

**CENTREVILLE PUBLIC SCHOOLS  
INTERIM SUPERINTENDENT AGREEMENT**

THIS AGREEMENT is between the Centreville Public Schools Board of Education (hereinafter called "Board") and Chad Brady (hereinafter called "Interim Superintendent"). The Board has appointed Chad Brady to serve as Interim Superintendent, and he has accepted this appointment.

The parties agree as follows regarding Chad Brady's contract as Interim Superintendent. This Agreement shall be the Agreement that controls the terms and conditions of employment, except as otherwise explicitly stated, during the time Chad Brady serves as the Interim Superintendent. It is understood and agreed that upon termination of this Agreement, or at any time during Contract Period, Chad Brady retains the right to return to his employment as Jr/Sr High School Principal under the same terms as existed prior to his appointment as Interim Superintendent.

**1. Contract Period.** The Board agrees to employ Chad Brady as Interim Superintendent of Centreville Public Schools (the "District") for a term commencing February 1, 2022, through July 31, 2022 (the "Contract Period"). The applicable calendar is the Superintendent's 260-day calendar, less applicable vacation, leave, and holidays. The Interim Superintendent's appointment is a temporary appointment, and the Interim Superintendent, at this time, has no intention of serving as a permanent replacement.

**2. Duties.** The Interim Superintendent agrees to perform the duties of Superintendent as defined and assigned by the Board, including but not limited to the management of the human resources director functions, hiring and evaluating staff, and placement/assignment of teachers, in a competent and professional manner and in accordance with the policies and regulations of the Board and applicable laws, rules, and regulations of the State of Michigan and the United States of America. In addition, the Board and the Interim Superintendent will meet within fourteen (14) days after the Contract Period begins to establish three (3) mutually-agreed upon performance objectives to be achieved by the Interim Superintendent during the Contract Period. The Interim Superintendent represents to the Board that he holds all certifications and other qualifications required by law for the position of Superintendent and such other duties required under this Agreement and further represents that he shall maintain the same while employed as Interim Superintendent.

**3. Salary & Compensation.** The Board agrees to pay the Interim Superintendent for performance of the duties and services set forth herein during his tenure as Interim Superintendent as follows:

- a. The Board shall pay the Interim Superintendent a salary equal to Sixty-Two Thousand Five Hundred and 00/100 Dollars (\$62,500.00) for the Contract Period. The Interim Superintendent's compensation shall be paid in equal installments across the thirteen (13) regular pay periods during the Contract Period.

- b. The parties acknowledge and agree that the Board shall have no obligations to pay into any tax-deferred annuity of the Interim Superintendent or any additional salary or compensation except as set forth above.

**4. Evaluation.** The Board shall evaluate the Interim Superintendent as may be appropriate and as may be required under section 1249 of the Michigan Revised School Code, MCL 380.1249.

**5. Fringe Benefits.** The Board shall provide the Interim Superintendent with the same fringe benefits and insurance that he received as Jr/Sr High School Principal except as otherwise stated herein. The Interim Superintendent shall be entitled to ten (10) days of paid vacation and two (2) days of paid personal leave, exclusive of paid holidays. Such vacation and personal days shall not be cumulative from year to year nor extend to the contract as Jr/Sr High School Principal upon return to that position.

**6. Expenses.** The Interim Superintendent shall be reimbursed in accordance with the expenses and reimbursement procedures established by the Board for miscellaneous expenses that may be incurred by the Interim Superintendent, such as expenses associated with the performance of his duties. The Interim Superintendent may be required to present an itemized account of his actual and necessary expenses in accordance with the direction of the Board.

**7. Non-Tenure.** The Interim Superintendent shall not have tenure in this or any other administrative or non-classroom position.

**8. Termination Provisions.** The Board and the Interim Superintendent have the right to unilaterally terminate the Interim Superintendent's contract at any point by providing fourteen (14) calendar days' written notice to the other party. This Agreement and its terms shall automatically terminate in the event of the death or serious disability of the Interim Superintendent. Any earned salary at the time of death shall be paid to the Interim Superintendent's heirs and/or designated beneficiaries in the manner permitted or required by applicable law. The parties agree that the Interim Superintendent has no expectation of employment of any fixed duration and that this Agreement and all obligations hereunder and this Agreement may be unilaterally terminated by the Board upon providing the written notice specified above. It is understood and agreed that upon termination of this Agreement, Chad Brady retains the right to return to his employment as Junior/Senior High School Principal under the same terms as existed prior to his appointment as Interim Superintendent.

**9. Early Departure/Separation.** If Interim Superintendent leaves or is otherwise separated from the Interim Superintendent position prior to the end of this Contract Period, the Interim Superintendent shall not be entitled to any salary that has not been earned and his salary shall be adjusted to reflect payment for only the number of work days for which the Interim Superintendent actually and personally rendered during the Contract Period.

**10. Non-Renewal.** The Interim Superintendent and the Board agree that the engagement of the Interim Superintendent under this Agreement is for a temporary and interim basis as the Board works to secure a permanent superintendent of the District. While the Interim Superintendent is eligible to apply for such permanent position in accordance with the Board's

process, the District hereby provides the Interim Superintendent with notice that it does not intend to renew his employment as the District's superintendent of schools after this Agreement expires or is terminated, and the Interim Superintendent waives notice of nonrenewal, as otherwise may be required by Section 1229 of the Michigan Revised School Code, MCL 380.1229.

**11. Dispute Resolution.** In the event of a dispute between the parties relating to any provision of this Agreement, the employment relations, 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 expense of the AAA shall be shared equally by the parties; however, the Interim Superintendent's cost shall not exceed \$500. All parties are entitled to have representation of their own designation; however, each party shall be responsible for the costs of such respective representation. Arbitration must be initiated within sixty (60) days of the action giving rise to the dispute or it is waived.

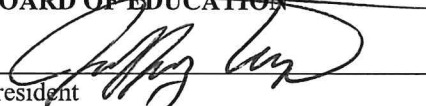
**12. Amendment.** This Agreement constitutes the entire understanding and agreement of the parties. No individual Board member has the authority to enter into any new or different contract or to modify this Agreement. No change shall be effective with respect to the terms of this Agreement unless in writing, approved by the Board and signed by both parties.

**13. Entire Agreement.** This Contract constitutes the entire agreement between the parties with respect to the subject matter hereof, notwithstanding any prior oral discussions and may not be amended, renewed, or extended except by an instrument in writing (addendum or otherwise), duly adopted and executed by the parties. It is further agreed and stipulated that no individual administrator, Board member, or other agent or employee of the District has the authority to alter or amend this employment relationship other than formal action by the Board.

**14. Reporting.** All amounts paid to the Interim Superintendent under this Agreement will be reported to all applicable governmental agencies in accordance with applicable laws, rules, and regulations.

We, the parties to this Interim Superintendent Agreement, sign our names and execute this Agreement as of the day and year written in the opening paragraph.

**CENTREVILLE PUBLIC SCHOOLS  
BOARD OF EDUCATION**

  
\_\_\_\_\_  
President

1-24-2022  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Secretary

1-24-2022  
\_\_\_\_\_  
Date

**INTERIM SUPERINTENDENT**

  
\_\_\_\_\_  
Chad Brady

1/24/2022  
\_\_\_\_\_  
Date