

**Ida Public Schools
Ida, Michigan**

Superintendent's Contract

This agreement, entered into between the Board of Education, hereinafter called "Board", and Marvin Dick as Superintendent of Schools, hereinafter called "Administrator", is based upon a June 28, 2004 Board of Education resolution.

WITNESSETH:

- 1) The Board agrees to employ the Administrator as its Superintendent for the term of three (3) years from July 1, 2008 to June 30, 2011.
- 2) The above-named Administrator represents that he holds all certificates and credentials required by law and by the District to accept this administrative position.
- 3) The Administrator agrees to perform the duties of Superintendent of Schools in a competent and professional manner subject to the established policies and regulations of the Board of Education and the laws of the State.
- 4) The District agrees to pay the Administrator the sum of One hundred and two thousand and sixty-eight dollars (\$102, 068) as the annual salary for the 2008-09 year and a 1% incremental increase each year thereafter for the term of this contract. Said sum will be paid in twenty-six (26) equal payments. The Board retains the right to adjust the annual salary of the Administrator during the term of this contract; said salary adjustment not to reduce the annual salary below the figure stated above.
- 5) The Board will provide the fringe benefits accorded other administrators. These shall include, but not be limited to:
 - a) Fifteen (15) days sick leave accumulative to 240 days
 - b) Full family health and hospitalization insurance, in accord with that provide to other administrators of the District.
 - c) Long Term Disability Insurance
Currently--66 2/3% Max Mon. Salary
 - d) Term Life Insurance
Currently--Life = 1x Annual Salary
 - e) Full Family Vision
Currently--VSP-3
 - f) Full Family Dental
Currently--Delta Dental 80/80/80

Admin Intl _____

Board of Ed SS

Additional benefits provided shall include, but not be limited to:

- g) Medical insurance benefits shall be extended beyond accumulated sick days up to a total period of one year in case of extended disability.
- h) All expenses for Board Approved state, local, and national conferences shall be paid.
- i) Dues will be paid for Board Approved state and national organizations.
- j) An annuity will be provided equal to three percent (3%) of the Administrator's annual salary.
- k) Vacation period shall be twenty (20) days per year plus winter and spring vacations. Vacation days shall not accumulate. The Board of Education may carry over or reimburse for unused vacation days due to extenuating circumstances.
- l) The Administrator will have the following paid holidays and they will not be charged against vacation time:

- | | |
|-----------------------|------------------------------|
| 1. New Year's Eve Day | 6. Labor Day |
| 2. New Year's Day | 7. Thanksgiving Day |
| 3. Good Friday | 8. Friday after Thanksgiving |
| 4. Memorial Day | 9. Christmas Eve Day |
| 5. Fourth of July | 10. Christmas Day |

- m) After July 1, 2006, any administrator retiring from the Ida Public Schools after a minimum of ten (10) full years' service in the system, and who receives state retirement payments, will be provided \$10.00 compensation for each unused sick day up to 180 days accumulation, **or 10% of his/her last full fiscal-year salary, including longevity**, whichever is greater. This will be paid to the retiring employee as a contribution to a 403(b) annuity following the guidelines established in the district's 403(b) plan. The employee may choose a vendor from those approved by the district.

- 6) This contract shall be deemed to have been renewed for a period of one year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator 90 days prior to the expiration date of this contract, in which case reasons for non-renewal shall be given, and a hearing provided if requested.
- 7) It is mutually understood and agreed that this contract does not confer tenure upon the Administrator in the above described position or any other administrative position in the district.

In witness whereof, the parties hereto have signed on the date(s) indicated below.

BOARD OF EDUCATION

[Signature] 8-10-09
President Date

Mark Mathis 8-10-09
Vice-President Date

[Signature] 8-10-09
Trustee Date

[Signature] 8-10-09
Trustee Date

ADMINISTRATOR

[Signature] 6/29/09
Marvin Dick, Superintendent Date