

CONTRACT OF EMPLOYMENT

Of Superintendent

It is hereby agreed by and between the Board of Education of the Marquette Area Public Schools (hereinafter "Board") and William Saunders (hereinafter "Administrator") that pursuant to Section 1229(1) of the Revised School Code, the Board in accordance with its action found in the minutes of its meeting held on the 18th day of April, 2016, has and does hereby employ the said Superintendent for a five year period commencing on July 1, 2016 and ending on June 30, 2021 (see addendum), according to the terms and conditions as described and set forth herein as follows:

Performance of Duties

Administrator shall perform the duties of Superintendent as prescribed by the Board and as may be established, modified and/or amended from time to time by the Board. Administrator acknowledges the ultimate authority of the Board with respect to his/her responsibilities and directions related thereto. Administrator is subject to assignment and transfer to another administrative position of employment in the School District at the discretion of the Board.

Credentials and Qualifications

Administrator represents that he possesses, holds and will maintain all certificates, credentials and qualifications required by law, including the provisions of Sections 1246 and 1536 of the Revised School Code, the regulations of the Michigan Department of Education, and those required by the Board to serve in the position assigned. Administrator agrees, as a condition of his/her continued employment, to meet all certification and continuing education requirements for the position assigned, as are and may be required by law and/or by the State Board of Education. If at any time Administrator fails to maintain all certificates, credentials, continuing education requirements and/or qualifications for the position assigned as required herein, this Contract shall automatically terminate and the Board shall have no further obligation hereunder.

Fulfillment of Duties and Responsibilities:

Administrator agrees to devote his/her talents, skills, efforts and abilities toward competently and proficiently fulfilling all duties and responsibilities of the position assigned. Administrator agrees to faithfully perform those duties assigned by the Board and to comply with the directives of the Board with respect thereto. Further, Administrator 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 during the entire term of this Contract. Administrator agrees to devote substantially all of his/her business time, attention and services to the diligent, faithful and competent discharge of his/her duties on behalf of the School District to enhance the operation of the School District and agrees to use his/her best efforts to maintain and improve the quality of the programs and services of the School District.

Salary (see addendum)

Administrator shall be paid at an annual (twelve month) salary rate, in consideration of his/her performance of the duties and responsibilities of the position assigned in conformance with the requirements and expectations of the Board, as follows:

- 2016-2017 - \$114,610.26 (2015-2016 base salary of \$112,363 with a 2% increase)
- 2017-2018 - \$116,902.46 (base salary of \$114,610.26 with a 2% increase)
- 2018-2019 - \$119,240.50 (base salary of \$116,902.46 with a 2% increase)
- 2019-2020 - \$121,625.31 (base salary of \$119,240.50 with a 2% increase)
- 2020-2021 - \$124,057.81 (base salary of \$121,625.31 with a 2% increase)

Should Administrator be assigned or transferred to another administrative position, the salary paid shall be as established by the Board for that position. The annual salary shall be paid in twenty-six (26) equal bi-weekly installments beginning with the commencement of the fiscal/contract year (July 1 - June 30).

The Board hereby retains the right to increase the annual salary of Administrator during the term of this Contract. Consistent with the provisions of Section 1250 of the Revised School Code, Administrator's job performance and job accomplishments will be significant factors in determining any adjustment to Administrator's compensation. Any increase in salary, outside of the terms herein, made during the term of this Contract shall be in the form of a written amendment and when executed by Administrator and the Board, shall become a part of this Contract.

Contract and Vacation

Administrator is employed on the basis of fifty-two (52) weeks of work per contract/fiscal year (July 1 through June 30) as scheduled by the Board. Administrator shall be granted vacation time of 1.67 days per month for an annual allocation of twenty (20) vacation days. Administrator shall schedule use of vacation days in a manner to minimize interference with the orderly operation and conduct of business of the School District. All scheduling of vacation is subject to the approval of the Board. Vacation days may be accumulated from year to year. The employee shall not exceed more than 30 days at the end of any year (June 30th).

Performance Evaluation

Administrator's performance shall be evaluated by the Board at least annually using multiple rating categories that take into account data on student growth as a significant factor.

Tax Sheltered Annuity

The Board will pay \$2,200 annual toward a tax shelter annuity with an approved vendor that is part of the MAPS 403(b) plan. (see addendum)

Termination

The Board shall be entitled to terminate the Administrator's employment at any time during the term of this Contract when it determines that Administrator has engaged in acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, if Administrator materially breaches the terms and conditions of this Contract, or for other causes that are not arbitrary or capricious.

