

**REDFORD UNION SCHOOLS, DISTRICT NO. 1**  
**Wayne County, Michigan**

**CONTRACT OF EMPLOYMENT**  
**SUPERINTENDENT OF SCHOOLS**

This Contract of Employment, hereinafter "Contract", is entered into and effective this 23rd day of May, 2011 by and between the Board of Education of the Redford Union Schools, District No. 1, hereinafter "Board" and **Ronald J. Stoneman**, hereinafter "Superintendent", according to the terms and conditions hereinafter set forth:

1. **TERM OF EMPLOYMENT**

Pursuant to Section 1229(1) of the Revised School Code, MCL 380-1229(1), the Board hereby employs Superintendent to be its Superintendent of Schools for a period commencing on May 23, 2011 and ending on June 30, 2014 subject to the provisions of this Contract.

2. **DUTIES AND RESPONSIBILITIES**

Superintendent shall competently perform the duties and responsibilities of the position of Superintendent of Schools as required by law and as may be established, modified, and/or amended from time to time by the Board and shall implement the Board's education program and policies during the entire term of this Contract.

Superintendent agrees to devote his talents, skills, efforts and abilities toward competently and proficiently fulfilling all duties and responsibilities of the position of Superintendent of Schools. Superintendent agrees to faithfully perform those duties assigned by the Board and to comply with the directives of the Board with respect thereto. Superintendent acknowledges the ultimate authority of the Board with respect to his duties and responsibilities and directions related thereto. Further, Superintendent agrees to comply with and fulfill all responsibilities and tasks required by state and federal law and regulations and by the Board to carry out the educational programs and policies of the School District for which he is responsible during the entire term of this Contract. Superintendent pledges to use his best efforts to maintain and improve the quality of the operation of the School District and constantly promote efficiency in all areas of his responsibility.

3. **QUALIFICATIONS**

This Contract is conditioned upon Superintendent establishing his eligibility for employment through successful completion of any and all legally required criminal history and background checks.

Superintendent represents that he possesses, holds and will maintain all certificates, credentials and qualifications required by law, including the regulations of the Department of Education, and those required by the Board, to serve in the position of Superintendent of Schools. Additionally, Superintendent agrees, as a condition of his continued employment, to meet all continuing education requirements for the position of Superintendent of Schools, as may be required by law and/or by the State Board of Education, as may be established, revised or amended from time to time.

If at any time the Superintendent fails to maintain all certificates, credentials, continuing education requirements and/or qualifications for the position of Superintendent as required herein, this Contract shall terminate and the Board shall have no further obligations under any of its terms.

4. **TENURE EXCLUSION**

The Superintendent is hereby expressly excluded from acquiring tenure in the position of Superintendent of Schools or any other administrative positions and Superintendent shall not have tenure in any capacity other than that of a classroom teacher as may be conferred by operation of law in accordance with the provisions of the Michigan Teacher Tenure Act, MCL 38.71, et seq.

5. **EVALUATION**

The Board may meet with the Superintendent annually during the term of this Contract to evaluate his performance. Superintendent shall notify the Board of this responsibility during the month of January each year. Should Superintendent not provide such notice, this requirement of the Board to evaluate shall be waived by Superintendent. Such waiver does not preclude the Board from conducting an evaluation of Superintendent. Superintendent shall ensure that the Board complies with MCL 380-1249.

6. **COMPENSATION**

Effective May 23, 2011 through June 30, 2014 the Board of Education shall pay Superintendent at the annual salary rate of One Hundred Twenty Seven Thousand Dollars (\$127,000) during the term of this Contract. The Board retains the right to review and adjust the salary rate annually, but such adjustments shall not reduce the annual base salary below the annual salary rate specified. Any adjustment in salary made during the life of this Contract shall be made in the form of an amendment and shall become part of this Contract, but it shall not thereby be considered that the Board has entered into a new Contract with the Superintendent or that the termination date of the existing Contract has been thereby extended.

Should the Board authorize salary adjustments for administrators represented by the Redford Union Administrators' Association during the term of this Contract with Superintendent; the Board will review Superintendent's salary and consider appropriate adjustments thereto in its discretion.

7. **WORK YEAR**

Superintendent is employed on the basis of fifty-two (52) weeks of work per contract year (July 1 through June 30). Superintendent shall be granted vacation time of thirty (30) days per contract year. Vacation days must be used within the contract year for which they are made available, with the exception of a maximum of ten (10) vacation days that may be carried over to the next contract year without Board approval. Additional carryover vacation days beyond the ten (10) days may be carried over only with Board approval. Superintendent has the option of being paid for unused vacation time with Board approval. Superintendent shall schedule use of vacation days in a manner to minimize interference with the orderly operation and conduct of business of the School District.

8. **BENEFITS**

Superintendent shall receive the supplemental and fringe benefits (including graduate hours and longevity) as provided to administrators by the collective bargaining agreement between the Board and the Redford Union Administrators' Association.

9. **PROFESSIONAL MEETINGS**

Superintendent may attend professional meetings at the local, state and national levels appropriate to the duties and responsibilities of the position of Superintendent of Schools. Superintendent's attendance at professional meetings at the national level shall be subject to prior approval by the Board. Superintendent shall be reimbursed for any registration fees, tuition, travel, necessary lodging and/or reasonable meal expenses for himself in relation to such attendance that are not pre-paid by the Board, subject to any limitations for reimbursement that may be established by the Board. Superintendent shall submit an itemized accounting of his reasonable and necessary expenses incurred in such attendance to the Board to receive the authorized reimbursement.

