

PENTWATER PUBLIC SCHOOLS

Superintendent/Principal Employment Contract Between

DR. SCOTT KARAPTIAN

and the Board of Education

of the Pentwater Public School District

July 1, 2019 – June 30, 2022

THIS CONTRACT is entered into on the 15th day of July, 2019, between the Board of Education of the Pentwater Public School District, referred to as the “Board of Education”, and **Dr. Scott Karaptian** as Superintendent/Principal, referred to as “Administrator”, in this contract.

Because the Board of Education at a meeting held on the 15th day of July, 2019, approved the employment of the Administrator as Superintendent/Principal in accordance with the terms and conditions of this contract, and the Administrator desires to be employed by the Board of Education in accordance with the terms and conditions of this contract, the parties in consideration of the mutual promises contained in this contract, agree to the following:

1. **TERM:** This contract shall take effect on the 1st day of July, 2019, and continue in force through the 30th day of June, 2022, subject to extension and termination as provided in Paragraphs 4 and 10.
2. **DUTIES:** The Administrator represents that he or she meets all of Michigan requirements and the qualifications established by the Board of Education for 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 bylaws, policies, and regulations adopted by the Board of Education.
3. **EVALUATION:** Annually, no later than the last day of August of each year during the term of this contract, the Board of Education shall review with the Administrator his or her performance as Superintendent/Principal. The Administrator shall remind the Board of Education of this responsibility in a timely manner.
4. **EXTENSION:** This contract may be extended either by option of the Board of Education or by operation of law, as follows:
 - a. **Board Option:** The Board of Education, no later than the 1st day of April of each year during the term of this contract, may extend the contract for an additional one-year period. In exercising this option, the Board of Education also

shall establish the annual salary to be paid to the Administrator for the school year included in the extension. All other terms and conditions of this contract shall remain unchanged.

The Board of Education in its sole discretion and with or without cause may decline to extend this contract for an additional year.

- b. *Operation of Law:* Unless the Board of Education gives written notice of non-renewal of this contract to the Administrator at least 90 days before the contract's termination date, this contract will, without further action, be automatically renewed for an additional one-year period as provided by Public Act 183 of 1979. The Superintendent/Principal annually shall advise the Board of Education of this obligation during the month of February.
5. **TENURE EXCLUSION:** This contract does not confer tenure upon the Administrator in the position of Superintendent/Principal or any other administrative position in the district.
6. **COMPENSATION:** The Board of Education shall pay to the Administrator an annual salary of \$102,010.00 dollars for the school year 2019 to 2020. The Board of Education retains the right to adjust the salary during the continuation of this contract, but an adjustment shall not reduce the annual salary below the figures specified in this paragraph.
7. **INSURANCE BENEFITS:** During the term of this contract, the Administrator shall receive the insurance benefits provided by the school district to full-time, professional administrative staff on the same basis as available to those staff members in accord with the Board of Education policy and subject to the following limitations: first, this paragraph excludes any insurance benefit specifically set forth in this contract; and second, such insurance benefits are subject to change at any time on the same basis as changed for full-time, professional administrative staff. In addition, the district shall purchase a term life insurance policy in the amount of \$100,000 for the administrator.
8. **OTHER BENEFITS.**
The administrator shall receive:
 - A. 12 sick days, with an accumulation of up to 100 days; 25 days of vacation, bereavement benefit of up to 3 days for immediate family members allowed from sick bank. Accumulated sick leave will not be reimbursed at termination of contract. A maximum of five unused vacation days (40 hours) will be allowed to rollover annually. A maximum of ten unused vacation days (80 hours) will be reimbursed at the termination of the contract.
 - B. Benefit to attend, at board expense, conferences approved by the board president, not to exceed \$2,500/year.
 - C. Mileage reimbursement, at the IRS rate, for travel outside the West Shore Educational Service District.

- D. Reimbursement for expenses incurred for graduate level classes, up to a maximum of \$2,500/year
- E. Annual payment toward an annuity (403b) of 3% of salary
- F. Superintendent/Principal shall provide own cell phone

9. **SPECIAL PROVISIONS.**

10. **TERMINATION:** If, at any time, the Administrator fails to maintain the credentials and qualifications for the position of Superintendent/Principal as required by this contract, the contract shall automatically terminate. The Administrator may be discharged and this contract terminated at any time for cause, including failure to uphold any Board of Education bylaw, policy, or regulation.

11. **SEVERABILITY:** If any provision of this contract is ruled illegal or unenforceable by a court of competent jurisdiction, the remainder of the contract not affected by the ruling shall remain valid and in effect.

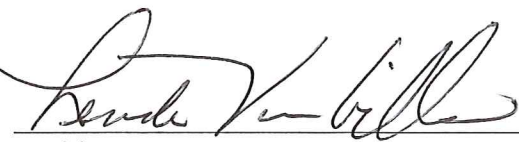
12. **DISPUTE RESOLUTION**

13. **GOVERNING LAW:** This contract is governed by and shall be interpreted in accord with the law of the State of Michigan.

We, the parties to this Superintendent/Principal's Employment Contract, sign our names and execute this contract as of the day and year written in the opening paragraph.

FOR THE BOARD OF EDUCATION:

BY THE ADMINISTRATOR:



President



Secretary