

ADMINISTRATOR'S CONTRACT OF EMPLOYMENT

THE AGREEMENT, entered into this 1st day of July 2011 between the **KINGSTON COMMUNITY SCHOOL Board of Education**, hereinafter called the "Board" and Michael McLaughlin, hereinafter called the "Administrator."

WITNESSETH:

1. **CONTRACT PERIOD** - The Board agrees to employ the Administrator for the position of High School Principal for the term of 2 years from July 1, 2011 to and including June 30, 2013. The Administrator shall be employed to work for a period of 52 weeks each fiscal year. Mike was appointed acting Superintendent from January 23, 2012 until June 30, 2012. Stipend for this position is \$7,000.00.
2. **CONTRACT VALIDITY** - This Contract shall not be valid unless the Administrator shall have such qualifications for the employment position herein designated as required by law at the time the contractual period shall begin, and this Contract shall terminate if the Administrator shall at any time fail to possess any such qualifications which shall include any and all background checks.
3. **EMPLOYMENT AND DUTIES** - Said Administrator agrees to perform the duties required of the Administrator by law and to obey and fulfill the rules and regulations as established by the Board of Education of the School District and to carry out its education program and policies during the entire term of this contract.
4. **COMPENSATION** - The Board agrees to pay the Administrator for his services during each year of said Contract in bi-weekly installments. Compensation for the 2011-12 contract period shall be:

As per Board approved stipulated amount of \$ 85,370.98.

The salary and fringe benefits of the Administrator for succeeding years may be re-negotiated, but shall be no less than the stipulated amount above. The District is authorized to make such payroll deductions as may be required by law or authorized by the Administrator and such sums as have not been earned due to absence from employment.

5. **TENURE** - The Administrator shall not have tenure in any capacity by virtue of this Contract of Employment.
6. **FRINGE BENEFITS** - Leave privileges, insurance and fringe benefits will be afforded to the Administrator under the policies established from time to time by the Board of Education of the School District. The 2011-12 year(s) administrator's fringe benefits are as listed on attached Appendix "A".

- 7. **EMPLOYMENT REGULATION** - The District reserves the right to establish from time to time such employment regulations as it deems reasonable and to make such modifications in any subsequent agreement with the Administrator as may be permitted by law.

IN WITNESS WHEREOF the parties hereto have set hereunto their hands and seals this day and year above written.

[Handwritten Signature] *David W. Kelly*

Administrator's Signature

President, Board of Education

1-23-12

Alan J. [Handwritten]

Date

Superintendent

KINGSTON COMMUNITY SCHOOL DISTRICT
APPENDIX "A"

FRINGE BENEFITS: The High School Principal's school year 2011-12 fringe benefits are as follows:

- Hospitalization:** Full Family medical program paid by the Board or Cash In Lieu of Health Insurance in the amount of \$7,500.00.
- Sick Leave:** Ten (10) sick leave days to be used for the Administrator's illness, sickness in the family, or personal business except deaths in the immediate family. These ten (10) days are considered cumulative if unused. Unused Vacation and sick days may only be accumulated up to a maximum of seventy (70) days. Vacation periods are limited to two (2) consecutive weeks. This continuous period may only be lengthened under special conditions. Any request for continuous time must be in writing in advance to the Superintendent. Pay is not rendered for unused vacation days on a yearly basis. Pay for unused vacation days may be rendered upon termination from administrative position.
- Disability:** Seventy percent (70%) of gross salary. Monthly maximum of \$5,000. There is a 60 calendar wait period to become eligible for disability insurance.
- A pool of days will be made available after the exhaustion of the administrator's accumulated vacation and sick days to equal sixty (60) days.
- Life Insurance:** \$100,000 of Term Life Insurance.
- Dental:** Set Seg or comparable with a maximum of Class I, II and II- \$1,000 per and Class IV- \$1,200 lifetime maximum.
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|-----------|-----|
| Class I | 90% |
| Class II | 90% |
| Class III | 80% |
| Class IV | 50% |
- Vision:** Set Seg or comparable
- Funeral Leave:** The administrator may take a maximum of three (3) days per death in the immediate family. Such days will not be deducted from the ten (10) days listed under sick. Immediate family shall include wife, children, father, mother, mother-in-law, father-in-law, grandfather, grandmother, bother, sister, brother-in-law, sister-in-law, grandparents of the spouse, and any other relative living or making his/her home in the household of the Principal.
- Holidays:** Those days afforded teachers during the school year.
- Deferred Comp:** Annuity paid by the School District shall be \$1,500.
- Certification:** The administrator will be reimbursed for the tuition costs for classes taken to maintain administrative certification (six credit hours within a five year period or equivalent).

KINGSTON COMMUNITY SCHOOLS

APPENDIX "B"

Administrator's Contract

Ten (10) sick leave days. These ten (10) days are considered cumulative if unused.

Vacation period of twenty (20) days per year.


Unused Vacation and sick days may only be accumulated up to a maximum of seventy (70) days. Pay is not rendered for unused sick/vacation days on a yearly basis. Pay for unused sick/vacation days may be rendered upon termination from an administrative position.

The administrator may:

1. Use up all accumulated vacation days prior to severance.
2. Work to the end of a full contract period and then draw pay for unused vacation days upon severance from the administrative position in the district at the per diem rate.
3. Combination of the above.

KINGSTON COMMUNITY SCHOOLS
Total Compensation Worksheet

1. Deferred Compensation	\$ 1,500.00
2. Base Salary	\$ 85,370.98
3. Acting Superintendent Stipend	\$ 7,000.00
4. Cash In Lieu of Insurance	\$ 7,500.00
<i>Total Compensation:</i>	\$101,370.98

Superintendent's initials 

Business Manager's initials 