



*Prepare. Aspire. Succeed.*

Mr. Angel Abdulahad, Superintendent  
26550 John R  
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(P) 248.399.7800 (F) 248.399.4700

The Board of Education of the Madison District Public Schools (the Board) wants to employ Mr. Angel Abdulahad (Interim Superintendent) as the District's Superintendent of Schools. The Interim Superintendent wants to serve the Board and the District as the Superintendent of Schools according to the terms of this agreement. THEREFORE, IT IS AGREED:

1. **TERM.** The Board and the District will employ the Superintendent from April 1, 2019 through June 30, 2022 subject to the terms of this agreement. Should the Board choose not to renew this agreement at the end of its term; the Board will so notify the Superintendent in the manner required by Section 1229 of the Revised School Code. Otherwise, this agreement will automatically renew for one more school year.
2. **TENURE.** The Superintendent will not have or acquire tenure as Superintendent of Schools or any other administrative or assigned capacity. However, Mr. Abdulahad has attained tenure as a teacher in the district. Further, Mr. Abdulahad retains the right to return to his former position as principal of the Wilkinson Middle School at the end of each of his full first, second, and third years as Superintendent.
3. **QUALIFICATIONS.** The Superintendent represents that he meets and/or will meet the qualifications required by the State of Michigan including those required by Section 1246 of the Revised School Code.
4. **DUTIES.** The Superintendent is the District's Chief Executive Officer and is responsible for compliance with applicable State, Federal and Board laws, policies and regulations. The Superintendent will have the authority to reorganize and re-assign Central office Administration and staff subject to applicable contracts and collective bargaining agreements .
5. **SALARY.** A. The Superintendent's annual salary will be \$160,000 through the end of the 2019-20 school year, \$165,000 for the 2020-21 school year, and \$170,000 for the 2021-22 school year. The Superintendent Per diem rate for the purpose of this paragraph is based on is annual salary divided by 210 work days.

B. ANNUITY. The Board will annually contribute 6% of the superintendent's salary to a qualified 403(b) of the Superintendent's choice after July 1 of each year of the contract.

C. The Superintendent shall receive an annual merit compensation bonus based upon his performance, of up to 2% of his annual salary if he is rated Highly Effective on his annual evaluation. The Superintendent shall receive 1% of his annual salary if he is rated Effective on his annual evaluation. The Superintendent shall not receive any bonus if he is rated Minimally Effective or Ineffective on his annual evaluation.

6. FRINGE BENEFITS. The District will provide the Superintendent with the same fringe benefits provided to other District administrators. Term Life Insurance 2x salary will be added.

VACATION DAYS. The Superintendent will be provided 25 paid vacation days per year. Which may be accumulated up to 75. Vacation days may be cashed in at the per diem rate at the time of request.

SICK DAYS. The Superintendent shall receive ½ sick day per pay on the first two pays of each month. In the case the Superintendent does not use all sick days by June 30 of the year earned they shall carry over into the next year not to exceed 90 days. Sick days may be cashed in at the per diem rate at the request of the Superintendent.

MILEAGE. The District will compensate the Superintendent at the IRS rate for mileage incurred driving his own car on District business based on monthly itemized reports.

CAR ALLOWANCE. The District will provide a car allowance of \$250 a month paid with the first payroll of each month

7. EXPENSES. The District will reimburse the Superintendent for reasonable and necessary expenses based on monthly itemized reports documented with receipts for which are consistent to and adhere to board policy.

8. PROFESSIONAL DEVELOPMENT. The District will pay or reimburse the Superintendent for reasonable and appropriate professional organizations and activities for which he has obtained advanced Board approval and consistent with Board policy.

9. EVALUATION. Annually, but no later than the last day of December of each year during the term of this contract, the Board of Education shall review with the Superintendent, his performance as Superintendent as required by MCL 380.1249 and MCL 380.1249b. using an evaluation instrument with multiple rating categories, one that takes into account data on student growth as a significant factor and established performance goals, and one that is mutually agreeable and in compliance with the above mentioned laws. The current evaluation instrument approved by the Board is the one developed by the law firm of Collins and Blaha. Upon completion of the formal evaluation, the Board of Education shall consider a one-year renewal/extension of the contract and take formal action on that consideration by no later than 30 days following the completion of the evaluation.

