

## SUPERINTENDENT'S CONTRACT

### LAKE CITY AREA SCHOOLS

This contract, entered into this 22<sup>nd</sup> day of July 2010 between the Lake City Area Schools Board of Education, (hereinafter called the Board) and Mrs. Kimberly Blaszak, (hereinafter called, Superintendent).

WITNESSETH

1. CONTRACT PERIOD: The Board agreed to employ the Superintendent as Superintendent of the Lake City Area Schools for the term of three (3) years from August 9, 2010 to June 30, 2013. The Board shall evaluate the Superintendent during each year of said contract on or before March 30.
2. DUTIES: The Superintendent agrees to perform the duties of Superintendent in a competent and professional manner in accordance with the established policies and regulations of the Board of Education and the laws of the State.

The Superintendent shall work in close conjunction and shall maintain proper lines of communications with the principals.

The Superintendent shall present recommendations to the Board on any subject under consideration by said Board.

The Superintendent shall comply with all directives as well as any and all administrative practices and operating procedures as established by the Board.

The Superintendent shall attend each meeting of the Board.

The Superintendent shall have complete freedom to organize, re-organize, and arrange the administrative and supervisory staff, including instruction and business affairs, which in her judgment best serves the district responsibility for selection, replacement, and transfer of personnel. The Superintendent shall keep the Board informed of all such changes.

The Board, individually and collectively, shall refer promptly all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation.

3. EVALUATION: The Board of Education shall evaluate the Superintendent in writing quarterly during the first contract year, semi-annually beginning the second contract year and in March of each subsequent year. The evaluation shall be presented to and discussed with the Superintendent by the President of the Board of Education. Before the commencement of each year of the Agreement, the Board of Education and the Superintendent shall meet to discuss and determine the performance standards for said year. A summary evaluation shall be given at a regularly scheduled Board meeting.

4. COMPENSATION: The Board agrees to pay the Superintendent during each year of said contract in 26 equal installments. Payments to be made bi-weekly. Compensation for the year (2010-2011) shall be \$100,000 and is negotiable for the years 2011-12 and 2012-2013. In addition, the Board shall pay the sum of \$5,000 as deferred compensation (in a salary reduction agreement) in twenty-six (26) equal installments into a tax deferred annuity program, carrier to be selected by the Superintendent
5. PROFESSIONAL DUES: The District shall pay reasonable state and national association and journal dues of the Superintendent for membership in professional organizations. The Superintendent is authorized to attend state-wide meetings and may attend one national conference per year based upon budget considerations and Board approval.
6. TENURE: It is mutually understood and agreed that this contract does not confer tenure upon the Superintendent in that position or any other administrative position.
7. FRINGE BENEFITS: The Superintendent shall be entitled to four (4) weeks vacation each year of said contract and normal holidays within the yearly school calendar. The Superintendent shall be granted 14 days sick leave per year of which 3 may be used for personal business. Sick leave days may be accumulated. Vacation days are to be used in the year of said contract, unless approved otherwise by the Board on an annual basis.

The District shall maintain at its expense a policy of two hundred thousand dollars (\$200,000) of term life insurance insuring the life of the Superintendent during the term of this contract and any extension thereof, payable to such beneficiaries as the Superintendent may designate. The District shall also maintain long-term disability insurance on a maximum of salary of \$6,750 per month.

The Board shall pay the Superintendent for mileage for her personal car driven outside the local district and for checking weather conditions at the IRS rate.

The Superintendent shall be afforded the following: SET Medical Group Insurance (Ultra Med), SET Ultra-Dent and SET Ultra-Vision, or their equivalent as established under the policy of the Board of Education of the District, and said policy is specifically incorporated herewith and made part of this contract.

The Board will reimburse the Superintendent for any other reasonable expenses incurred by the Superintendent in the performance of her duties. Said expenses shall be presented to the Board for approval at the meeting following the date incurred.

8. PROFESSIONAL MEETINGS: The Superintendent will advise the Board of professional meetings at the local, state, and national levels that she would like to attend. With Board approval, she shall be reimbursed for her expenses in connection therewith and for any other reasonable out-of-pocket expenses incurred on behalf of the Board.
9. SCHOOLING ALLOWANCE: The Board shall pay or reimburse the Superintendent for tuition, books, and mileage expenses incurred in fulfillment of her education and schooling to maintain her Superintendent Certification as required by the State and the Board of Education in an amount not to exceed \$3,000 per year.

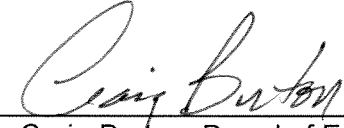
10. MOVING EXPENSES: The Board will provide a moving expense allowance of \$1,000.00 for the purpose of moving household material to the Lake City area.
11. TERMINATION PROVISIONS: The Superintendent shall be subject to discharge for good and just cause, but the Board shall not arbitrarily and capriciously dismiss her. No discharge shall be effective until written charges have been served upon her and she shall have an opportunity for a fair hearing before the Board after ten (10) working days notice in writing. Said hearing shall be public or private at the option of the Superintendent. At such hearing, she may have legal counsel at her own expense.
12. BREACH: In the event of a breach on the part of either party to this agreement, nothing contained herein shall be construed to render the obligations of either party under this agreement null and void.
13. AMENDMENT: This agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and may not be amended, renewed or extended except by an instrument in writing (addendum or otherwise), duly adopted and executed by the parties.
14. SEVERANCE PAY: The Board shall pay \$50 per day for unused vacation days and accumulated sick days.

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

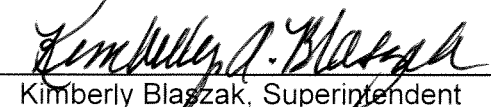
LAKE CITY AREA SCHOOLS

By   
Rod Hose, Board of Education President

Date 7/22/10

By   
Craig Borton, Board of Education Secretary

Date 7/22/2010

By   
Kimberly Blazsak, Superintendent

Date 7/22/2010