

**HARRISON COMMUNITY SCHOOLS**

**HARRISON, MICHIGAN 48625**

**ADMINISTRATOR'S CONTRACT OF EMPLOYMENT**

It is hereby agreed on this 1<sup>st</sup> day of July 2009, by and between the Board of Education of the Harrison Community Schools, located in Clare County, in the State of Michigan (hereinafter called the Board) and THOMAS J. HOUSE (hereinafter called the Administrator) that the said Board has and does hereby employ the said Administrator for a five (5) year period, commencing **August 11<sup>th</sup>, 2008** and ending **June 30, 2013**. Both parties agree that said employee be initially assigned to the position of **SUPERINTENDENT** and shall perform the duties of said position in and for the said District as prescribed by the laws of the State of Michigan and in accordance with all rules, regulations and policies which may from time to time be promulgated by the Board.

WITNESSETH:

1. That, in consideration of a salary of \$101,646 (One Hundred One Thousand, Six Hundred Forty-Six), for 2008-2009; with percentage raises no lower than the other administrators for 2009-2010\* and 2010-2011; and with salary to be negotiated for 2011-2012 and 2012-2013. Said Administrator agrees to perform faithfully the duties of his/her assigned position as directed by the Board. The annual salary shall be paid in equal installments in accordance with the policies of the Board.
2. That is agreed that the Administrator shall possess and furnish throughout the life of this contract a valid and appropriate certificate if required by law in the State of Michigan to serve in his/her assigned position. In the event that the Administrator shall at any time during the term of this contract fail to maintain the above required certifications, all obligations of the Board to said Administrator shall automatically terminate immediately upon the lapse or loss of such certification.

**\*The Administrator has agreed to a salary freeze for the 2009-2010 year. The salary for 2009-2010 will be \$101,646.00.**

**\*The Administrator has agreed to a salary freeze for the 2010-2011 school year. The salary for 2010-2011 will be \$101,646.00.**

**\*The Administrator has agreed to a salary freeze for the 2011-2012 school year. The salary for 2011-2012 will be \$101,646.00.**

3. That the duties and authority of the Administrator shall be as set forth in the Job Description for the position to which he/she is assigned, as promulgated and amended from time to time by the Board.
4. That the Administrator shall be subject at all times to assignment and transfer at the discretion of the Board.
5. That the Administrator shall be entitled to fringe benefits and leave privileges as follows: Blue Cross/Blue Shield with a PPO Plan with a \$2,500.00 deductible and a \$2,500 HSA paid by Harrison Community Schools, SET-SEG Dental, SET-SEG Vision, SET-SEG \$50,000 Term Life Insurance/AD & D. SET-SEG Long-Term Disability 60%/Max \$5,000/month. The Board can offer same or better Insurance coverage with a different or same carrier. \*Administrative Annuity Program \$500/mo. 2008-2009, \$500/mo. 2009-2010, \$500/mo. 2010-2011, \$500/mo 2011-2012, \$500/mo 2012-2013. Professional dues, conferences and mileage (Prevailing IRS Rate) Sick Leave: 100 days/no accumulation. Personal Leave: 3 days annually with notification to the Board President. Said Administrator shall be guaranteed a minimum of **Twenty (20)** days vacation each year. Any unused days up to a maximum of ten (10) days may be carried over to the following fiscal year to be used by December 31<sup>st</sup> of each school year. Requests for long-term leave subject to approval of Board. Decision of Board shall be final. Insurance protection subject to insurability. Upon retirement and/or separation from the district, in recognition of service to the district, a payment of \$2,000 will be paid to the Administrator provided the Administrator shall have been employed in the school district in any capacity for at least ten (10) years. In the event of the death of the Administrator, the payment shall be made to the Administrator's estate.
6. That the administrator shall be required to work 52 weeks annually with vacation periods established in paragraph 5 supra.

7. That the Administrator shall meet the state residency requirement.
8. That the Board shall annually evaluate the Superintendent.
9. This contract shall be deemed to have been renewed for a period of one (1) year unless the board shall have given written notice to the contrary to the Administrator sixty (60) days prior to its expiration date of June 30, 2013 in which case reasons for non-renewal shall be given; and a hearing provided if requested in accordance with 1979 Public Act No. 183.
10. This contract of employment shall not be deemed to confer administrative tenure under the terms of Section 1 of Article III of the Michigan Teacher Tenure Act in any administrative or other-non-classroom position to which the Administrator may be assigned by the Board during the term of this contract.

WHEREFORE, the parties have on the date above affixed their signature hereto.

BOARD OF EDUCATION

SUPERINTENDENT

\_\_\_\_\_  
President, Harrison Board of Education

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Secretary, Harrison Board of Education