

Oscoda Area Schools, Iosco & Alcona Counties Michigan
Oscoda, Michigan 48750

Contract of Employment for the Superintendent of Schools

THIS CONTRACT, entered into this 10th day of December 2018, between the **Board of Education**, hereinafter called "**Board**" and **Scott M. Moore** called hereinafter "**Superintendent.**"

WITNESSETH:

(1) TERM

The Board agrees to employ Scott M. Moore as Superintendent of its schools or in such position as may be assigned for the term of forty-eight (48) months from July 1, 2018 through and including June 30, 2022. This contract will be annually extended for an additional year pending a satisfactory evaluation.

The Board shall review this contract with the Superintendent annually, and shall, on or before December 31, 2018 and on or before December 31st of each year thereafter, take official action determining whether or not it is extended for an additional year and notify the Superintendent of its action in writing. If no action is taken by the Board, the contract shall be deemed to have been renewed for an additional year. This contract is subject to non-renewal by written notice at least ninety (90) days before the contract termination date. Failure to give such written notice shall result in renewal of this contract for an additional one (1) year period. It shall be the obligation on the part of the Superintendent to notify the Board of Education in writing by November 15th of each year of this contract feature.

(2) DUTIES

The Superintendent agrees to faithfully perform the duties of Superintendent and duties as may be assigned from time to time by the Board and such other duties as are required pursuant to the laws, rules, and regulations of the State of Michigan and the United States of America. The Superintendent shall act as an advisor to the Board on matters pertaining to the School Administration and/or the School District, and the Superintendent will inform the Board as to administrative action taken on its behalf. The Superintendent shall recommend, effect, or cause to be effected, the policies and programs of the Board of Education as may be adopted. The Superintendent will faithfully and diligently fulfill all the duties and obligations incumbent upon him as the executive head of the administrative section of the School District.

(3) EVALUATION

The Board shall evaluate the Superintendent no later than December 31st of each year using the criteria and an evaluation process, annually agreed upon by the Board and the Superintendent. If mutual agreement cannot be reached, the Board shall proceed with the Superintendent's evaluation using the Board approved instrument from the prior year. The criteria and process adopted by the Board should be communicated in advance to the Superintendent.

(4) TENURE

The Superintendent shall not be deemed to acquire continuing tenure in any administrative capacity but shall be deemed to have acquired continuing tenure as an active classroom teacher in accordance with the provisions of the Michigan Teacher Tenure Act. It is understood that in order to be an active classroom teacher, the Superintendent must have the necessary certification required by the State of Michigan.

(5) PROFESSIONAL LIABILITY

The District agrees that it shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceeding brought against the Superintendent in his individual capacity, or in his official capacity as agent and employee of the District, provided the incident arose while the Superintendent was acting within the scope of his employment. The Board shall provide public liability insurance for the Superintendent to cover all legal expenses in defense of claims and payment of

judgments resulting from his functioning as Superintendent. The Board will reimburse him for any portion of such expense and judgments not covered by insurance. In no case will individual Board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and/or legal proceedings.

(6) PROFESSIONAL GROWTH

The Superintendent may attend appropriate professional meetings at the local, state, and national levels; the expense of said attendance to be paid by the District in accordance with paragraph 10(b) hereof. Out of state meetings must be approved in advance by the Board.

(7) PROFESSIONAL DUES

The District shall pay the Association dues of the Superintendent for the American Association of School Administrators, and the Michigan Association of School Administrators, as well as other appropriate organizations (such as local and civic organizations that may be helpful to the Oscoda Area Schools District), as approved by the Board.

(8) WELLNESS

The Superintendent is encouraged by the Board to promote and maintain wellness program(s) and opportunities for all the employees of the district.

(9) COMPENSATION

- (a) The Superintendent of Schools will receive a salary of \$111,249 for the 2019-20 school year. Salary and benefits to be negotiated for each subsequent year. The salary shall be paid in twenty-six (26) equal installments. The Board of Education retains the right to adjust the salary during the continuation of this contract, but an adjustment shall not reduce the annual salary below the figures specified in this paragraph. School year shall be defined as commencing July 1st and terminating June 30th, twelve (12) months later.
- (b) The Superintendent shall receive a Board paid tax-deferred annuity or purchase of service credit of \$5,000 upon a satisfactory evaluation for the current school year and upon a satisfactory evaluation for each successive year.
- (c) Upon completion of the Superintendent earning a doctorate degree, the district will annually contribute an additional \$3,000 as a longevity payment in the form of a Board paid tax-deferred annuity or an annual direct payment due on the anniversary of the Superintendent's graduation date.

