

MONTAGUE AREA PUBLIC SCHOOLS

SUPERINTENDENT CONTRACT

This Agreement is entered into this 29th day of June 2011, between the Board of Education of the Montague Area Public Schools District, hereinafter called "Board", and the "Superintendent".

The Board hereby hires and appoints Nathan Robrahn to the position of Superintendent for the fiscal years 2011-12 through 2013-14, beginning on July 1 and ending on June 30, and further agrees to compensate said Superintendent for his services at the annual rate of \$110,000 per year which compensation shall be in addition to the applicable benefits granted by the Board in conformance with its policies now or hereafter in effect. Specific benefits to the Superintendent are attached hereto and incorporated herein by reference on Exhibit A, providing however the annual salary for 2011-12 through 2013-14 shall not be less than \$110,000. The salary provided for herein shall be prorated for services actually rendered in the event of termination of this agreement or in the event the Superintendent shall fail to perform the contracted services for periods or causes not specifically permitted in the rules and regulations or where the services commence after the fiscal year has begun.

In accepting this assignment with the Board, it is my understanding that I am subject to policies established by the Board. I attest that I am qualified for the position as required by law.

Both the Board and Superintendent agree that this contract is subject to the Rules and Regulations of the Board now in existence or which may be hereafter adopted and the statutes of the State of Michigan with reference thereto now in existence or which may be hereafter adopted or amended with regard to all other terms and conditions of employment.

It is understood that as Superintendent, I am subject to assignment and transfer at the discretion of the Board of Education, but shall not be required to perform services not directly connected with the Public Schools.

This agreement may be terminated for just cause in accordance with the applicable Rules and Regulations of the Board.

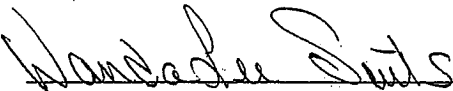
This contract shall be deemed to have been renewed for a period of one (1) year beyond its expiration date of June 30, 2014, unless the Board shall have given written notice to the contrary to the Superintendent in accordance with Act 183, Public Acts of 1980, as amended. The Superintendent recognizes the exclusive right of the Board to determine reductions in personnel and/or operations and the exclusive right to determine the area in which such reductions will be made. Lay-offs shall occur only upon the Superintendent receiving days on advanced notice or such other notice as is practical under the circumstances then existing.

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

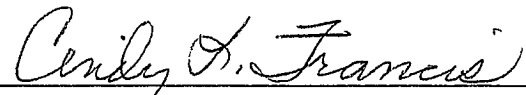
IN WITNESS WHEREOF, the parties hereto have executed this contract in duplicate on the date first given.

MONTAGUE AREA PUBLIC SCHOOLS Board of Education

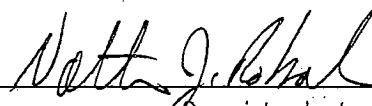
Dated: 6/29/2011

By:   
President of the Board of Education

Dated: 6/29/2011

By:   
Secretary of the Board of Education

Dated: 6/29/2011

By:   
Superintendent

Initials NR

85-6-27-11

EXHIBIT A TO SUPERINTENDENT CONTRACT

Superintendent shall be provided with health insurance, or payment in lieu thereof, as provided to other administrative employees. The Superintendent is subject to the terms and conditions of the applicable contract of insurance, e.g. coverage, exclusions.

Superintendent shall be provided with dental, vision, and long-term disability insurance.

Superintendent shall receive 20 days of vacation time each contract year. Vacation days, which are not used by June 30th of each year, will be carried over.

Superintendent shall be entitled to business mileage reimbursement at the IRS rate.

Superintendent shall receive cell phone reimbursement of \$60.00 per month.

Upon completion of MA+30, Superintendent shall receive an annuity to an authorized investment provider through TSA Consulting Group.

Superintendent shall receive twelve (12) days each contract year for illness (sick days), cumulative to a maximum of 180 days and 3 personal days. Unused personal days are added to sick days. Upon retirement, accumulated unpaid sick days will be paid in accordance with the policy then in effect for administrative employees of the Montague Area Public Schools.

Superintendent shall receive term life insurance in the amount of two times his annual salary. All other benefits as allowed by agreement of the Board of Education. Holidays shall include:

- |                            |   |
|----------------------------|---|
| 4th of July                | New Year's Eve  |
| Labor Day                  | New Year's Day  |
| Thanksgiving Day           | Good Friday   |
| Day after Thanksgiving     | Memorial Day  |
| Christmas Day              | Friday prior to Spring Break (follow district calendar) |
| Day before/after Christmas | Friday prior to Labor Day (follow district calendar)    |

(When the holiday falls on a Saturday, the Friday before will be the holiday; and, when it falls on a Sunday, the holiday will be the Monday after).