

**MORRICE AREA SCHOOLS  
SUPERINTENDENT'S CONTRACT of EMPLOYMENT**

This Contract, entered into by and between the Morrice Area Schools Board of Education, (hereinafter called the Board) and Mrs. Kathaleen Jarrad, (hereinafter called, Superintendent) is effective July 1, 2010.

WITNESSETH

1. CONTRACT PERIOD. The Board agrees to employ the Superintendent as Superintendent of the Morrice Area Schools for the term of two (2) years from July 1, 2010 to June 30, 2012. The Board shall evaluate the Superintendent during each year of said contract on or before March 30. At the end of one year, if either party has objections to continuation, Mrs. Jarrad has the option to return to the classroom.
2. DUTIES. The Superintendent agrees to perform the duties of Superintendent, as outlined in the job description, in a competent and professional manner in accordance with the established policies and regulations of the Board of Education and the laws of the State.

The Superintendent shall work in close conjunction and shall maintain proper lines of communications with the principals.

The Superintendent shall present recommendations to the Board on any subject under consideration by said Board.

The Superintendent shall comply with all directives as well as any and all administrative practices and operating procedures as established by the Board.

The Superintendent shall attend each meeting of the Board.

The Superintendent shall have the responsibility to organize, re-organize, and arrange the administrative and supervisory staff, including instruction and business affairs, which in her judgment best serves the District. She has the responsibility for selection, replacement, and transfer of personnel.

The Board, individually and collectively, shall refer promptly all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation.

3. EVALUATION. The Board of Education shall evaluate the Superintendent in writing during March of each year. The evaluation shall be presented to and discussed with the Superintendent by the President of the Board of Education prior to March 30. Before the commencement of each year of the Agreement, the Board of Education and the Superintendent shall meet to discuss and determine the performance standards for said year. A summary evaluation shall be given at a regularly scheduled Board meeting.

4. COMPENSATION. The Board agrees to pay the Superintendent during each year of said Contract in 26 equal installments. Payments to be made bi-weekly. Compensation for the 2010/2011 school year shall be \$80,000. Salary for the 2011/2012 school year will be negotiated by June 30, 2011.
  
5. PROFESSIONAL DUES. The District shall pay reasonable state and national association and journal dues of the Superintendent for membership in professional organization.
  
6. TENURE. It is mutually understood and agreed that this contract does not confer tenure upon the Superintendent in that position or any other administrative position.
  
7. FRINGE BENEFITS. The Superintendent shall be entitled to four (4) weeks vacation each year of said contract and the following paid holidays:
 

July 4	New Year's Eve
Labor Day	New Year's Day
Thanksgiving Day + the day after	Good Friday
Christmas Eve	Memorial Day
Christmas Day	

The Superintendent shall be granted 14 days sick leave per year of which 2 may be used for personal business. Sick leave days may be accumulated to a maximum of 90 days. Vacation days are to be used in the year of said Contract, unless approved by the Board on an annual basis.

The District shall maintain, at its expense, a policy of \$200,000 of term life insurance insuring the life of the Superintendent during the term of this contract and any extension thereof, payable to such beneficiaries as the Superintendent may designate.

In lieu of a mileage reimbursement, the Board agrees to pay the Superintendent \$1,200 annually which will be paid in bi-weekly installments as an annuity or allowance.

The Superintendent shall be afforded full family Medical Group Insurance benefits provided by the District to full-time, professional administrative staff in accordance to Board of Education policy.

The Superintendent shall be entitled to long-term disability at 60% of the regular salary rate.

The Board will reimburse the Superintendent for any other reasonable expenses incurred by the Superintendent in the performance of her duties. Said expense shall be presented to the Board for approval at the meeting following the date incurred.

The district will reimburse the Superintendent for cell phone use on a monthly basis as reimbursement form is provided.

8. PROFESSIONAL MEETINGS. The Superintendent will advise the Board of professional meetings at the local, state, and national levels that she would like to attend. With Board approval, she shall be reimbursed for her expenses in connection therewith and for any other reasonable out-of-pocket expenses incurred on behalf of the Board. The Superintendent is authorized to attend state-wide meetings and may attend one national conference per year based upon budget consideration and Board approval.
  
9. SCHOOL ALLOWANCE. The Board shall pay or reimburse the Superintendent for tuition, books, and mileage expenses incurred in fulfillment of her education and schooling to obtain and maintain her Superintendent Certification as required by the State and the Board of Education in an amount not to exceed \$2,000.00 for the first year and \$1,000 per year thereafter.
  
10. TERMINATION PROVISIONS. The Superintendent shall be subject to discharge for good cause, but the Board shall not arbitrarily and capriciously dismiss her. No discharge shall be effective until written charges have been served upon her and she shall have an opportunity for a fair hearing before the Board after ten (10) working days notice in writing. Said hearing shall be public or private at the option of the Superintendent. At such hearing, she may have legal counsel at her own expense.

Non-renewal of this Agreement shall be at the discretion of the Board consistent with section 1229 of the Revised School Code.

11. BREACH. In the event of a breach on the part of either party to this Agreement, nothing contained herein shall be construed to render the obligations of either party under this Agreement null and void except termination of the Superintendent in which case salary and insurance shall cease.
  
12. AMENDMENT. This agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and may not be amended, renewed or extended except by an instrument in writing (addendum or otherwise), duly adopted and executed by the parties.

IN WITNESS WHEREOF, the parties hereto have set their hands on the dates reflected below.

MORRICE AREA SCHOOLS

Board of Education

By \_\_\_\_\_ Date \_\_\_\_\_  
 Tina Jackson, President

By \_\_\_\_\_ Date \_\_\_\_\_  
 Joe Grigas, Secretary

By \_\_\_\_\_ Date \_\_\_\_\_  
 Kathaleen Jarrad, Superintendent