Blue Cross Blue Shield of Michigan Flexible Blue 2 Plan with SET-SEG being the third party administrator. The deductible of \$2,500.00 family and \$1,250.00 single will be fully funded, on a calendar year basis, by the school district through a Health Savings Account (HSA). Long-term disability and life insurance will be provided to eligible employees through SET-SEG insurance. Delta Dental and VSP coverage will continue to be provided by MESSA.
- C. The Superintendent shall be provided with a Term Life insurance policy with a face value of one and one-half (1-1/2) times his annual salary.
- D. The Superintendent shall be provided with a Long Term Disability insurance policy providing for at least two-thirds (2/3) of his salary up to a maximum of \$3,500/month to be paid to him until sixty-five (65) years of age should he become disabled.
- E. The Superintendent may substitute an annuity for the Board paid life insurance and/or LTD in section B and C.
- F. The Superintendent shall be provided with a Vision Care Plan VSP III.
- G. The Superintendent shall be provided with a Liability Protection insurance policy which provides legal counsel and representation to the Superintendent in any legal action brought against him as Superintendent of Schools, and either hold him harmless or insure him adequately against all liability that results from his performance in the cause and scope of his employment as Superintendent.
- H. The Superintendent shall attend appropriate meetings at the local, state and national levels and shall be reimbursed for his expenses in connection therewith and for any out-of-pocket expenses incurred on behalf of the Board. The Superintendent shall file an accountability report for expenses incurred.
- I. The Board agrees to pay dues for the Superintendent for memberships in appropriate state and national organizations.
- J. The Board shall pay the Superintendent mileage, at a rate approved for all district employees, for every mile traveled on Board business outside of the school district.

VII CERTIFICATION

The Superintendent represents that he meets all Michigan requirements and holds all certificates necessary for employment by the Board in this administrative position. This agreement shall remain in effect from the effective date below until such future time as it is changed in part or in whole by mutual agreement of both parties.

DATED THIS 11th DAY OF July, 2011.

BY: Renee Laylene BY: Paul Kowalski
President of the Board Vice-President of the Board

BY: Leanna Kinsley BY: Clinton Howard
Secretary of the Board Treasurer of the Board

Jeff Hewitt
Superintendent of Schools

Superintendent's Compensation Information 1998 to present

YEAR	SALARY	TSA	CAR ALLOWANCE
1998-1999	\$75,000	none	\$1500
1999-2000	\$76,875	none	\$1500
2000-2001	\$79,181	none	\$1500
2001-2002	\$82,348	\$1647	\$1500
2002-2003	\$85,230	\$1705	\$1500
2003-2004	\$89,300	\$2500	\$1500
2004-2005	\$91,979	\$2500	\$1500
2005-2006	\$92,899	\$2500	\$1500
2006-2007	\$94,757	\$2500	\$1500
2007-2008	\$96,652	\$2500	\$1500
2008-2009	\$97,619	\$2500	\$1500
2009-2010	\$97,619	\$2500	\$1500
2010-2011	\$98,595	\$2500	none
2011-2012	\$99,581	\$2500	none
2012-2013	\$84,644	\$2500	none