

SUPERINTENDENT CONTRACT BETWEEN
THE NORTH HURON BOARD OF EDUCATION
AND
MARTIN PROUT

By Board approval April 14, 2010 this is an extension to the contract made and entered into as of the first day of July, 2008 between the Board of Education of the North Huron School District (and extended to June 30th, 2011 per October 14th board action) between the "the Board " and Martin Prout hereafter called the Superintendent. This contract shall be extended through June 30th 2016 with the added bolded and italicized additions/changes to begin July 1, 2010. Section 4 Benefits paragraph A & B amended April 2013. By Board Approval on June 18, 2014 this contract is extended through June 30, 2019 with items 3a. and 3b. added to the Compensation Area. By Board approval on November 9, 2016, this contract is extended through June 30, 2021 with section 3a clarified. By Board approval on June 28, 2017, item 4. A is amended. By Board Approval item 3c added 6/27/2018, item 4B has been eliminated, and contract is extended through June 30, 2023. ~~By Board approval on November 13, 2019, item 3d is added to the Compensation Area.~~

Witnesseth:

Whereas, Martin Prout represents to serve the North Huron School in the capacity of North Huron's Superintendent.

Whereas, the Board of Education is desirous of employing Martin Prout as Superintendent of North Huron Schools.

Now, therefore, in consideration of the mutual promises contained in this contract, it is agreed between both parties as follows:

1. **Contract Term:** This contract shall take effect on the first day of July 2008 and continue in force thereafter through the 30th day of June 2016. The number of days contracted will be 156 days a year with a 3/5 weekly schedule or *hours equal to a full retirement credit through June 30th 2016 (added).*
2. **Duties:** The Superintendent represents that he agrees to perform the duties in a competent and professional manner in compliance with policies and regulations adopted by the Board of Education.
3. **Compensation:** The Board of Education shall pay to this Superintendent a salary of \$57,000 as a base salary to be evaluated by the Board annually. If a need arises for the Board to employ the Superintendent for days beyond the 156 then the Board will pay the superintendent's daily rate in exchange for services. The salary shall be paid in 26 equal installments. *The Board also agrees to purchase "Universal Buy" retirement service credits of 3.2867 years at a cost of \$22,163.30 per year over the life of the contract (added).*

3a. Added June 18, 2014: Once the universal buy is fulfilled, the Board will contribute an annual payment as a Board paid 403b contribution in an amount equal to the universal buy annual payment. *The Superintendent may choose to receive the amount in a cash payment as an alternative to the 403b contribution.*

3 b. Added June 18, 2014: Auto Allowance – The Board agrees to pay \$750 per month as an automobile stipend.

3c. Added June 27, 2018: The Superintendent will receive as compensation an annual cash payment equal to the value (as of today) of health (at cap), dental and vision insurance programs.

3d. Added November 13, 2019: ~~For the 2019-2020 school year, the Superintendent will receive an additional ten thousand dollars (\$10,000) as compensation for all additional services provided associated with the work completed on the District Phase I Bond.~~

revised
Not Board
Approved.

4. **Benefits:** The Superintendent is entitled to the following benefits:

A. Insurance – the District will provide premium payments toward a ~~single-full family health, dental, vision, short term/long term disability and \$100,000 term life insurance policy.~~ (Amended April 2013 Board Meeting). Amended June 2017 meeting to read \$300,000 Term Life Insurance Policy.

~~B. The Superintendent will have the option of taking cash in lieu of insurance payment equal to the premium value of MESSA single cobra rates and the value current value of insurance programs that he elects not to be covered by. (Amended April 2013 Board Meeting) Replaced by 3c. above.~~

C. Personal leave – twelve (12) days of personal leave shall be granted for a twelve month period. Personal leave days not used will be converted to sick days at the end of the contract year and allowed to accumulate.

5. **Bereavement Days:** Up to five (5) work days may be used when a death occurs in the Superintendent's family.

6. **Inclement weather:** The Superintendent may leave early or arrive late during inclement weather days or not come in if weather is a safety hazard.

7. **Continuing Education:** The Board agrees to pay for the registration fees and or tuition up to \$2,500 annually to meet and maintain State certification requirements.

8. **Membership:** The Board agrees to have the district pay \$1,000 per school year for the Superintendent's individual membership in professional associations.

In WITNESS WHEREOF, the parties hereto have affixed their hands on the day and year first written above:

North Huron School Board of Education

By signatures on file _____

Date

By signatures on file _____

Date

By signatures on file _____

Date

signatures of file
Martin J. Profit

Date