

GOODRICH AREA SCHOOLS

INTERIM SUPERINTENDENT CONTRACT

This contract entered into this 1st day of July, 2019 between the Goodrich Area School District Board of Education, hereinafter called the "Board" and Wayne S. Wright, hereinafter called the "Interim Superintendent" in accordance with the following terms and conditions:

1. **Contract Period** – The Board agrees to employ the Interim Superintendent for the term of one (1) year commencing the 1st day of July 2019 and terminating the 30th day of June, 2020.
2. **Duties** – The Interim Superintendent agrees to perform the duties of Superintendent in a competent and professional manner and as assigned by the Board pursuant to the policies and regulations of the Board and the laws of the State of Michigan and the United States. He has represented to the Board that he holds all certification and other qualifications required by law for a Superintendent and represents that he shall maintain same while employed as Interim Superintendent.
3. **Salary** –The base salary shall be \$108,000 (One Hundred Eight Thousand Dollars) for July 1, 2019 through June 30, 2020.
4. **Expenses**– The Board shall provide to the Interim Superintendent a stipend of \$4,800 (Forty-Eight Hundred Dollars) in addition to wages. This is to assist the Interim Superintendent with expenses such as the use of his personal auto for school district business, gasoline for such auto, contributions made for school club related costs, receptions and miscellaneous expenses; fund-raising and events and other costs associated with the performance of duties connected with community service functions and shall be paid in \$400 monthly increments.
5. **Non-Tenure** – It is mutually understood and agreed that this contract does not confer tenure upon the Interim Superintendent in the Superintendent position or any administrative position.
6. **Fringe Benefits**
 - A. **Professional Dues / Education Expenses**
 1. County and State dues paid by the Board.
 2. Conferences approved by Board.
 3. Other administrative responsibility areas as approved by the Board.

- B. **Paid Vacations** – Vacations are to be taken at times least disruptive to school operations and are subject to advance notice to the Board President. The superintendent shall be granted thirty (30) days of vacation during the length of the contract. The Superintendent is not required to work during spring break or holidays as determined by the district calendar. Spring break and holidays shall be deemed non-scheduled—work days as determined by the district calendar.
 - C. **Sick Days** – 16 days per year, credited at the beginning of the contract (i.e., July 1st).
 - D. **Life Insurance** – No life insurance shall be provided to the Interim Superintendent.
 - E. **Vision Insurance** – No vision insurance shall be provided to the Interim Superintendent.
 - F. **Dental Insurance** – No dental insurance shall be provided to the Interim Superintendent.
 - G. **Health Insurance-** No health insurance shall be provided to the Interim Superintendent.
 - H. **Early Departure** – If Interim Superintendent leaves the Superintendent position prior to completing his contractual assignment, the Superintendent shall refund all salary that has not been earned.
7. **Termination** – The Superintendent shall be subject to discharge for good reason, which includes but is not limited to, act of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetence, or if the Interim Superintendent materially breaches the terms and conditions of this Agreement, but the Board shall not arbitrarily and capriciously dismiss him. No discharge shall be effective until written charges have been served upon him and he shall have an opportunity for a fair hearing before the Board after (10) days’ notice in writing. Said hearing shall be public or private at the option of the Interim Superintendent. At such hearing, he may have legal counsel at his own expense.
8. **Entire Agreement** – This agreement 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.

IN WITNESS THEREOF, the parties hereto have set their hands this day and year below

BY: 

Goodrich Board of Education
President, Greg Main

BY: 

Goodrich Board of Education
Vice President, Jennifer Riggs

BY: 

Goodrich Board of Education
Secretary, David Cramer

BY: 

Goodrich Board of Education
Treasurer, Jeff Brown

BY: 

Wayne S. Wright
Interim Superintendent

DATE: June 29, 2019