

**CONTRACT OF EMPLOYMENT
SUPERINTENDENT**

This contract of employment, enter into this 9th day of April, 2019, by and between the Crawford AuSable School District Board of Education, hereinafter called the Board, and Justin Gluesing, hereinafter called the Superintendent.

WITNESSETH:

1. The Board agrees to employ said Superintendent, having represented to the Board that he holds all certificates and other qualifications required by law for a Superintendent of this District, as Superintendent of Schools, for the term of three years; commencing the 1st day of July, 2019 and terminating the 30th day of June 2022. The Administrator shall be employed to work for a period of 52 weeks for each school year.
2. The Board shall review this contract with the Superintendent annually, and shall, on or before March 31 of each ensuing year, take official action determining whether or not it is extended for an additional year and notify the Superintendent of its action in writing.
3. The Superintendent agrees to perform the duties of a Superintendent of Schools in a competent and professional manner subject to the established policies and regulations of the Board of Education and the laws of the State.
4. The District agrees to pay the Superintendent the sum of One Hundred and Fifteen Thousand Dollars (\$115,000.00) paid in 24 equal installments for the 2019-2020 school year. An additional compensation in the amount of \$61 per month shall be paid to the employee.
5. The Board of Education values the Superintendent owning their personal, full-time residence within the Crawford AuSable School District. The District will pay an additional, annual salary of \$5,000 to the Superintendent once he establishes ownership and permanent full-time residence within the geographic boundaries of the District. Continuation of this additional salary is contingent upon maintaining said residency.
6. The Superintendent shall be afforded the fringe benefits granted to teachers and administrators under the policies established by the Board within the approved Administrator's Handbook.
7. It is mutually understood and agreed that this contract does not confer tenure upon the Superintendent in any administrative position.
8. The Superintendent agrees that this contract shall be subject to all of the terms and provisions now or to be in effect of the policies and regulations of the District and to all the applicable laws and statutes of the State of Michigan.
9. The Board of Education shall evaluate the Superintendent in writing each year. The evaluation shall be presented to and discussed with the Superintendent by the entire Board of Education. 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.

10. In addition to the benefits granted under item 5, it is specifically understood that the following shall be included:
 - A. Health Insurance/Dental/Vision/Long-term Disability/Workers Comprehensive: coverage afforded to teachers and administrator.
 - B. Life Insurance: \$150,000. term for self.
 - C. Professional Dues: National, State and one Local Service Club dues will be paid by the District.
 - D. Conferences: The District shall pay travel, registration fees, room and meals. One national conference is included per year.
 - E. Retirement: The District agrees to pay the Administrator's retirement into the Michigan Public School Employees Retirement Fund.
 - F. Vacation: Twenty vacation days per contract year will be provided. If the Administrator leaves the District prior to completion of the contractual assignment, the Administrator shall refund all salaried that has not been earned.
 - G. Physical examination: The Administrator agrees to undergo an annual physical examination, at Board expense, by a physician from the local area. The Board agrees to pay all costs for additional physical examination procedures recommended by the local physician.
 - H. Sick/Personal Leave: The Superintendent shall be entitled to eight (8) paid sick days and four (4) paid personal days each year of the term of this contract. Unused sick and personal leave days will be credited to the Superintendent's sick leave bank at the end of each contract year.
11. The Board of Education agrees, as further condition of this employment contract, that it shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his capacity as agent and employee of the Board of Education, provided the incident arose while the Superintendent was acting within the scope of his employment.
12. The Board shall provide public liability insurance for the Superintendent to cover legal expenses in defense of claims and payment of judgements resulting from the Superintendent's functioning, as Superintendent and will reimburse the Superintendent for any portion of such expense and judgements not covered by insurance.

In witness whereof, the parties have affixed their hands and seals this day and year written:
Crawford AuSable School District, Crawford, Kalkaska and Otsego Counties, State of Michigan.

By J. Madill President

By Ed Zwick Vice President

By Wendy Kuchanek Secretary

By [Signature] Treasurer

By Low Johnson Trustee

By [Signature] Trustee

By [Signature] Trustee

By [Signature] Superintendent

Date of Issue 4/9/2019

This contract is null and void if not signed and returned within 7 calendar days after date of issue.