10. INDEMNIFICATION. The District will defend, indemnify, and hold the Superintendent harmless in the event he becomes a party or is threatened to be made a party to any civil action for acts or omissions within the scope of his employment as Superintendent. This paragraph survives the expiration of this agreement.

11. RESIGNATION OR TERMINATION

A. By the Superintendent. The Superintendent may resign by providing a written letter of resignation to the Board President with 30 days notice.

B. By the Board. The Board and the District may terminate this agreement for reasonable and just cause, but not for reasons that are arbitrary and capricious, following a notice and hearing consistent with Article 9.

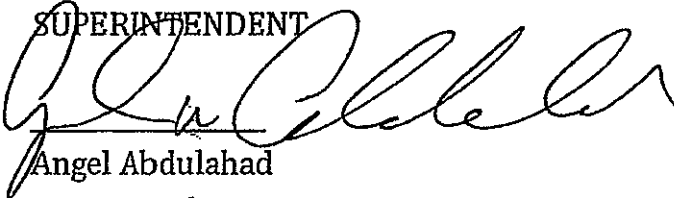
Any disputes regarding the termination shall be settled through an arbitration handled by the American Arbitration Association under their Voluntary Labor Arbitration Rules. Application for arbitration shall be made within 30 days following the termination proceeding.

12. WAIVER OF BREACH.

The Board and the District will not waive any provision of this Agreement except in writing. Such a waiver will not waive future breaches.

This agreement is the parties' entire agreement and supersedes any other understanding or agreement, written or verbal. This Agreement may not be modified or rescinded except by another written agreement, signed by both parties and approved by the Board in a meeting conducted in compliance with Michigan's Open Meetings Act.

SUPERINTENDENT

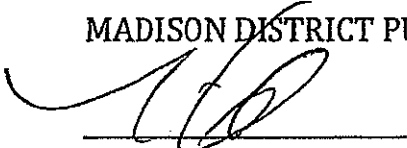


Angel Abdulahad

Date 7/8/19

BOARD OF EDUCATION

MADISON DISTRICT PUBLIC SCHOOLS



Mark Kimble, President

7/8/2019

**MADISON DISTRICT PUBLIC SCHOOLS  
AMENDMENT TO EXTEND SUPERINTENDENT CONTRACT  
SUPERINTENDENT ANGEL ABDULHAD**

**December 7, 2020**

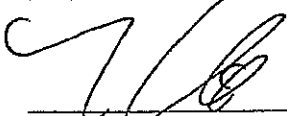
The Board of Education (the "Board") of Madison District Public Schools (the "District") hereby amends the Contract between itself and Superintendent Angel Abdulhad dated July 8, 2019 (the "Contract") as follows:

1. Article 1, Term. Article 1 shall be amended such that the term of the Contract shall be extended to run from this date through June 30, 2025;
2. Article 2, Tenure. Mr. Abdulhad retains the right to return to his former position as principal of Wilkinson Middle School at the end of each of the years covered by this Contract.
3. Article 5, Salary. The Superintendent's annual salary will be:  
  
\$165,000.00 for the 2020-21 school year;  
3% raise over prior year for the 2021-22 school year;  
3% raise over prior year for the 2022-23 school year;  
3% raise over prior year for the 2023-24 school year; and  
3% raise over prior year for the 2024-25 school year.
4. Except as specifically amended herein, each and every term of the Contract shall remain in full force and effect as if fully restated for the school years of 2021 through 2025.

**SUPERINTENDENT**

  
Angel Abdulhad 12/8/2020

**BOARD OF EDUCATION  
MADISON DISTRICT PUBLIC SCHOOLS**

  
Mark Kimble, President

12/10/2020