**10. PROFESSIONAL ORGANIZATION MEMBERSHIP DUES**

Subject to authorization by the Board, membership dues for Superintendent's membership in local, state and national professional organizations appropriate to his duties and responsibilities as Superintendent of Schools will be paid by the Board.

**11. MILEAGE REIMBURSEMENT**

Superintendent shall be paid a mileage reimbursement for use of his personal automobile for necessary transportation in the performance of his duties and responsibilities as Superintendent of Schools for any travel outside the geographical boundaries of the School District. The Board shall establish the rate per mile for the mileage reimbursement to be equal to the allowance allowable by the IRS. Superintendent shall submit an itemized accounting of his necessary travel outside the geographical boundaries of the School District to the Board for the mileage reimbursement payment.

**12. PROFESSIONAL LIABILITY INSURANCE**

The Board agrees to maintain errors and omissions insurance coverage for the Superintendent while engaged in the performance of his duties and responsibilities as Superintendent of Schools and while Superintendent is acting within the scope of his authority as Superintendent of Schools. The policy limit shall be not less than two million dollars (\$2,000,000) per case. The terms of the errors and omissions insurance policy shall be controlling regarding the defense and indemnification of the Superintendent. The sole obligation undertaken by the Board shall be limited to the payment of the premium amounts for the errors and omissions insurance coverage.

**13. CONSIDERATIONS OF CONTRACT EXTENSION**

During the month of May, the Board shall review the performance of Superintendent and consider the extension of Superintendent's employment for an additional three-year period beyond the termination date of this Contract, June 30, 2014. Should the Board decide to extend Superintendent's employment for an additional three (3) years beyond the termination date of this Contract, June 30, 2014 or if the Board takes no action prior to July 1, 2014, to deny extension of Superintendent's employment for an additional three year period July 1, 2014 through June 30, 2017, the Superintendent's employment shall be extended from July 1, 2014 through June 30, 2017.

**14. TERMINATION OF CONTRACT DURING ITS TERM**

This Contract shall be subject to termination by the Board at any time during its term as provided by MCL 380-1229 or otherwise herein. Superintendent shall be entitled to written notice of charges and a hearing before the Board on said reason(s). Superintendent shall have the right to representation by legal counsel of his choice at his expense. The hearing shall be public or private at the request of the Superintendent. In the event a hearing is held, Superintendent shall be provided a written decision describing the results of the meeting.

Additionally, the Board shall be entitled to terminate the Superintendent's employment during the term of this Contract in the event of the Superintendent's inability to perform his duties due to mental or physical disability for a period of ninety (90) consecutive work days or more following use of available paid leave days.

The foregoing standards and procedures for termination of this Contract during its term shall not be applicable to a decision by the Board not to renew or extend this Contract beyond the expiration of its term, which decision is at the discretion of the Board.

**15. TERMINATION UPON EXPIRATION OF CONTRACT**

The Board, in its sole discretion, and with or without reasons, may act to not renew this Contract beyond its stated expiration date. Unless the Board gives written notice of non-renewal of this Contract to the Superintendent at least ninety (90) days before the stated termination date, the terms of this Contract will be extended for one additional year beyond its stated termination date by operation of law, in accordance with the requirements of Section 1229(1) of the Revised School Code, MCL 380.1229(1). The Superintendent shall advise the Board of this obligation during the month of January prior to the stated termination date of this Contract.

**16. ENTIRE CONTRACT AND UNDERSTANDING**

This Contract contains the entire agreement and understanding by and between the Board and Superintendent with respect to the employment of Superintendent and no representations, promises, contracts or understandings, written or oral, not contained herein, shall be of any force or effect. All prior agreements pertaining to, connected with, or arising in any manner out of the employment of Superintendent by the Board, are hereby terminated and shall hereafter be of no force or effect whatsoever. No change or modification of this Contract shall be valid or binding unless it is in writing and signed by Superintendent and the Board. No valid waiver of any provision of this Contract, at any time, shall be deemed a waiver of any other provision of this Contract at any time.

**17. SEVERABILITY OF PROVISIONS**

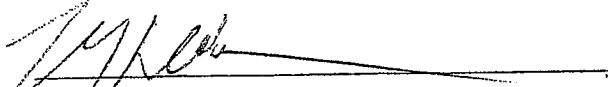
If any provision of this Contract becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this Contract shall continue in full force and effect in all other respects without said provision. If any of the terms of this Contract are determined not to be legally enforceable as written, the provision will be enforced to the extent allowed by law.

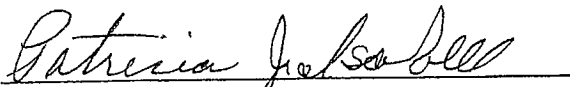
**18. EXECUTION OF CONTRACT**

This contract is executed by the Board of behalf on the Redford Union Schools, District No. 1, pursuant to Board action of May 23, 2011, the same being incorporated herein by reference.


**IN WITNESS WHEREOF**, the parties hereto have duly executed this Contract of Employment this 23rd day of May, 2011 by affixing their signatures personally or by authorized representatives as follows:

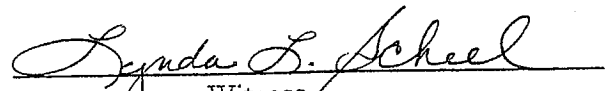
**BY: THE BOARD OF EDUCATION**

  
Mark Wierimaa, President

  
Patricia Isabell, Secretary

**BY: SUPERINTENDENT**

  
Ronald J. Stoneman, Superintendent

  
Witness