

WYOMING PUBLIC SCHOOLS
CONTRACT OF EMPLOYMENT
ADMINISTRATOR

Employee # 4874

THIS AGREEMENT Made this 30th day of June, 2012 between the Board of Education of the Wyoming Public Schools, Kent County, Michigan, hereinafter called the District, and **Thomas Reeder** hereinafter called the Administrator, for the 2012-2013 school year.

WITNESSETH:

1. **EMPLOYMENT AND DUTIES**—The District agrees to employ the Administrator as Superintendent for the term of one year, from July 1, 2012 to June 30, 2013. Administrator promises to perform the duties and responsibilities directed by the Superintendent and/or the Board in a competent and professional manner, and in accordance with applicable laws, rules, and policies now or hereafter adopted, to the satisfaction of the Superintendent and Board, which shall be the sole judge of performance. Administrator is subject to transfer or reassignment at the discretion of the Superintendent and with the approval of the Board.
2. **CERTIFICATION**—Administrator REPRESENTS [ETC] by law and that meeting these requirements is a condition of employment. If Administrator fails to meet these requirements, the Agreement shall automatically terminate and the Board shall have no further obligation hereunder.
3. **TENURE ACT**—Administrator shall not acquire continuing tenure in this or any other administrative capacity or non-classroom teaching position to which Administrator may be assigned by virtue of this contract of employment.
4. **EXTRA DUTIES**—If Administrator receives extra compensation for extra duties performed, Policy 3400 governs, and Administrator does not acquire continuing tenure in any extra duty position. Extra duty compensation, if any, is stated below and paid in biweekly installments.
5. **COMPENSATION**— Administrator shall be paid an annual salary of \$173,661 for 260 days in regular biweekly installments beginning July 1, 2012. Compensation shall be prorated, where necessary, to reflect services actually rendered in the event the contract obligations are unfulfilled. As required by section 1250 of the Revised School Code, Administrator's job performance and job accomplishments will be significant factors in determining any adjustment to Administrator's compensation. The Board shall make payroll deductions required by law or approved by Administrator in writing.
6. **LEAVE FRINGE BENEFITS**—Administrator shall receive the leave privileges, insurance and fringe benefits established from time to time in Policy 3400 for the administrative position(s) covered by this contract.
7. **CONTRACT AND FINANCIAL INFORMATION**

Base Annual Salary \$ 170,000

Extra Duties as Follows:

Doctorate \$ 3,661

Total Salary \$173,661

Classification

Said total salary shall be paid in bi-weekly equal installments.

8. **TERMINATION.** This agreement may be terminated at any time for Administrator's failure to meet its terms, all of which are material to continued employment. Administrator may be discharged any time the Board determines that Administrator has engaged in acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or for acts otherwise deemed to violate the proper standards of conduct or adversely reflecting on the Board. These standards for termination of the contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which is discretionary with the Board. The Administrator may, upon written request made within ten (10) days of notice of termination, meet with the Superintendent to discuss the reason(s) for termination. Upon written request to the Board, made within ten (10) days of the meeting with the Superintendent, the Administrator may meet with the Board, or a committee designated by the Board, to discuss the reason(s) for termination. The Board may request the presence of others having knowledge of the facts if deemed appropriate by the Board. If Administrator is charged with misconduct that reflects adversely upon the Board, or in the Board's judgment, inhibits the full and complete performance of Administrator's duties, Administrator may be suspended with or without pay, at the Board's discretion, until the merits of the charges have been determined. If it is ultimately determined by the Board or its designee that the charged misconduct did occur, Administrator's contract shall terminate immediately and the Board shall have no further obligation to Administrator. This contract may be terminated during its term pursuant to a reduction in administrative personnel, as determined by the Board, which provides for administrator's layoff. Reasons for layoff may include, but are not limited to, anticipated financial shortfall, need to reorganize/consolidate programs or facilities, or an anticipated lack of work. The Administrator shall be given not less than 30 calendar day notice of layoff prior to the effective date of layoff.
9. **EVALUATION.** Administrator's performance shall be evaluated by the Board at least annually using multiple rating categories that take into account data on student growth as a significant factor as provided by Section 1249 of the Revised School Code.
10. **ENTIRE AGREEMENT.** This agreement contains the entire understanding of the parties and is the only binding agreement between them. There are no oral or written promises, representations or inducements other than those stated herein. No employee, administrator or individual Board member has any authority to enter into any other, new or different contract on behalf of the Board. Modifications to this agreement must be written and adopted by the Board in open session in order to be effective.

IN WITNESS WHEREOF the parties hereto have set hereunto their hands and seals this day and year above written.

For the BOARD of EDUCATION

ADMINISTRATOR

Signature Thomas G. Reeder
Print or type name THOMAS G. REEDER