The foregoing standards for termination of this Contract during its term shall not be applicable to non-renewal of this Contract at the expiration of its term, which decision is discretionary with the Board.

In the event that the Board undertakes to dismiss Administrator during the term of this Contract, he shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this Contract, this Contract shall automatically terminate and the Board shall have no further obligation hereunder.

Non-Renewal

The Board specifically reserves the right to non-renew this contract or any extension of the contract regardless of cause or reason. Pursuant to Section 1229 of the Revised School Code, if the Board of Education intends to let the Superintendent's contract expire, it must provide the Superintendent with written notification of the Board's decision not to renew the contract at least ninety (90) days prior to the contract's expiration date. If the Board does not comply with this requirement, the Superintendent's contract is automatically renewed for an additional one (1) year period.

Incapacity

In the event of Administrator's mental and/or physical incapacity to perform the duties of his/her office, he shall be granted an initial leave of ninety (90) work days for purpose of recovery. The Administrator shall first exhaust any accumulated sick leave and accrued vacation time, with the balance of the ninety (90) work day period to be unpaid. Upon utilizing leave under this provision, Administrator shall furnish medical certification to the Board (or its designee) respecting the necessity for the leave.

If the Board (or designee) has reason to doubt the validity of the medical certification supplied by Administrator, it may require a second opinion, at Board expense.

Administrator may request a ninety (90) work day unpaid leave extension in the event of his/her physical and/or mental inability to return to work at the expiration of the initial leave interval, as described above, provided that there is a verified prognosis that Administrator will be able to resume his/her duties at the conclusion of the extended leave interval. Medical certification shall be supplied by Administrator as a condition to any leave extension. Any extensions of leave for this purpose shall be at the discretion of the Board.

If Administrator is unable to or does not resume work at the conclusion of a leave taken under this paragraph (or any extension thereof), his employment and this Contract may be terminated at the option of the Board. However, no such termination shall occur where restoration after leave is required by the Family and Medical Leave Act.

Prior to resumption of duty after an unpaid leave of absence for a serious health condition, Administrator shall provide to the Board a fitness for duty certification from Administrator's health care provider. A second opinion may be required by the Board, at its

expense, unless the securing of the second opinion in this context is precluded by the Family and Medical Leave Act.

Exclusion of Non-Classroom Tenure

Administrator agrees that he shall not be deemed to be granted continuing tenure in the position initially assigned or to which he may be assigned or transferred or in any capacity other than that of a classroom teacher, should the probationary period required for tenure as a teacher be fulfilled, by virtue of this Contract or any employment assignment (requiring certification) with the School District. Nor shall the decision of the Board not to continue or renew the employment of Administrator for any subsequent period in any capacity, other than as a classroom teacher, as may be required by the Teachers' Tenure Act, be deemed a breach of this Agreement or a discharge or demotion within the provisions of the Michigan Teachers' Tenure Act.

Medical Examination

Administrator shall submit to such medical examinations, supply such information and execute such documents as may be required by any underwriter, policyholder or third party administrator providing insurance programs specified under this Contract. Additionally, upon request of the Board, Administrator shall authorize the release of medical information necessary to determine if Administrator is capable of performing the essential job functions required by his/her assignment, with or without reasonable job accommodation(s). Any physical or mental examination or disclosure of such information required of administrator by the Board shall be job related and consistent with business necessity. Any medical or psychological examination under this section shall be at Board expense. Any information obtained from medical or psychological examinations or inquiries shall be considered and treated as confidential.

Fringe Benefits (see addendum)

Upon proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder and/or third party administrator, the Board shall make premium payments on behalf of Administrator and his/her eligible dependents for enrollment in the following insurance programs:

MESSA Choices PPO \$300/\$600 deductible, \$10/\$20 Rx, \$10 OV/\$25 UC/\$40 ER copays
or

MESSA ABC Plan 1 \$1300/\$2600 deductible, ABC Rx, \$0 copays with H.S.A. plan
through Health Equity

Dental insurance plan with or comparable to Delta Dental with coverage of 90/90/80/80.

Term life insurance coverage shall be equal to two times the Employee's annual salary, rounded to the nearest \$1,000 and Dependent Term Life as offered in Pak plan by MESSA

Vision insurance plan with or comparable to VSP3-Plus.

Long Term Disability insurance shall be provided at the time that the Employee has met the minimum service eligibility requirements of the insurer, the Board shall provide a disability income plan based on 66 2/3% of the annual salary.