(10) OTHER

During the term of this contract, the Superintendent shall receive at least the same benefits and privileges provided by the School District to full-time, central office staff Central Office Handbook, professional administrative staff (Oscoda Administrators Association) on the same basis as available to those staff members in accord with the Board of Education policy with the following additional benefits and privileges:

- (a) The Superintendent shall be provided a \$255 monthly automobile allowance.
- (b) The Board shall reimburse the Superintendent for reasonable and necessary expenses (not related to his personal automobile), supported by receipts, incurred by the Superintendent in the performance of his duties. Said expenses shall be submitted to the Board of Education for approval.
- (c) The Board recognizes that the Superintendent participates in the Member Investment Plan of Michigan Public School Employees' Retirement System. The Superintendent's compensation will

be increased by an amount equal to the contributions required by participation in MIP and payment of such will be included in each of the twenty-six (26) biweekly pays.

- (d) The Superintendent will be employed for fifty-two (52) weeks per year and be granted twenty-five (25) days of vacation each year.
 - (e) The Superintendent will be allowed up to twelve (12) paid holidays per year: Independence Day (July 4th), Labor Day, Safety Day (November 15th), Thanksgiving Day, the Day after Thanksgiving, the Day before Christmas, Christmas Day, the Day before New Year's, New Year's Day, Memorial Day, Good Friday, and Easter Monday. (Safety Day, November 15th is a holiday provided that the day falls during the regular school week, Monday through Friday.)
 - (f) The Superintendent shall be entitled to sick leave benefits as provided to the district's Administrators (fifteen days as allowed twelve-month employees).
 - (g) The Superintendent will be eligible for life insurance coverage/Long Term Disability of \$180,000 (this is the actual amount of current coverage based on the regulations of the carrier) and the District shall pay the cost for such coverage.
 - (h) The Superintendent will receive full-family, major medical insurance through Michigan Blue Cross-Blue Shield**. The Board agrees to pay the maximum amount allowable for which the Superintendent is eligible to receive healthcare benefits within the framework of PA 152 for the length of this contract.
 - (i) The Superintendent will receive full-family dental and vision coverage. **
 - (j) The Superintendent will be provided with a long-term disability insurance policy. **
- ** The Board reserves the right to select the health insurance, dental, vision, and long-term disability insurance carriers.
- (k) The Superintendent shall have the option of designating amounts to be deducted from his salary and contributed to the tax sheltered annuity program he specifies in writing.

Both parties understand that increased benefits, which may be extended to other professional, certified employees, shall be provided for the Superintendent as well.

(11) CERTIFICATION

The Superintendent represents that he holds all certificates and credentials required by the district and the state for his present assignment, and will maintain all required certifications and credentials during the length of this contract.

(12) DISPUTE RESOLUTION

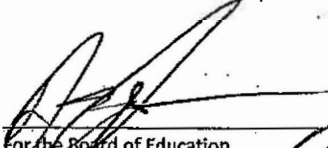
In the event of a dispute between the parties relating to any provision of this agreement, or a dispute concerning any of the parties' rights or obligations as defined pursuant to this agreement, the parties hereby agree to submit such to binding arbitration. Such arbitration shall be conducted under the rules of and administered by, the American Arbitration Association. The arbitrator's fee and the expenses of American Arbitration Association shall be shared equally by the parties. All parties are entitled to have representation of their own designation; however each party shall be responsible for the cost of such respective representation.

(13) TERMINATION PROVISIONS

The Superintendent shall be subject to discharge during the term of this contract for good and just cause, but the Board shall not arbitrarily or capriciously dismiss him. No discharge shall be effective until written charges have been served upon him, and the Superintendent shall have an opportunity for a fair hearing before the Board after ten (10) day notice in writing. Said hearing shall be public or private at the option of the Superintendent. If the hearing is requested in private the Superintendent shall provide written notice to the Board prior to the vote to enter closed session, and may be revoked by the Superintendent at any time and the hearing will continue in open session. At such hearing, the Superintendent may employ legal counsel at his own expense. Termination is specifically distinguished from non-renewal provision in paragraph (1) above.

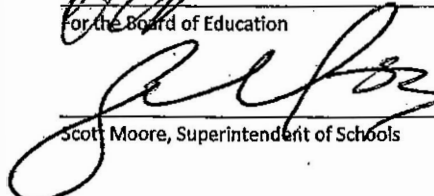
IN WITNESS WHEREOF the parties hereto have set their hands the day and year above written.

Date: 12-10-2018



for the Board of Education

Date: 12/13/18



Scott Moore, Superintendent of Schools