

SUPERINTENDENT'S EMPLOYMENT CONTRACT
BETWEEN

Paul Currie
And the BOARD OF EDUCATION
OF THE REPUBLIC-MICHIGAMME SCHOOL DISTRICT

THIS CONTRACT is entered into this 1st day of July, 2011 between the Board of Education of the Republic-Michigamme School District, referred to as the "Board of Education" and Paul Currie as Superintendent, referred to as "Administrator" in this contract it is mutually agreed as follows:

1. **Term-** This contract shall take effect on the 1st day of July, 2011, and continue in force through the last day of June, 2013, subject to extension and termination as provided in sections 4 and 10.
2. **Duties-** 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 March of each year during the term of this contract, the Board of Education shall review with the Administrator his performance as Superintendent. 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 last day of March 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- with the Administrator's consent. 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 provide by Public Act 183 of 1979. The Superintendent annually shall advise the Board of Education of this obligation during the month of January.
5. **Tenure Exclusion-** This contract does not confer tenure upon the Administrator in the position of Superintendent or any other administrative position in the district.
6. **Compensation-** The Board of Education shall pay to the Administrator a salary of \$75,000 for 2011/ 2012 and for 2012/2013. The salary shall be paid in 26 equal installments. The Board of Education retains the right to adjust the salary during the continuation of this contract, but any adjustment shall not reduce the annual salary below the figures specified in this paragraph.

The Board agrees to maintain the Administrator's current pay until this contract takes effect, June 30, 2011
7. **Insurance Benefits-** During the term of this contract, the Administrator shall receive the insurance benefits provided by the school district to full- time teachers or professional administrative staff on the same basis as available to those staff members in accordance with the Board of Education policy.
8. **Other Benefits-**The administrator is entitled to the following specific benefits.
 - A. **Paid Sick Leave-** Shall be granted as follow- 12 sick days per year, 2 of which can be used as personal Business days each year. Maximum accumulation shall be 150 days. Upon retirement and becoming eligible for retirement from the Michigan Public School Employees Retirement Fund, the Board shall pay said employee and amount equal to one-half of the daily base rate at the time of retirement, times the number of accumulated unused sick days, using a maximum of the above calculation, said amount to be paid to the employee at the time of retirement. Upon the death of said employee, the above designated retirement sick leave shall be paid to his designated beneficiary. Sick leave may be used for personal illness in said employee's immediate family.

B. Paid Holidays- Three paid holidays, non-accumulative: Memorial Day, Fourth of July, and Labor Day. If said holiday occur on a Saturday, Friday shall be considered as the holiday. Should it fall on a Sunday or Monday, Tuesday shall be considered as the holiday. Administrator shall also have the same breaks as teachers during Thanksgiving, Christmas, Spring Break, and Easter.

C. Paid Vacation Days- Four weeks or 160 hours (assuming 10 hours = 1 day) paid vacation, non-accumulative.

D. Administrator shall retain 6 accumulated Personal Days from earlier job at the school

F. During the summer months Administrator may work a 4 day week.

G. Dues- State Superintendent and Principal dues shall be paid.

H. Deaths- Shall receive four (4) days of leave for the death in the employee's immediate family which shall be defined as spouse, children, mother, father, mother-in-law. Two (2) days of leave will be granted for the death of their brother, sister, brother/sister-in-law, and grandchildren. The days must be consecutive school calendar days, one of which may be the day of the funeral memorial service. Additional days, as needed, will be first taken out of personal business days, then out of sick days.

9. Special Provisions

A. Physical Examination- The Administrator shall be entitled to one board paid physical examination every two years.

B. Accumulated Sick Days- Accumulated sick days from previous positions within the district up to June 30, 2011 shall be retained. Upon retirement or resignation, the Administrator will collect 1/2 the daily rate times the number of sick day, or \$324.87 X 96.93 as per the teacher's master agreement. If needed due to an emergency, these days can be withdrawn and used.

C. Retain teacher seniority with the right to return to the classroom.

10. Termination- If, at any time, the Administrator fails to maintain credentials and qualifications for the positions of superintendent 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, or regulation.

11. Severability- If any provision of this contract is ruled illegal or unenforceable by court of competent jurisdiction, the remainder of the contract will not be affected by the ruling shall remain valid and in effect.

12 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'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:

Board President

Board Secretary