

EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into this 17th day of June, 2019, by and between the **ROSEVILLE COMMUNITY SCHOOL DISTRICT**, which will be referred to as "School District", and **Mark S. Blaszkowski**, who will be referred to as "Employee".

It is hereby agreed as follows:

1. The School District agrees to employ Employee as **Superintendent of Schools** for a term beginning **August 1, 2019**, and ending **June 30, 2022**.

2. The Employee agrees to faithfully and truly perform all the duties of the office of Superintendent of Schools, as provided by law, or as may be assigned by the Board.

3. The Board shall review this contract with the Employee, annually, and shall, on or before June 30 of each ensuing year, determine whether or not to extend it for an additional year. If no action is taken by the Board, the existing expiration date shall remain in effect.

4. The Employee shall not be deemed to be granted continuing tenure in the capacity of Superintendent of Schools by virtue of this Agreement, and it is further agreed that the Employee shall not be deemed to be granted continuing contract in such capacity.

5. In the event administrator certification is reinstated, Employee shall immediately apply for certification. The School District will pay for any expenses of obtaining that certification. This contract shall terminate in the event Employee is unable to obtain either a Superintendent's Certificate, or a School Administrator's Permit, valid for the Superintendent's position.

The Board may terminate this Contract in the event the Superintendent's Certificate or School Administrator's Permit is revoked, suspended, or not renewed; or if conditions are imposed by the State Board which, in the opinion of the Board, interfere with the effective performance of Employee's duties.

The Board may terminate this Contract in the event that the Employee fails to meet the continuing education requirements provided by State law.

6. The School District agrees to pay the Employee for his services during each year of said contract bi-weekly in 26 equal payments an annual salary in the following amounts:

July 1, 2019 to June 30, 2020	\$169,357.00
July 1, 2020 to June 30, 2021	\$169,357.00
July 1, 2021 to June 30, 2022	\$169,357.00

The School District retains the option to adjust the salary of The Employee during the term of this Agreement, provided, however, that no such adjustment shall decrease The Employee's salary during the term of this Agreement.

7. Leave privileges, insurance and fringe benefits shall be as follows:

- (a) The Employee shall be granted funeral leave days as provided by Article VIII, C, of the contract with the Roseville Federation of School Administrators, and twelve (12) sick leave days per year. Any accumulated unused sick days shall be paid without limitation to the Employee at 50% at the time of separation from employment with the School District. Employee shall also be paid an additional twenty (20) full days at the time of separation.
- (b) All per diem payments (unused sick days/vacation, etc.) shall be calculated based on the prevailing salary, or on the contract salary originally established for the date of separation, whichever is greater.
- (c) The Employee shall be paid a perfect attendance/merit pay incentive for consecutive years of perfect attendance commencing with the hire date with the School District as follows:

1-4 years =	\$ 250.00 Per Year
5-9 years =	\$ 300.00 Per Year
10-14 years =	\$ 350.00 Per Year
15-24 years = *	\$ 400.00 Per Year
25 years & up = *	\$ 500.00 Per Year

*(For these steps only, the payment indicated shall apply to all years.)

In any contract year in which the Employee does not have perfect attendance, Employee will receive only the previous year's incentive amount. This amount will be added to Employee's base salary for all contract years following the break. After any break in perfect attendance, the incentive amounts recommence at the beginning of the scale.

- (d) The Employee shall be granted two (2) personal days per contract year to be taken at such times as are agreeable to the School District. Personal days not taken in a particular contract year shall be forfeited.
- (e) The Employee shall be entitled to twenty-five (25) vacation days each contract year.

Vacation time shall be taken at a time mutually agreeable to both parties. The Employee may carry forward not more than twenty (20) unused vacation days to be used the following contract year. The Employee may elect to be paid for up to ten (10) vacation days not taken per year. All per diem payments (unused sick days/vacation, etc.) shall be calculated based on the prevailing salary, or on the contract salary originally established for the date of separation, whichever is greater. Any other vacation days not used or carried forward shall be forfeited. For purposes of this paragraph, each year shall be deemed to end on June 30.

- (f) The Employee shall receive full family medical insurance comparable to the most favorable plan granted to other employees of the School District; and shall receive any other insurances that are provided to district administrators, e.g. optical, dental, long term disability. Employee will be responsible for 20% of the monthly premium for medical/hospitalization insurance.

(g) The Employee will be provided with base longevity compensation each year, in December, in the amount of \$6,250.00.

