

CONTRACT OF EMPLOYMENT

Superintendent

It is hereby agreed by and between the Board of Education of the Williamston Community Schools (hereinafter "Board") and Narda Murphy (hereinafter "Superintendent") that pursuant to Section 1229(2) of the Revised School Code has and does hereby employ the Administrator for a one-year period commencing on July 1, 2016 and ending on June 30, 2018, according to the terms and conditions as described and set forth herein as follows:

1. This Contract shall be extended annually for an additional term of one (1) year during its term unless written notification of non-extension is given by the Board to the Superintendent by March 31. This provision does not prevent the Board from terminating this Contract during its term pursuant to paragraph 10 or from non-renewing this Contract at its expiration pursuant to the procedures set forth in Section 1229 of the Revised School Code (or its successor provision).

2. Superintendent shall perform the duties of as prescribed by the Board and as may be established, modified and/or amended from time to time by the Board. Superintendent acknowledges the ultimate authority of the Board with respect to her responsibilities and directions related thereto.

3. Superintendent represents that he/she possesses, holds and will maintain all certificates, credentials and qualifications required by law, including the regulations of the Department of Education, and those required by the Board to serve in the position assigned. Additionally, Superintendent agrees, as a condition of his continued employment, to meet all continuing education requirements for the position assigned, as are and may be required by law and/or by the State Board of Education.

4. Superintendent shall be paid during 2016-17 fiscal year at an annual (twelve month) salary rate of not less than \$30,000 (Thirty thousand dollars) to be paid by Williamston Community Schools and \$99,000 (Ninety Nine thousand dollars) to be paid through third party contractor in consideration of her performance of the duties and responsibilities of the position assigned in conformance with the requirements and expectations of the Board.

5. The Board shall be entitled to terminate the Superintendent's employment at any time during the term of this Contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency and other reasons which constitute just cause, or if Superintendent materially breaches the terms and conditions of this Agreement.

6. In the event of Superintendent's mental and/or physical incapacity to perform the duties of his office, he shall be granted an initial leave of ninety (90) workdays for purpose of recovery. Upon utilizing leave under this provision, Superintendent shall furnish medical certification to the Board (or its designee) respecting the necessity for the leave.

If the Board has reason to doubt the validity of the medical certification supplied by Superintendent, it may require a second opinion by a health care professional designated by the Board, at Board expense. In the event that the medical certification supplied by Superintendent and that resulting from the second opinion procured by the Board are in conflict regarding Superintendent's mental and/or physical capacity to perform the essential functions of his position, Superintendent and Board (or their designees) shall mutually select a third healthcare professional whose assessment shall be regarded as conclusive regarding the necessity for leave.

If Superintendent is unable to or does not resume work at the conclusion of a leave taken under this paragraph (or any extension thereof), her employment and this Contract may be terminated at the option of the Board. However, no such termination shall occur where restoration after leave is required by the Family and Medical Leave Act. Prior to resumption of duty after an unpaid leave of absence for a serious health condition, Superintendent shall provide to the Board a fitness for duty certification from Superintendent's health care provider. A second opinion by a healthcare professional designated by the Board may be required by the Board, at its expense, unless the securing of the second opinion in this context is precluded by the Family and Medical Leave Act.

10. IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the day and year first above written.

Date: _____

SUPERINTENDENT

**WILLIAMSTON COMMUNITY SCHOOLS
BOARD OF EDUCATION**

Date: _____

By _____
President