

ONTONAGON AREA SCHOOL DISTRICT SUPERINTENDENT CONTRACT

This agreement is between the Ontonagon Area School District Board of Education (subsequently "Board") and Gray A. Webber (subsequently "Administrator"). The parties agree to the following:

1. **CONTRACT PERIOD:** The Board agrees to employ the Administrator as its Superintendent of Schools, by the Board in its discretion for the term of thirty-six months from July 1, 2012 through and including June 30, 2013.
2. **DUTIES:** The Administrator agrees to perform the duties of Superintendent of Schools including contract negotiations and contract maintenance in a competent and professional manner in compliance with the laws applicable to the School District and the policies and regulations adopted by the Board of Education.
3. **COMPENSATION:** The Board agrees to pay the Administrator the following amount in salary for the next twelve months (2012-2013), payable in bi-weekly installments, to the total of \$17,000.
4. **OTHER COMPENSATION:** Duties other than those directly of the Superintendent shall be compensated through a third party Northstar Staffing Inc. Addendum 1 and will run concurrent to this contract timeline. Compensation for those duties shall be adjusted on an annual basis.
5. **BENEFITS:** During the terms of this contract, the Administrator shall receive remuneration for all co-pays and deductibles exercised in his BC/BS health, dental, and vision retirement policy in lieu of paid two (2) person health insurance, up to \$2,400.
6. **PERIOD OF SERVICES:** The Administrator shall be considered 50% of full-time administrative days. This contract is for one hundred eight (108) days.

The Administrator shall be granted six (6) sick leave days to be used as needed due to illness or physician appointments.

It is agreed that the Administrator may utilize two (2) sick leave days for personal emergency purposes, deductible from sick leave.

7. **NON-TENURE:** This contract does not confer tenure upon the Administrator as the Superintendent of Schools, or in any other administrative capacity or in any non-teaching capacity. Tenure as a teacher, if applicable, shall be governed by the provision of the Teachers' Tenure Law.
8. **ANNUITY PROGRAM:** Upon request of the Administrator, the Board shall withhold from his salary and transfer such sums as he shall designate to a tax deferred annuity program of the Administrator's own choosing.
9. The non-renewal of this contract at the expiration of its term is discretionary with the Board and subject to the procedures provided in the Revised School Code.


In the event that the Board undertakes to dismiss the Administrator during the term of this contract, he shall be entitled to written notice of the charges and an opportunity for a hearing before the Board. At such hearing, the Administrator may have legal counsel at his own expense. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation under this contract.

In the event the Administrator chooses to resign, he shall give written notice of this action within thirty (30) days of his final workday.

10. MUTUALITY OF CONTRACT: The Administrator agrees to be bound by this contract, equally with the Board. In light of the unique nature of professional duties of the Administrator, the District shall provide to the Administrator at no expense to him, legal counsel and representation in any legal action brought against him as Administrator and either hold him harmless or insure him adequately against all liability that results from his performance in the course and scope of his employment as administrator.

11. ATTENDANCE AT BOARD MEETINGS: The Administrator shall attend all regular and special meetings of the Board unless expressly excused by the President of the Board.

IN WITNESS THEREOF, the parties here have hereunder set their hands this ____ day of _____, 2012, covering the period specified in Article 1 of this contract.


Administrator

ONTONAGON AREA SCHOOL DISTRICT
BOARD OF EDUCATION

President

Secretary