

# Superintendent's Contract

## Wakefield-Marenisco School District

This CONTRACT is made and entered into as of the 30<sup>th</sup> day of April, 2021, between the BOARD OF EDUCATION of the Wakefield-Marenisco School District, hereinafter referred to as the "DISTRICT" and JASON GUSTAFSON, as Superintendent, hereinafter referred to as "ADMINISTRATOR".

In consideration of the provisions of this agreement, the District and the Administrator agree as follows:

1. Term: This contract shall take effect on the 1<sup>st</sup> day of July 2021 and continue in force thereafter through the 30<sup>th</sup> day of June, 2024, subject to extension and termination as provided in paragraphs 4 and 5.
2. Duties: The Administrator represents that he meets all Michigan requirements and holds all certificates necessary for employment by the Board of Education as Superintendent of Schools. The Administrator agrees to perform the duties of Superintendent and School Administrator 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.
3. Evaluation: Annually and no later than December of each year, the performance of the Administrator will be evaluated and reviewed by the Board.
4. Extension: This contract may be extended by the operation of law, as follows:
  - A. Operation of Law: Unless the Board of Education gives written notice of non-renewal of this contract to the administrator at least ninety (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 Public Act 189 of 1979. The Administrator shall advise the Board of this obligation during the month of January.
5. Termination: The Administrator may be discharged and this contract terminated at any time for just cause.
6. Compensation:

- A. The Administrator will be paid the base salary of \$94,000 (Ninety Four Thousand Dollars) effective July 1<sup>st</sup>, 2021 for a 260 day work year. The Administrator will receive the a minimum of the same increases as negotiated by WMEA for the remaining years of the contract, with the Administrator receiving a minimum salary increase of 2% effective July 1<sup>st</sup>, 2022, and a minimum salary increase of 1% effective July 1<sup>st</sup>, 2023.
  - B. The Administrator will be paid a one-time lump sum COVID-19 hazard payment of \$1,000 on July 1<sup>st</sup> 2021. This payment represents payment for additional time and efforts put into preparing and maintaining a safe school environment throughout the COVID-19 pandemic.
- 7. Fringe Benefits: During the term of this contract, the Administrator shall receive the same health, dental, and vision insurance as negotiated in the Wakefield-Marenisco Education Association master contract and as provided by Public Act 152 of 2011.
  - 8. Sick Leave: The Administrator is entitled to twenty (20) days for each year of the contract to be accumulated up to 180 days. The Administrator shall be reimbursed for unused, accumulated sick days at the rate of \$75 per day upon retirement or termination of this contract.
  - 9. Funeral Leave: The Administrator shall be entitled to receive up to five (5) days leave with pay due to the death of a member of his immediate family, as defined by the WMEA master contract. The Administrator shall be granted one (1) day of funeral leave with pay when a death occurs to a relative outside the employee's immediate family.
  - 10. Holidays: the Administrator shall receive the following holidays as paid days off: New Year's Eve, New Year's Day, Presidents' Day, Good Friday, Easter Monday, Memorial day, Fourth of July, Labor Day, Thanksgiving Day, the Friday immediately after Thanksgiving, Christmas Eve, and Christmas Day. If a holiday falls on a Saturday or Sunday, the vacation day will be taken on the immediately preceding Friday or the following Monday.  
The Administrator shall receive 35 personal days for each year of the contract. All days may carry forward.
  - 11. Sports Pass: The Administrator shall receive an annual family sports pass each year of the contract.
  - 12. Special Provision: The District shall pay all local and state professional dues for the Administrator.

13. Opt out Clause: It is agreed that the Board/Board President will meet with the administrator before May 1<sup>st</sup> of each year of this contract to discuss the position of "District Administrator". At this time, if either party decides that a change in the current administrative alignment is deemed necessary, the Board/Board President and Administrator will agree on the best course of action.

14. In light of the unique nature of the professional duties of the Administrator, the District shall provide to the Administrator, at no expense to him, legal counsel and representation in any legal action brought against him as Administrator and either hold him harmless or insure him adequately against all liability that results from his performance in the course and scope of his employment as administrator.

In witness whereof, the parties have duly executed this Superintendent's Contract of Employment as of the day and year written in the opening paragraph.

\_\_\_\_\_  
Brad Dalbec, President, W-M Board of Education

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jason Gustafson, Administrator, W-M

\_\_\_\_\_  
Date