

**Contract of Employment  
INTERIM SUPERINTENDENT**

It is hereby agreed by and between the Board of Education of Carson City-Crystal Schools (hereafter "Board" or "District") and Robert Swanson (hereafter "Interim Superintendent") that said Board in accordance with its action found in the minutes of the meeting held on the \_\_\_\_\_ day of \_\_\_\_\_, 2019, has been and does hereby retain Robert Swanson as its Interim Superintendent of Schools for a period commencing \_\_\_\_\_, 2019, and concluding pursuant to the notification of termination and provisions stated herein.

1. The Interim Superintendent shall perform the duties of the position of Superintendent of Schools as established by the Board or as such duties are changed from time to time by the Board in and for Carson City-Crystal Schools and as prescribed by the laws of the State of Michigan and the rules and regulations of the State Board of Education and Board of Education of Carson City-Crystal Schools.
2. The Interim Superintendent shall receive compensation for the performance of duties under the Contract at a salary of thirty-five thousand dollars (\$35,000) total to be paid on biweekly basis for a minimum of 67 work days from the date of appointment as Interim Superintendent on August 19, 2019. The number of work days for which the Interim Superintendent will be engaged is subject to prior approval by the Board. This contract is from date of approval through December 31, 2019. Such amount shall be subject to deductions required by law and will be remitted on the regular payroll of the District. If the contract is terminated by the Board before December 31, 2019 the Superintendent will receive pay for two additional payroll periods.
3. The Superintendent will receive a \$600 per month car allowance during the contract period. The Interim Superintendent shall receive no other remuneration for service from the District for services rendered under this Contract.
4. The Interim Superintendent agrees that he shall not be deemed to be granted continuing tenure in the position of Interim Superintendent or in any other capacity by virtue of this contract or any employment assignment within the school district.
5. The parties further agree that their employment relationship is of an at-will nature, which means that the relationship is terminable at any time by either party or without cause, upon the presentation of ten (10) working days written notice to the other party. The parties agree that the Interim Superintendent has no expectation of employment of any fixed duration and that this Contract and all obligations hereunder may be canceled upon presentation of the notice above

specified. To the extent that non-renewal of this Contract is governed by the provisions of Section 1229 of the Revised School Code, the Interim Superintendent waives notice of non-renewal of this Contract under that enactment. To the extent that such notice may not be waived or is otherwise required to be given, Interim Superintendent acknowledges notice of non-renewal of this Contract through his signature on this document.

6. It is further agreed and stipulated that no individual administrator, Board member or other agent or employee of the District has the authority to alter or amend this at-will employment relationship or the terms of this Contract other than by formal action by the Board of Education. The Interim Superintendent agrees that his employment is intended to be of limited duration while the District is in the process of recruiting and selecting an individual fill the office of Superintendent of Schools on a permanent basis.
  
7. The Interim Superintendent represents that he possesses the requisite certification/qualifications to the position assigned and that this agreement is terminable if it is determined by the Department of Education, or other proper authority, the Interim Superintendent does not possess the requisite certification/qualifications to perform the responsibilities associated with his position. It is the intent of this provision to enable the school district to comply with applicable state laws pertaining to the certification/qualifications pertaining to the position of Superintendent and to avoid any jeopardy to the operation of funding of the school district or the subjecting of the Board of Education, its members or the school district to any fines, penalties or sanctions of any nature. The presence of this stipulation shall in no way be construed or regarded as a limitation upon the at-will employment relationship specified in this agreement.

IN WITNESS WHEREOF, the parties have affixed their signatures this \_\_\_\_ day of \_\_\_\_\_, 2019.

Interim Superintendent

\_\_\_\_\_  
\_\_\_\_\_

Board of Education  
Carson City-Crystal Schools

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary