

**2011 CONTRACT  
C.O.O.R. INTERMEDIATE SCHOOL DISTRICT  
SUPERINTENDENT CONTRACT**

This contract of employment is between the C.O.O.R. Intermediate School District Board of Education, hereinafter referred to as the "Board", and ROBERT F. JONES, hereinafter referred to as the "Superintendent".

1. The Superintendent attests that he holds all certificates and credentials required by the State of Michigan Laws, the State Board of Education, and by the Board to accept the position of Superintendent. Misrepresentation or lack of credentials shall void this contract of employment.
2. The Superintendent agrees to perform the duties of Superintendent on a part-time (one third basis) in a competent and professional manner subject to law and to the policies and direction of the Board.

**CONTRACT LENGTH**

3. The Board agrees that this five-year contract with Superintendent Jones is for January 1, 2011 through December 31, 2015 calendar years. The Superintendent is to be employed to work for a period of fifty-two (52) weeks each contract year. Each year the Board may determine annually to extend the contract by April 1 of the current year.

**COMPENSATION** – The Board shall provide the following wages:

4. The Board agrees to pay the Superintendent the sum of \$19,800 (nineteen thousand eight hundred) as gross annual salary for the 2011 contract year (January 1 - December 31). Said sum shall be paid in accordance with normal payroll procedures.
5. Board Paid Annuity - \$30,200 per contract year, subject to IRS contribution limits. For 2010, the amount will be reduced by the November contribution of \$2,516.67

**BENEFITS**

7. The Board shall provide to the Superintendent, the following benefits:
  - A. \$6,000 cash in lieu of health, vision and dental benefits.
  - B. \$300,000 Term Life Insurance
  - C. Allow the Superintendent to choose (with Board approval) to attend one national convention per year, or to be reimbursed for expenses for university classes, for actual expenses not to exceed \$1,500.00.
  - D. Reimbursement for 100% tuition cost and required fees for successful completion of one (1) Board-approved class (annually) for college credit or C.E.U's.

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- E. C.O.O.R. will reimburse the actual cost of an annual physical examination not to exceed \$500 in cost.
  - F. The Board shall reimburse the Superintendent at the current rate per mile established by the Internal Revenue Service for use of his automobile in conducting school business associated with the position of Superintendent of Schools.
8. Other Benefits as follows shall be granted with all "days" representing a third of a day.
- a. The Superintendent is granted thirty five (35) days of paid vacation as of January 1 of each contract year. A maximum of 10 days may be carried over each year. No payment will be made for unused vacation days.
  - b. The Superintendent is granted ten (10) paid holidays each year. They are: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Friday after Thanksgiving, Christmas Day, and two (2) days during the Christmas-New Year holiday season.
  - c. The superintendent is granted 36 paid sick days beginning January 1, 2010. Beginning 2012, twelve additional days shall be added each year at the beginning of the calendar year. A maximum of Seventy-two (72) accumulated sick days will be allowed. No payment will be made for unused sick days.

## PROFESSIONAL DEVELOPMENT

9. The Superintendent may be allowed to join professional organizations upon request and with prior Board approval when the Board pays any portion of the fees. Attendance at related conferences shall be subject to Board approval.

## EVALUATION

10. The Superintendent shall be evaluated by the Board annually. The evaluation shall be based on the Superintendent's job description; Board policy and the Board may establish Administrative Goals and Objectives for the school year. Said Goals and Objectives shall be reduced, in writing, and shall be among the criteria by which the Superintendent is evaluated.

The Superintendent shall perform a self-evaluation exercise concurrent with the Board's evaluation and will share this information with the Board.

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The Board and the Superintendent will review the Superintendent's performance a minimum of twice annually (in September and March), or as is mutually acceptable. The Superintendent will provide an update and progress on the Superintendent's goals in September. The Board will evaluate the Superintendent for the March Board Meeting.

### OTHER

11. The Board shall provide liability insurance in the amount of at least \$1,000,000.00 through a carrier selected by the Board to provide coverage for the Superintendent while acting lawfully within the scope of his authority and while performing his employment responsibilities. The terms and conditions of the insurance coverage shall be controlling.
12. The Board reserves the right to reassign or discharge the Superintendent for reasonable and just cause including conviction of moral turpitude. The Board shall not arbitrarily and capriciously dismiss him/her. The process shall follow applicable law. No discharge shall be effective until written charges have been served upon him and he has an opportunity for a fair hearing before the Board after ten days notice in writing.
13. The Board shall be entitled to terminate this contract during its term in the event of the Superintendent's inability to perform the responsibilities of his position for a period of sixty (60) consecutive days or more (following the exhaustion of available paid sick leave and vacation) due to physical or mental disability.
14. Any part of this contract found to be in conflict with law shall be void; however, the remainder of the contract shall be considered valid. In the event of a dispute between the parties relating to any provision of the Agreement, or a dispute concerning any of the parties' rights or obligations as defined pursuant to the Agreement, the parties hereby agree to submit such to binding arbitration. Such arbitration shall be conducted under the labor arbitration rules of, and administered by, the American Arbitration Association. The arbitrators' fee and expense of the American Arbitration Association shall be shared equally by the parties. All parties are entitled to have representation of their own designation; however each party shall be responsible for the costs of such respective representation.
15. It is mutually understood and agreed that this contract does not confer Tenure upon the Superintendent in the above described position or any other Administrative position in the C.O.O.R. Intermediate School District.