

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 July 1, 2016, to and including June 30, 2019.

II. COMPENSATION

The Board agrees to pay the Superintendent \$115,000 for his services for the 2016-2017 school year. The salary for the 2017-2018 school year and the 2018-2019 school year 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 MESSA Choices II with a deductible of \$500/\$1,000 or with an ABC/HSA plan. Long-term disability, life insurance, Delta Dental and VSP will be provided to eligible employees through MESSA. The Board's annual contribution toward the medical insurance plan shall not exceed the maximum amount allowed under law.
- 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        DAY OF        July, 2016.

BY: \_\_\_\_\_ BY: \_\_\_\_\_  
      President of the Board        Vice-President of the Board

BY: \_\_\_\_\_ BY: \_\_\_\_\_  
      Secretary of the Board        Treasurer of the Board

\_\_\_\_\_  
Superintendent of Schools