

**CONTRACT OF EMPLOYMENT  
SUPERINTENDENT OF SCHOOLS**

It is hereby agreed by and between the Board of Education of the Homer Community Schools (hereinafter "Board of Education") and Rob Ridgeway (hereinafter "Administrator") that pursuant to Section [1229, (3rd Class)] of the School Code of the State of Michigan [MCL380.1229], the Board of Education in accordance with its actions found in the minutes of its meeting held on the 15th day of March, 2010 has and does hereby employ said Administrator as its Superintendent of Schools for a 3 year period commencing on July 1, 2010 and ending on June 30, 2013, according to the terms and conditions as described and set forth herein as follows:

**1. DUTIES.** The Administrator represents that he or she meets all Michigan requirements and the qualifications established by the Board of Education for this administrative position. 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 policies and regulations adopted by the Board of Education.

**2. EVALUATION.** Annually, no later than the third Monday of March during the term of this contract, the Board of Education shall review with the Administrator his or her performance as Superintendent. The Administrator shall remind the Board of Education of this responsibility in a timely manner.

**3. 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 third Monday 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. All other term 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. The Board shall notify the Administrator of their decision in writing.

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 provided by Section 1229 of the School Code of the State of Michigan [MCL380.1229]. The Administrator annually shall advise the Board of Education of this obligation during the month of February.

**4. TENURE EXCLUSION.** This contract does not confer tenure upon the Administrator in the position of Superintendent or any other administrative position in the district.

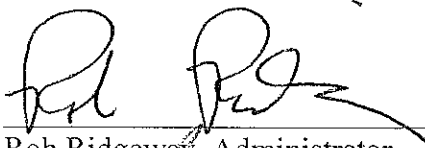
**5. COMPENSATION.** The Board of Education shall pay to the Administrator an annual salary of \$98,000 for the 2010/2011 school year; with a salary to be negotiated for 2011/2012 and 2012/2013. The salary shall be paid in 26 equal installments. The Board of Education retains the right to adjust the salary during the continuation of this contract. The Board of Education shall also pay the Administrator longevity as follows: 15 or more years \$1,000; 20 or more years \$2,500, to be paid on the last pay of June. In addition, the Administrator shall receive a Board paid annuity of \$2,000 per year to be paid on the last pay of June.

AR 16  
\$98,000

**6. BENEFITS.** The Administrator shall be afforded comparable benefits granted to teachers under the policies established by the Board of Education, and said policies shall be meant to be specifically incorporated herein, and made a part of this contract of employment. This shall cover illness, and the availability of tax-deferred annuity programs. In addition the Board of Education shall pay the premium for \$90,000 supplemental term life insurance, long term disability income insurance and dependent life insurance. Twenty days per year shall be granted for vacation.

**8. TERMINATION.** If, at any time, the Administrator fails to maintain the credentials and qualifications for the position of superintendent as required by this contract, the contract shall automatically terminate. The Administrator may be discharged and this contract terminated at any time with or without cause.

**9. SEVERABILITY.** If any provision of this contract is ruled illegal or unenforceable by a court of competent jurisdiction, the remainder of the contract not affected by the ruling shall remain valid and in effect.

  
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Rob Ridgeway, Administrator

11/15/10  
Date

  
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Gary L. Tompkins, Jr., Board President

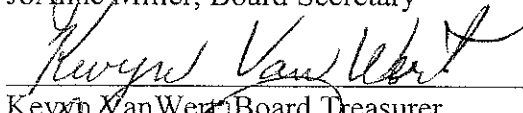
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Richard Folk, Board Vice-President

11/15/10  
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JoAnne Miller, Board Secretary

11/15/10  
Date

  
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Kevyn Van Wert, Board Treasurer

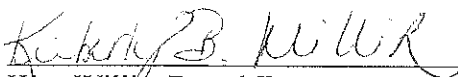
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Chad Rocco, Board Trustee

11/17/2010  
Date

  
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Josh McCullough, Board Trustee

11-16-10  
Date

  
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Kim Willis, Board Trustee

11/15/10  
Date