

**GLADSTONE AREA SCHOOLS AND RAPID RIVER PUBLIC SCHOOLS
SUPERINTENDENT CONTRACT**

THIS CONTRACT, made and entered into at Gladstone, Michigan this 1st day of July 2021, by and between the Boards of Education of Gladstone Area Schools and the Rapid River Public Schools, (hereinafter called the "Boards") and Gerald E. Kulbertis (hereinafter called the "Superintendent").

Because the Boards approved the employment of the Superintendent in such capacity in accordance with the terms and conditions of the Contract, and the Superintendent desires to be employed by the Boards in accordance with the terms and conditions of the Contract, the parties in consideration of their mutual promises set forth in the Contract agree as follows:

1. This Contract shall take effect on the 1st day of July 2021, and continue in force through the 30th day of June 2022, subject to any extension and termination provisions set forth below.
2. The Superintendent represents to the Boards that he holds all certificates and credentials required by law and regulation and also by the Boards to accept and hold the position of Superintendent of Schools.
3. The Superintendent 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 Boards.
4. The School District agrees to grant to the employee the following compensation:
 - a. The Boards shall pay to the Superintendent a base salary of \$157,480.67 for the school year 2021-2022. The salary shall be paid in twenty-six (26) equal installments. Recognizing the value of years of service to the district, step increases of 4.0 % will be added to the adjusted base salary every-other year. The Boards reserves the right to adjust the salary during the continuation of the contract, but such an adjustment shall not reduce the annual salary below the figures specified in this section.

All Costs as outlined in this agreement are to be shared between the respective districts on a 70% (Gladstone) / 30% (Rapid River) basis.

- b. Upon completion of service the Superintendent will have credited to him deferred compensation in the amount of \$16,830. The value of this annual deferred compensation payment will increase by an increment of \$760 per year.
 - c. Prior to June 30, 2022, this money is expressly inaccessible and unavailable to the Superintendent. Beginning July 1, 2022 this money will be available to him for the purpose of retirement or resignation for any reason. Also, beginning July 1, 2022 the Superintendent (even if he remains employed by GAS) may direct the district to disperse this money to him in a lump sum or spread over a number of years. At his discretion these funds may also be placed into a Tax Sheltered annuity 403(b), Roth account, etc.

- d. Starting June 30, 2021, should the Superintendent die while in the employ of the Boards of Education, the amount credited under this deferred compensation clause will be payable to the Superintendent's designated beneficiary.
5. The School District agrees to grant to the employee the following fringe benefits:
 - a. Twenty (20) vacation days each year at a time mutually agreeable to both parties. If is not possible for the days to be used in a given year, the Superintendent may, at his sole discretion, elect to sell back up to 10 vacation days at his daily rate of pay.
 - b. Fifteen (15) sick leave days per year, accumulating to 180 days. All money due the Superintendent which is payable on a daily rate of pay shall be calculated by dividing the annual salary by two hundred twenty (220) and the quotient shall be the daily pay rate. The Superintendent's accumulation will be for 180 days at a rate of 85% of the daily rate of pay. Sick leave is defined as the illness of the employee, or physical disability due to accidents, or illness of immediate family. Immediate family shall be defined to include the employee's spouse, parent, parent-in-law, child, brother, sister, grandchild, grandparent, or IRS qualified dependent living in the household of the employee.
 - c. The Boards may provide the Superintendent with transportation or, if he uses his personal car, shall pay him mileage at the I.R.S. rate for every mile traveled on Boards business.
 - d. The District grants the following paid holidays: July 4, Friday before Labor Day, Labor Day, Thanksgiving Day and the day after Thanksgiving, Christmas Eve Day, Christmas Day, New Years' Eve Day, Memorial Day, and Good Friday. In the event that Christmas and New Years' holidays fall on Saturday or Sunday, the preceding or the day after will be granted.
 - e. Health Insurance – Michigan Conference of Teamsters Welfare Fund (MCTWF), Plan 1112, a Michigan Blue Cross and Blue Shield plan, with employee copayments per State of Michigan requirements.
 - f. Dental Insurance – Messa Delta Dental.
 - g. Life and Vision Insurance – Per MCTWF, Plan 1112.
 - h. Paid Michigan School Employees Retirement based on gross salary.
 - i. Disability Insurance – Per MCTWF, Plan 1112.
 - j. Other fringe benefits shall be the same as spelled out in the Teachers' Master Agreement and Administrators Master Agreement.
 6. District agrees that it shall defend, hold harmless and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual capacity, or in his official capacity as agent and employee of the district, provided the incident arose while Superintendent was acting within the scope of his employment and excluding criminal litigations. The Boards shall provide public liability insurance for the Superintendent to cover legal expenses in defense of claims and payment of judgments resulting from his functioning as Superintendent and will reimburse him for any portion of such expense and judgments not