The Board provided portions shall be determined by Public Act 152 and the Board of Education prior to the start of the medical benefit plan year (July1) annually. The board provided annualized premium contributions for dental, vision, life and disability insurance (non-medical) benefit plan offered by the District shall not exceed 80% of the annual premiums.

For employees electing only non-medical benefits the Board shall provide annualized premium contribution amount for dental, vision, life and disability insurance benefit plan offered by the District shall not exceed 80% of the annual premiums.

Administrator may elect only the non-medical benefit plan shall also receive, pursuant to the Employer's IRS qualified, Section 125 Plan, \$260 per month, in cash paid in equal payments throughout the school year, which may, to the extent permitted by such Plan, be used to purchase Tax Sheltered Annuities from companies acceptable to the Employer.

The Board reserves the right to change the identity of the insurance carrier, policyholder or third party administrator for any of the above coverages, provided that comparable coverage, as determined by the Board, is maintained during the term of this Agreement. The Board shall not be required to remit premiums for any insurance coverages for Administrator and his/her eligible dependents if enrollment or coverage is denied by the insurance underwriter, policyholder or third-party administrator. The terms of any contract or policy issued by any insurance company or third-party administrator shall be controlling as to all matters concerning benefits, eligibility, coverage, termination of coverage, and other related matters. Administrator is responsible for assuring completion of all forms and documents needed to receive the above-described insurance coverage. The Board, by remitting the premium payments required to provide the above-described insurance coverage(s), shall be relieved from all liability with respect to insurance benefits.

Holidays

Administrator is entitled to the following holidays for which no service to the School District is required: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Thanksgiving Friday, Christmas Eve, Christmas Day, New Year's Day.

Personal Days

Each year the Employee shall have available a total of five (5) non-accumulative personal days.

Sick Leave

The Employee will accrue twelve (12) sick leave days during each school year accumulating to no more than 200 days.

If Administrator is absent from duty on account of personal illness or disability, he shall be allowed full pay for a total of twelve days per contract year. Unused paid leave days

hereunder shall be cumulative to a maximum of 200 days for absence due to personal illness or disability of Administrator.

Funeral/Bereavement Leave

Three day of leave of absence (not to be subtracted from sick leave) with pay shall be granted for death in the immediate family to be taken at the time of the funeral provided the employee actually attends the funeral. Immediate family shall include grandparents, grandchildren, father, mother, spouse, parent of spouse, sibling of spouse, sibling, spouse of sibling, child or any person who lives in the immediate household. Two (2) additional days shall be deducted from the employee's sick leave as needed.

Reimbursement of Expenses:

Administrator shall be eligible to be reimbursed for travel, meals and lodging in accordance with per diem expense and reimbursement standards and procedures established by the Board. Any expense to be incurred by Administrator for out-of-district travel shall be submitted in advance for review and approval by the Board. Administrator shall be required to present an itemized account of his/her reasonable and necessary expenses in accordance with direction of the Board or its designee.

Professional Compensation

The Board will pay for educational activities/graduate work and workshops/memberships/conferences as approved. Reimbursement of tuition costs for no more than 6 credits of graduate coursework per year shall be approved upon successful completion of coursework.

Entire Agreement

This Contract contains the entire agreement and understanding by and between the Board and Administrator with respect to the employment of Administrator and no prior or concurrent representations, promises, contracts or understandings, written or oral, not contained herein, shall be of any force or effect. All prior contracts or other agreements (written or oral) pertaining to the terms of this contract is cancelled and are superseded by the terms of this contract. Provided, that this contract is voidable pursuant to the provisions of the Revised School Code pertaining to criminal records and criminal history checks.

Amendments and Modifications

No amendment to or modification of this Contract shall be valid or binding unless it is in writing, approved by official action of the Board reflected in its minutes, and signed by Administrator and the President and Secretary of 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 such time or at any other time.

Unenforceability

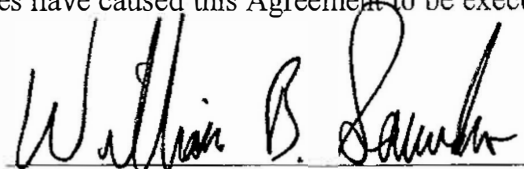
If any provision of this Agreement becomes or is declared by a Court of competent jurisdiction to be illegal, unenforceable or void, this Contract shall continue in full force and effect without said provision(s).

claims arising out of an employment action may be longer than six (6) months, but agrees to be bound by the six (6) month period of limitation set forth herein and waives any statute of limitations to the contrary. Should a court of competent jurisdiction determine that this provision allows an unreasonably short period of time to commence a law suit, it is the intent of the parties that the court enforce this provision to the extent possible and declare the law suit barred unless it was brought within the minimum reasonable time within which the suit should have been commenced.

