

# MAYVILLE COMMUNITY SCHOOLS

## CONTRACT OF EMPLOYMENT

### SUPERINTENDENT

This contract of employment is made by and between the Board of Education of the Mayville Community Schools, Tuscola County, Michigan, hereinafter referred to as the Board and **Mike Seaman**, hereinafter referred to as the **Superintendent**.

#### 1. CONTRACT PERIOD AND WORK YEAR

The Board hereby employs the Superintendent and Superintendent hereby accepts employment as Superintendent of Schools for the Mayville Community School District for a **three-year term** commencing **July 1, 2025 and ending June 30, 2028**. **Annually**, on or before November 30, the Board shall take official action determining whether or not it is extended for an additional year or other mutually agreeable period of time. This contract shall be deemed to have renewed for an additional year unless it's non-renewed in accordance with section 1229 of the revised school code.

The Superintendent shall receive compensation as set forth in section 2 based upon a work year described as follows: **260 work days** unless otherwise approved by the board president.

#### 2. COMPENSATION

The Board shall pay the Superintendent for his services during each year of said contract in 26 equal bi-monthly installments beginning with the commencement of the Contract year (July 1 – June 30). Compensation shall be **\$119,100 annually**. Said salary shall be reviewed annually and is subject to upward revision by agreement of the parties.

School Year	26-27	27-28
3% increase	\$122,673	\$126,353

#### 3. DUTIES AND RESPONSIBILITIES

The Superintendent agrees, during the periods of this contract, to faithfully perform his duties and obligations in such capacity for the school district including, but not limited to, those duties required by the School Code. He will act as an advisor to the Board on matters pertaining to the school administration or the School District, and he will inform the Board as to administrative action taken on its behalf. The Superintendent shall recommend, effect or cause to be affected, the policies and programs of the Board of Education as may be adopted. He will faithfully and diligently fulfill all the duties and obligations incumbent upon him as the executive head of the administrative section of the school system and the School District.

#### 4. LEAVE BENEFITS

The Superintendent shall be entitled to **20 days' vacation per year and 12 sick days per year**

Upon separation of employment, the Employee will be paid **50%** of the Employee's accumulated sick/ leave/vacation days based upon the daily rate at the time of separation. Payment under this provision will not be made where the employee is terminated.

Up to three-(3) bereavement days per incident for immediate family may be used, not to be deducted from sick leave accumulation. Immediate family to mean spouse, children, mother, father, brother, sister, mother-in-law, father-in-law, grandchildren, and grandparents.

#### 5. PROFESSIONAL DEVELOPMENT

During the term of this contract the Superintendent shall be encouraged to participate in the various service, civic and community activities of and taking place in the district. Further, the Board encourages the continuing professional growth of the Superintendent through his participation in programs or activities conducted or sponsored by local, state and national school administrators and school board associations. In its encouragement thereof the Board shall permit a reasonable amount of released time for the Superintendent, as the Board deems appropriate and may pay for the reasonable, necessary, and received expenses for such activities as approved by the Board in its annual budget.

#### 6. FRINGE BENEFITS

##### **Fringe Benefits:**

<b>Health</b>	District will provide up to the hard cap amount
<b>Dental</b>	ADN 100/90/90: \$1,000 Annual Max and \$1,500 Max Ortho
<b>Life</b>	\$150,000 AD&D with disability rider
<b>Vision</b>	EyeMed 2 Silver
<b>Long Term Disability</b>	Benefits shall be paid at 70% of salary up to monthly maximum of \$4,000 and shall begin after the expiration of 90 calendar days. Pre-existing conditions will be waived according to underwriting requirements. Benefits shall continue to age 65 if disability occurs prior to age 61 and to age 70 if disability occurs after age 61.

Employees will pay any difference in health care premium over the hard cap maximum premium set by the State. This difference (if any) will be divided equally and deducted over the 24 pay periods.

#### 7. REIMBURSEMENT

The Board shall pay or reimburse the Superintendent for reasonable, necessary, and expenses approved by the Board and incurred by the Superintendent in the performance of his duties, both within and out of district.

#### 8. PROFESSIONAL DUES

The district shall pay the Association dues of the Superintendent for: MASA, Region V MASA, MIEM, MSBO, and state and civic organizations mutually agreed to by the board and Superintendent.



**9. HOLD HARMLESS LIABILITY**

The Board agrees, as a further condition of this contract, that the Superintendent will be covered by the district's insurance, subject to the terms of that policy, in legal proceedings brought against the Superintendent in his official capacity as an agent and employee of the district, and providing the incident arose while the Superintendent was acting within the scope of his authority and during the course of employment.

**10. TENURE EXCLUSION**

This contract does not confer tenure upon the Administrator in the position of Superintendent or any other administrative position in the district.

**11. EVALUATION**

Not later than March 15th of this contract the Board and the Superintendent shall meet for the purpose of evaluating the Superintendent in regard to his performance and administration of the Mayville Community Schools. Such review and evaluation shall take place not later than November of each year that this contract is in effect.

**12. TERMINATION**

Throughout the term of this contract the Superintendent shall be subject to discharge for just and reasonable cause, which includes, but is not limited to, acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetence, or if Superintendent materially breaches the terms and conditions of the Agreement, but the Board shall not arbitrarily and capriciously dismiss him. Any such charges shall be given to the Superintendent in writing and the Superintendent shall have the right of Notice of Hearing and a fair hearing before the Board, accompanied by legal counsel, which he shall assume at his expense. The above standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

**13. 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 Board of Education of the Mayville School District has caused this contract to be signed on the day 14th of May, 2025



Nick West, President

Mayville Community Schools Board of Education

Date: 5/14/25



Mike Seaman, Superintendent

Date: 5-13-25