

EMPLOYMENT CONTRACT
RAVENNA PUBLIC SCHOOLS

This contract is made and entered into as of the 1st day of July, 2010 between the Board of Education of the Ravenna Public Schools, hereinafter referred to as the "Board of Education," and **John VanLoon**, as Superintendent, hereinafter referred to as "Administrator."

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:

1. Term. The Board agrees to employ **John VanLoon** as Superintendent of its schools for the term from **July 1, 2010 to and including June 30, 2012.**
2. Duties. The Administrator represents that he meets all Michigan requirements and holds and will continue to hold 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. Such duties shall include but by no means be limited to attendance and participation in school functions as well as involvement in community activities and organizations.
3. Evaluation. The Board shall evaluate the Superintendent not later than February 15th of each year, using the criteria and an evaluation process mutually agreed to by the Board and the Superintendent.
4. Renewal. 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-year period.
5. Tenure Exclusion. This contract does not confer tenure upon the Administrator in the position of Superintendent or any other administrative position in the district.
6. Compensation. The Board of Education shall pay to the Administrator a base salary of **One Hundred Thousand Sixty Dollars (\$100,060.00)** for the school year **2010 –2011** and **One Hundred Two Thousand Nine Hundred Eighty Dollars (\$102,980.00)** for the school year **2011-2012** with further adjustments given after Board contract negotiations thereafter during the continuation of this contract. Salary shall be paid in **26** equal installments.
7. Benefits. During the term of this contract, the Administrator shall receive the benefits set forth in Appendix A.

8. Expenses. The District shall pay or reimburse the Administrator for reasonable expenses approved by the District and incurred by the Superintendent in the continuing performance of his duties under this Employment Agreement. Such expenses shall include but not be limited to school related car mileage at a rate not to exceed that allowed by the Internal Revenue Service as well as such membership fees and dues in professional or community organizations and tuition reimbursement for one graduate class (up to 3 credit hours) per year, as are specifically approved by the Board.
9. Termination of Employment Contract.
- A. Cause. The Administrator may be discharged and this contract terminated at any time for cause.
- B. Disability of Administrator. In the event the Superintendent is unable to perform the duties of his position by virtue of physical or mental disability and the Superintendent has exhausted his sick leave, the District may terminate this contract by written notice to Superintendent at any time after the Superintendent has exhausted such accumulated sick leave and any other leave that may be available and has been absent from his employment for an additional period of 30 days. All obligations of the District shall cease upon termination. If a question exists concerning the capacity of the Superintendent to perform his duties as a result of mental or physical disability, or to return to his duties, the District may require the Superintendent to submit to an appropriate examination, to be performed by a doctor licensed to practice medicine or to perform appropriate psychological examinations. The examination shall be done at the expense of the District and the physician or other examiner shall limit his report to the issue of whether the Superintendent has a disability which prohibits his from performing his duties.

IN WITNESS WHEREOF, the parties have duly executed this Superintendent's Employment Contract as of the day and year written above.

BOARD OF EDUCATION

ADMINISTRATOR

By: Sharon Jenken
President

[Signature]
Superintendent Signature

By: [Signature]
Secretary

APPENDIX A

FRINGE BENEFITS

1. Dental Insurance Premium: Delta Dental 100/100/80/80
2. Hospitalization - Medical & RX Insurance Premiums - Full Family coverage under SET/BCBS. The deductible will be paid by the district w/HSA.
3. Life Insurance: Two Hundred Fifty Thousand Dollars (\$250,000) Term Life Insurance under MESSA.
4. Personal Leave: Three (3) days per year, accumulative.
5. Professional Dues: Board payment of professional dues in State and National organizations.
6. Vacation: Twenty (25) days of paid vacation per contract year. On June 30 of each year going forward, the Superintendent has the option to sell back to the District, up to 10 vacation days at his/her current daily rate of pay.
7. Sick Leave: Twelve (12) days accrued sick leave effective upon commencement of employment and thereafter one (1) day per month with unlimited accumulation.
8. Sick Leave Payment: Upon termination of employment the Administrator will receive Fifty Dollars (\$50.00) per day for one-half (½) of accumulated sick days to maximum of fifty (50) paid days.
9. Travel Allowance: Automobile expense as set forth in paragraph (8) of the agreement.
10. Vision Insurance Premium: MESSA VSP-3+Platinum
11. Long Term Disability: Coverage level not less than currently provided school administrators.
12. Annuity: Superintendent to be given annuity of \$4,000 per year.
13. Holidays and Additional Vacation Days: The following holidays and days off shall be observed: Independence Day, July 3, July 5, Labor Day, Thanksgiving Day, day following Thanksgiving, day prior to Christmas if working day, Christmas Day, New Years Eve Day, New Years Day, Memorial Day, Birthday.

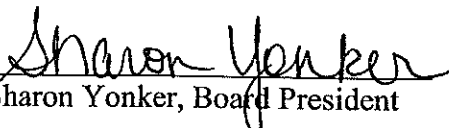
**Letter of Agreement
between
Ravenna Public Schools Board of Education
and
Superintendent John B. VanLoon**

The Board of Education for Ravenna Public Schools has stipulated by contract, a 2% increase in salary for Superintendent VanLoon beginning the contracted period from July 1, 2011 through June 30, 2012. Due to the nature of State finances and the atmosphere of contract talks in the district for all groups, which are making concessions for upcoming contracts, Superintendent VanLoon denies the raise and will continue to remain at the same wage level as the 2010 – 2011 school year,(\$100,060.00) for the 2011-2012 school year.

The Board does give the Superintendent the option to sell back to the district up to 10 unused vacation days at his current daily rate of pay.


Unless otherwise noted, all other aspects of the Superintendent's contract will remain as agreed upon. This Agreement will not set precedent nor constitute a past practice.

This Letter of Agreement terminates on June 30, 2012.



Sharon Yonker, Board President

6-1-2011
Date



John B. VanLoon

6/1/2011
Date