This Agreement is executed on behalf of the Marquette Area Public School District pursuant, to the authority granted as contained in the resolution of the Board adopted on April 18, 2016, the same being incorporated herein by reference.

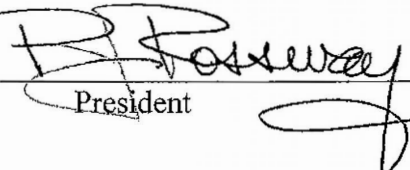
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the day and year first above written.

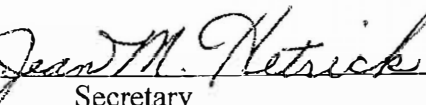
Date: June 30, 2016


William Saunders, ADMINISTRATOR

MARQUETTE AREA PUBLIC SCHOOLS
BOARD OF EDUCATION

Date: June 30, 2016

By 
President

By 
Secretary

Addendum to Contract of Employment

Of Superintendent

It is hereby agreed by and between the Board of Education of the Marquette Area Public Schools (hereinafter "Board") and William Saunders (hereinafter "Administrator") that pursuant to Section 1229(1) of the Revised School Code, the Board in accordance with its action found in the minutes of its meeting held on the 14th day of June, 2019, has and does hereby extend the employment of the Administrator for a four year period commencing on July 1, 2021 and ending on June 30, 2025. Excepting any changes included in this Addendum, all other terms and conditions of the original contract remain the same.

Salary

Administrator shall be paid at an annual (twelve month) salary rate, in consideration of his/her performance of the duties and responsibilities of the position assigned in conformance with the requirements and expectations of the Board, as follows:

- 2016-2017 - \$114,610.26 (2015-2016 base salary of \$112,363 with a 2% increase)
- 2017-2018 - \$116,902.46 (base salary of \$114,610.26 with a 2% increase)
- 2018-2019 - \$119,240.50 (base salary of \$116,902.46 with a 2% increase)
- 2019-2020 - \$121,625.31 (base salary of \$119,240.50 with a 2% increase)
- 2020-2021 - \$124,057.81 (base salary of \$121,625.31 with a 2% increase)
- 2021-2022 - \$126,538.97 (base salary of \$124,057.81 with a 2% increase)
- 2022-2023 - \$129,069.75 (base salary of \$126,538.97 with a 2% increase)
- 2023-2024 - \$131,651.14 (base salary of \$129,069.75 with a 2% increase)
- 2024-2025 - \$134,284.16 (base salary of \$131,651.14 with a 2% increase)

Tax Sheltered Annuity

Effective with the 2019-20 year and extending, the Board will pay \$5,000 annual toward a tax shelter annuity with an approved vendor that is part of the MAPS 403(b) plan.

Fringe Benefits

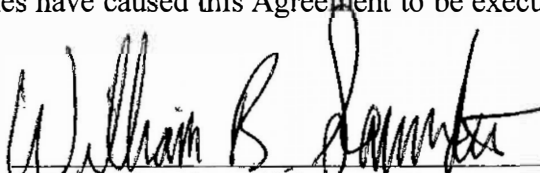
Upon proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder and/or third party administrator, the Board shall make premium payments on behalf of Administrator and his/her eligible dependents for enrollment in the following insurance programs:

Health Insurance plans to be determined by the APA Coalition Team for MESSA insurance if an Area Purchasing Agreement is in place.

This Agreement is executed on behalf of the Marquette Area Public School District pursuant to the authority granted as contained in the resolution of the Board adopted on June 14, 2019, the same being incorporated herein by reference.

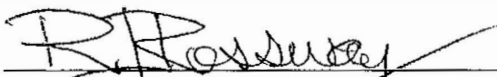
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the day and year first above written.

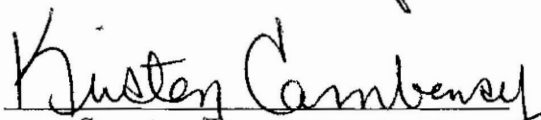
Date: 6/17/, 2019


William Saunders, ADMINISTRATOR

MARQUETTE AREA PUBLIC SCHOOLS
BOARD OF EDUCATION

Date: June 14, 2019

By 
President

By 
Secretary/Treasurer