

**HESPERIA COMMUNITY SCHOOLS
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT**

This contract made and entered into by and between the Board of Education of the Hesperia Community Schools, hereinafter called the "Board" and Jeffery Haase, hereinafter called the "Administrator" or "Superintendent".

WHEREAS, Jeffery Haase possesses the qualifications required under the laws of this state, NOW, THEREFORE, it is agreed between the parties as follows:


1. **Period of Employment.** The Board agrees to employ the Administrator in an administrative capacity as Superintendent for the term of July 1, 2012 to June 30, 2015. The Administrator shall be employed to work for a period of fifty-two (52) weeks of the school year. The Administrator agrees to serve the school district in that position, or in any other position which he may be assigned and to faithfully perform the duties of his position to the satisfaction of the Board and in accordance with the rules, regulations, policies and educational programs of the Board and the laws and regulations of the state of Michigan.
2. **Qualifications.** The Administrator represents that he holds all certificates and other qualifications required by law for his administrative assignment and understands that it is his responsibility to maintain all such required certificates during the life of this contract or it shall become null and void.
3. **Annual Salary.** The Board agrees to pay the Administrator an annual salary in the amount of \$105,000 during the 2012-2013 school year. The annual salary payment shall be payable in twenty-six (26) equal installments on a bi-weekly basis during the contract year. The Board will review the Administrator's overall performance annually and establish his annual salary at such a rate that it considers appropriate; provided however, the Administrator's salary shall not be less than the compensation received the previous year.
4. **Annuity Payments.** The District makes available a program that allows the Superintendent to designate portions of his salary to be placed in tax-deferred annuities. The Administrator may select the annuity or annuities from those offered by the District and determine the amount to be placed in the annuity. In addition, the District will pay five per cent (5%) of the Administrator's annual salary, but excluding step amounts to the tax-deferred annuity designated by the Administrator.
5. **Additional Benefits.** The Board shall provide the Administrator with the following paid benefits in addition to the salary set forth in Paragraph 3:

- a. Legal holidays specified in the school calendar plus 20 vacation days each school year. With the prior approval of the Board, unused vacation days may be carried over to the next school year, provided however, that at no time may the Administrator have more than forty (40) days of accrued but unused vacation. Upon termination of employment accrued vacation days, not to exceed forty (40) days, will be paid in a lump sum payment based on the Administrator's per diem formula.
- b. The Administrator will be provided a school car for school business. In the event the Administrator needs to use his personal vehicle, he will be reimbursed at the current mileage rate established by the district.
- c. Sick leave days in the amount of 14 days per school year, to be used when the Administrator is absent from work due to personal illness or injury. Three days may be used as personal days each school year. Sick days are accumulative without limit, including any accrued but unused sick leave days from the Administrator's service in the district. Upon termination of employment, accrued but unused sick days will be paid in a lump sum payment at the rate of \$15.00 per day.
- d. Membership in such professional education organizations as the Board may approve.
- e. Health insurance package in effect for the District Administrators or as modified or changed subsequently by Board action. This package currently includes medical, dental, and vision insurance. In the event that the Administrator elects not to utilize the medical insurance, an annuity in lieu of health @ \$327.04 per month will be given.
- f. Term life insurance in the amount of one and a half times the Administrator's current salary.
- g. Disability insurance package in effect for District Administrators or as modified or changed subsequently by Board action. This package currently includes long term disability.
- h. The Administrator will be given the necessary time off from work without loss of pay in the event of the death of his spouse and/or children. In the event of the death of a relative of the Administrator or his spouse, leave will be granted as agreed upon by the Board and the Administrator.
- i. The Administrator shall be given steps based on continuous years as an administrator in the district.

Step 5	Step 10	Step 15
\$1,000	\$1,500	\$2,000

- 6. **Expenses.** The Board shall pay the reasonable expenses incurred by the Administrator to attend meetings, conferences, and conventions as may be approved by the Board.

7. **Denial of Tenure.** The execution of this contract shall not be deemed to grant the Administrator any continuing tenure rights, and it is expressly understood that the Administrator shall not be eligible for continuing tenure in the Administrator's position established by this contract of employment or in any other administrative position to which the Administrator may be assigned hereunder.
8. **Contract Renewal.** The Board will follow all applicable statutory requirements, as may from time to time exist, concerning the renewal or non-renewal of this contract.
9. **Termination for Just Cause.** This contract is terminable at any time during its term for just cause. If during the term of this contract, action is undertaken to terminate this contract for just cause; the Board shall notify the Administrator in writing of the reason (s) for the recommendation of termination. The Administrator shall have the right upon his written request, to a public or private hearing before the Board concerning the recommendation for termination. Such a request may be received by the Board within ten (10) days of the Administrator's receipt of the notice. If a hearing is requested, the hearing must be held prior to the Board taking action on the recommendation for termination. The hearing need not be conducted using formal trial or evidentiary procedures, but the Administrator will be given a fair opportunity to contest the recommendation for the termination.
10. **Complete Agreement.** This contract constitutes a complete expression of the term of the employment agreement between the Board and the Administrator, and there are no other oral or written agreements or understandings between the parties concerning or affecting this employment relationship. This agreement shall only be modified or amended by subsequent written agreement signed by the Board and the Administrator.

By  _____
Superintendent

By  _____
Board President

Dated 7/24/2012

Dated 7/25/2012