covered by insurance. In no case will individual Boards members be considered personally liable for indemnifying Superintendent against such demands, claims, suits, actions and legal proceedings.

7. This Contract does not confer tenure upon the Superintendent in the position of Superintendent or any other Administrative position in the District.
8. This contract may be extended either by option of the Boards or by operation of law, as follows:
 - a. Board Option: The Boards, no later than the 31st day of March of each year during the term of this Contract may extend the Contract for an additional one (1) year period. All terms and conditions of the Contract shall remain unchanged, except for any amendments specifically agreed to in writing by the parties. The Boards in its sole discretion and with or without cause may decline to extend the Contract for an additional year.
 - b. Operation of Law: Unless the Boards of Education gives written notice of non-renewal of this Contract to the Superintendent at least ninety (90) days before the Contract's termination date, the Contract will, without further action, be automatically renewed for an additional one (1) year period as provided by Public Act 183 of 1979. The Superintendent annually shall advise the Boards of Education of this obligation during the month of January.
9. The Superintendent shall be eligible to be reimbursed for travel, meals, and lodging in accordance with per diem expense and reimbursement procedures established by the Boards. The Superintendent shall present an itemized account of his reasonable and necessary expenses in accordance with the direction of the Boards or its designee.
10. The employee may attend appropriate professional meetings at the local, state and national levels. The District shall pay Association dues of the Superintendent for the American Association of School Administrators, Michigan Association of School Administrators and Region 1, as well as other appropriate affiliations as approved.
11. Annually, no later than the last day of February of each year during the term of the Contract, the Boards shall review with the Superintendent his performance. The Superintendent shall remind the Boards of the responsibility in a timely manner.
12. The Superintendent shall establish and maintain his family residence within a twenty (20) mile radius of the boundaries of the Board's School District.
13. During the term of this Contract, termination of employment shall occur only under the following circumstances: Mutual agreement of the parties; retirement of the Superintendent; breach of this Contract; or discharge for good and just cause by the Boards. In the event that the Boards undertake to dismiss the Superintendent during the term of this Contract, he shall be entitled to written notice of the charges against him and an opportunity for a hearing before the Boards.
14. In the event of a dispute between the parties relating to any provision of this Contract, the parties agree to submit such dispute 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 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.

15. 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.
16. This Contract contains the entire agreement and understanding between the parties with respect to the employment of the Superintendent. No representations, promises, or understandings written or oral, not contained in this Contract shall be of any force or effect. No change or modification of this Contract shall be valid or binding unless it is in writing and signed by the Superintendent and the Boards.
17. No waiver of any provisions 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.
18. The parties have caused this Contract to be executed on the dates set forth below.

Date

Gerald E. Kulbertis, Superintendent

RAPID RIVER PUBLIC SCHOOLS
BOARD OF EDUCATION

GLADSTONE AREA SCHOOLS
BOARD OF EDUCATION

By: _____
Brooke Johnson
President

By: _____
Steve Tackman
President