

WHITE PIGEON COMMUNITY SCHOOLS

Contract of Employment

SUPERINTENDENT

It is hereby agreed by and between the Board of Education of the White Pigeon Community Schools (hereinafter "Board") and Jon Keyer (hereinafter "Superintendent") that said Board in accordance with its action found in the minutes of the meeting held on the 24th day of June, 2020, has and does hereby retain its Superintendent of Schools for a period commencing on July 1, 2020, and concluding June 30, 2021. Work days for the term of this contract will be one hundred twenty (120).

1. The Superintendent shall perform the duties as established by the Board or as such duties are changed from time to time by the Board in and for the White Pigeon Community Schools and as prescribed by the laws of the State of Michigan and the rules and regulations of the State Board of Education and the Board of Education of the White Pigeon Community Schools.
2. The Superintendent shall receive compensation for the performance of duties under this contract at a rate of \$29,900, to be paid over twenty-six (26) equal pay periods. The Board agrees to pay the Superintendent expenses required to fulfill the contract obligations including membership in MASA.
3. The Superintendent agrees that he shall not be deemed to be granted continuing tenure in the position of Superintendent or in any other capacity by virtue of this contract or any employment assignment within the school district.
4. The Superintendent will receive merit pay for an overall effectiveness label of "highly effective" or "effective". The Superintendent will be awarded merit pay of two hundred dollars (\$200.00).
5. The contract does not include any fringe benefits such as health insurance, dental, vision, or sick days.
6. It is further agreed and stipulated that no individual administrator, Board member or other agent or employee of the school district has the

authority to alter or amend this at-will employment relationship other than by formal action by the Board.

7. The Superintendent represents that he possesses the requisite certification/ qualifications to hold the position assigned and that this agreement is terminable if it is determined by the Department of Education, or other proper authority, that the Superintendent does not possess the requisite certification/ qualifications to perform the responsibilities associated with his position. It is the intent of this provision to enable the school district to comply with applicable state laws pertaining to the certification/ qualification of administration and to avoid any jeopardy to the operation or funding of the school district or the subjecting of the Board, its members or the school district to any fines, penalties or sanctions of any nature. The presence of this stipulation shall in no way be construed or regarded as a limitation upon the at-will employment relationship specified in this agreement.

IN WITNESS WHEREOF, the parties have affixed their signatures this 24th day of June, 2020.

Jon Keyer, Superintendent

Board of Education:

Daniel L. Cropsey, Board President

Cindy Tippman, Board Secretary