

**Imlay City Community Schools
Imlay City, Michigan 48444**

Contract of Employment for Superintendent of Schools

This Contract entered into this 15th day of July, 2019 by and between Imlay City Community Schools of Imlay City, Michigan, hereinafter referred to as School and Stuart Joseph Cameron of Davison, Michigan, hereinafter referred to as Cameron.

It is hereby agreed between School and Cameron as follows:

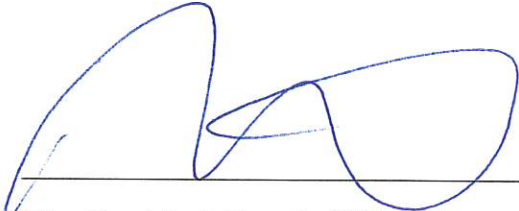
1. School agrees to employ Cameron as the Superintendent of Schools for the term of three (3) years from July 1, 2019 to and including June 30, 2022.
2. Cameron hereby accepts said employment for said term and represents to School that he is qualified under the laws of the State of Michigan to act as Superintendent of Schools and that he holds all certificates and credentials required by law to accept this administrative position.
3. Cameron agrees to perform the duties of Superintendent of Schools in a competent and professional manner, subject to the established policies and regulations of the Board of Education of Imlay City Community Schools and the laws of the State of Michigan in a manner satisfactory to the Board of Education of Imlay City Community Schools.
4. School agrees to pay Cameron for his services as Superintendent in the amount of \$128,174 for the 2019-2020 School Year. Future pay to be determined.
5. School agrees to pay \$3,500 each year directly to the holder/servicing entity of Cameron's student loan for expenses related to earning Cameron's Doctorate degree. Cameron may not be otherwise personally reimbursed for job related courses/university work.
6. An annual evaluation shall be performed by the Board in accordance with Board Policy by November 30th of each year, based on goals mutually agreed upon with the Board and Superintendent by January 31st. Also, the Board of Education or a committee of the Board of Education shall annually discuss the working relationships between the Superintendent and the Board. It shall be the Superintendent's responsibility to schedule such meetings at a time mutually convenient with both parties.
7. As a part of this contract, School agrees to review the status of Cameron annually in November. After the review of November 2019, School agrees to consider a one year contract extension, the terms of which shall be agreed upon by School and Cameron.

8. Cameron shall receive all fringe benefits granted by the School to other administrators employed by the School District, unless otherwise stated in this contract.
9. School agrees to pay Cameron for all mileage out of district at the rate prescribed by the school district.
10. School shall pay an amount of Five Thousand Dollars (\$5,000.00) annually to a deferred compensation program of Cameron' choosing.
11. Cameron shall receive paid membership in professional associations as approved by the Board and such approval shall not be unreasonably withheld. The School shall reimburse Cameron for reasonable expenses incurred in the performance of his duties.
12. Cameron shall attend appropriate professional meetings at the local, state and national level, the expenses of said attendance to be incurred by the District. School expects Cameron to continue his professional development and expects him to participate in relevant learning experiences. Cameron shall file an itemized expense statement for any expenses incurred in complying with this contract provision.
13. Cameron shall receive five (5) weeks vacation exclusive of legal holidays. Vacation and personal days shall be taken in the year in which they were earned and shall not be cumulative. Holiday include: Fourth of July, Friday before Labor Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Day before Christmas, Christmas Day, Business days between Christmas and New Year's Day, New Year's Day, President's Day, Good Friday, Day after Easter, Memorial Day.
14. Cameron shall undergo a physical examination by the physician of his choice on a biannual basis. The Board agrees to reimburse Cameron for the expense that is not covered by health insurance.
15. The School shall provide, without cost to Cameron, life insurance protection, which shall pay to the Administrator's beneficiary, the sum of \$200,000.00.
16. School agrees, as a further condition of this employment, that it shall defend and hold harmless and indemnify Cameron from any and all demands, claims, suits, actions, and legal proceedings brought against Cameron in his individual capacity or in his official capacity as agent and employee of the School, provided the incident arose while Cameron was acting within the scope of his employment. This indemnification and hold harmless provision shall not extend to intentional acts. Cameron agrees that as a condition of employment he shall maintain the high standards of ethical conduct of the educational profession and not engage in any act of moral turpitude.


17. It is understood and agreed that this contract does not confer tenure upon Cameron in the above-described position or any other administrative position with the School District.
18. By mutual agreement with the Board in advance, Cameron may undertake consultative work, speaking engagements, writing or lecturing. Such activities shall not interfere with the time available or the performance rendered by Cameron to satisfactorily perform his duties to School. Any honorarium received by Cameron for any of the above mentioned activities which take place on school time shall be relinquished to the School District.
19. Cameron shall maintain all certificates required by the State of Michigan for his position as superintendent of schools.
20. Cameron has the authority to operate the School District in accordance with the Michigan School Code 380.132.
21. The responsibility for selection, placement and transfer of personnel shall be vested in Cameron, subject to approval by the Board. The Board individually and collectively will refer promptly all criticism, complaints and suggestions called to its attention to Cameron for study and recommendation.
22. ***In Witness Whereof***, the parties hereto, the School by the membership of the Board of Education pursuant to a motion adopted at a legal meeting of the Board of Education held the 25th day of April, 2016 has executed this contract on behalf of the Imlay City Community Schools and Cameron hereunto subscribed his name on this 25th day of OCTOBER, 2019.



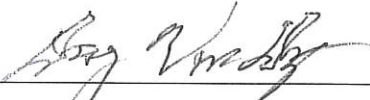
 President, Board of Education




 Vice President, Board of Education



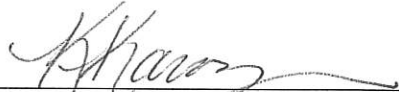
 Treasurer, Board of Education




 Trustee, Board of Education




 Trustee, Board of Education



 Trustee, Board of Education



 Trustee, Board of Education



 Stuart Cameron, Superintendent