(h) The Employee shall be provided with a group term life insurance benefit in the amount of two (2) times the annual salary, along with Employee=s corresponding accidental death and dismemberment coverage. Upon retirement, the School District shall continue to provide life insurance coverage in the following amounts until death:

- (1) \$50,000.00 up to and including age 65
- (2) \$45,000.00 at age 66
- (3) \$40,000.00 at age 67
- (4) \$35,000.00 at age 68
- (5) \$30,000.00 at age 69
- (6) \$25,000.00 at age 70 and until death

(i) The Employee shall be provided with a transportation allowance in the amount of \$450.00 per month.

The Employee shall also be paid mileage expense reimbursement at the I.R.S. approved rate per mile for actual documented mileage expense incurred in the performance of his duties.

(j) The Employee shall also be granted other fringe benefits as may be established from time to time for central administrators by School District.

8. In light of the unique nature of the professional duties of the administrator, School District shall provide the Employee, at no expense to him, legal counsel and representation in any legal action brought against him as Superintendent, and hold him harmless against all liability resulting from his performance of the duties of Superintendent. The extent of the

Board's obligations under this paragraph shall be identical to the provisions of Board Policy EH, as it exists on the date this Agreement was signed.

9. In the event the Michigan Public School Retirement System shall refuse to credit compensation that has previously been reported, the Board will retain and pay an attorney of its choice to represent the administrator in proceedings before the Retirement Board and any necessary appeals.

10. The Employee shall be insured under all of the Board's liability insurance policies, subject to the conditions and limitations of those policies.

11. Notification of non-renewal of this Agreement shall be given to the Employee by the School District in writing at least ninety (90) days before its termination date. In the event the School District fails to so notify the Employee of non-renewal, then this Agreement shall remain in effect for an additional one (1) year period.

12. The Employee shall have his seniority as a principal frozen. In the event the Employee's contract is not renewed, the Employee will be permitted to return to the principal ranks, based on his seniority and qualifications, and only to the

extent that this is permitted by the Collective Bargaining Agreement with the Roseville Principal's Association.

13. The School District shall pay membership fees for National and State associations, as well as memberships in local service organizations as approved by the Board.


14. This Employment Agreement contains the entire agreement between the parties and shall not be modified, waived, altered, or changed in any manner whatsoever except in writing signed by both parties.

15. This Employment Agreement replaces all previous Agreements and Amendments.

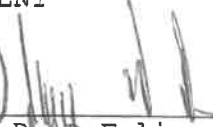
The parties hereto have affixed their signatures on the day and year first written above.

ROSEVILLE COMMUNITY SCHOOLS


Date: June 17, 2019

BY: 
THERESA J. GENEST
PRESIDENT

Date: June 17, 2019

BY: 
Joseph D. DeFelice
SECRETARY

Date: June 17, 2019

BY: 
Mark S. Blazkowski
EMPLOYEE

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT
DATED JUNE 17, 2019

This First Amendment to Employment Agreement is agreed to and made effective the 1st day of August, 2019, between the **ROSEVILLE COMMUNITY SCHOOL DISTRICT**, and **MARK BLASZKOWSKI**, Employee.

The School District entered into an Employment Agreement with Employee dated June 17, 2019. The School District and the Employee mutually desire to further amend that Agreement in recognition of the Employer's financial condition. The parties agree that this First Amendment of the June 17, 2019 Employment Agreement shall stand in the place of the same provisions contained in the June 17, 2019 Employment Agreement, unless otherwise agreed to by and between the parties.

The School District and the Employee agree that the annual salary for the year of July 1, 2019 to June 30, 2019 will be reduced Two percent (2.0%) and prorated for the period of August 1, 2019 to June 30, 2020.

The Employee will take two (2) non-payment/non-work days during the 2019/2020 contract year.

Fifty percent (50%) or one-half of Employee's base longevity compensation, or its equivalent, will be reduced

during the 2019/2020 contract year. Employee's reduction will be a reduction in the form of either longevity, car allowance, sick days, vacation days or a combination, at Employee's sole election.

The School District and Employee further agree to amend the Employment Agreement and this First Amendment to the Employment Agreement to bring these agreements into conformity with the agreements reached in the future with the District's contractual bargaining units.

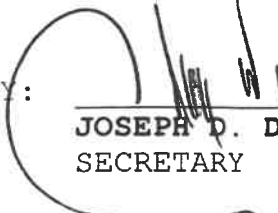
All other terms and conditions of the Employment Agreement dated June 17, 2019 and not modified by this First Amendment to Employment Agreement shall remain in full force and effect.

ROSEVILLE COMMUNITY SCHOOLS

Date Signed: June 17, 2019

BY: 
THERESA J. GENEST
PRESIDENT

Date Signed: June 17, 2019

BY: 
JOSEPH D. DEFELICE
SECRETARY

Date Signed: June 17, 2019

BY: 
MARK BLASZKOWSKI
EMPLOYEE