

NORTH MUSKEGON PUBLIC SCHOOLS

Mission Statement

The staff of the North Muskegon Public Schools, in partnership with parents and community, will educate each student. Our mission is student mastery of skills essential to lifelong learning and the development of positive self-esteem leading students to become productive, responsible citizens.

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This Agreement is entered into this 23rd day of August 2010, between the **Board of Education of the North Muskegon Public Schools**, hereinafter called "Board" and the "Superintendent".

The Board hereby hires and appoints **Curt Babcock** to the position of Superintendent for the fiscal years of 2010 through 2011 and 2011 through 2012, beginning on September 1, 2010, and ending on June 30, 2012, and further agrees to compensate said Superintendent for his services at the annual rate of \$106,000 (one hundred six thousand) and increase to \$108,000 (one hundred eight thousand) upon completion of PhD 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 of Exhibit A. The salary provided for herein shall be prorated for services actually rendered in the event of termination for this agreement or in the event the Superintendent shall fail to perform the contracted services for period or causes not specifically permitted in the rules and regulations or where the services commence after the fiscal year has begun.

The Administrator represents that he meets all Michigan requirements and the qualifications established by the Board of Education for this administrative position. The Administrator agrees to perform the duties of the Superintendent in a competent and professional manner in compliance with the laws applicable to the school district and the bylaws, policies, and regulations adopted by the Board of Education.

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 year beyond its expiration of June 30, 2012, 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 recognized 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 30 days advance 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.

NORTH MUSKEGON PUBLIC SCHOOLS
Board of Education

BY: 

President of the Board of Education

BY: 

Treasurer of the Board of Education

BY: 

Superintendent