

**Mid Peninsula School District**  
**Rock, Michigan 49880**

**EMPLOYMENT CONTRACT**

**THIS AGREEMENT** made and entered into at Mid Peninsula School, Rock, Michigan, this 1<sup>st</sup> day of July 2020, by and between the **Mid Peninsula School District** (hereinafter called the "School District") and **Eric VanDamme** (hereinafter called the "Employee").

1. The School District hereby hires the Employee as Superintendent/K-12 Principal and the Employee agrees to work for the School District, for a term commencing on July 1, 2020 and ending on June 30, 2023, subject to all covenants and conditions of this Agreement.
2. It is mutually understood and agreed that this contract does not confer tenure upon the Employee in the above-described position or any other administrative position.
3. Employee agrees to perform the duties of Superintendent of Schools/K-12 Principal 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.
4. The Board agrees to pay the Employee for his services during the year of said contract in twenty-six installments.
5. Contract and Financial Information:  
2020-2021: \$107,120  
2021-2022: \$109,120  
2022-2023: \$111,120
6. Leave privilege, insurance, and fringe benefits shall be as follows:
  - a. Employee shall be entitled to twenty (20) days vacation per year at a time mutually agreeable to both parties. Accumulations from July 1, 2020, will be carried forward.

- b. Employee shall have fringe benefits granted by the Board of Education of the Mid Peninsula School as follows:
  - i. Pak B Superintendent/Principal Insurance to include:
    1. Delta Dental 100/90/90
    2. VSP 3 Plus Vision or equivalent
    3. Life Insurance of \$225,000
    4. Accidental Death or Dismemberment of \$225,000
  - ii. Emergency leave granted with the approval of the Board President.
  - iii. Long-term disability provided by the district.
  - iv. Ten (10) sick leave days per year, accumulative to one hundred eighty (180) days. Accumulations from July 1, 2020, will be carried forward.
  - v. The Employee will work a contracted 265 days per year.
7. Upon termination, the Board shall pay to the Employee an amount equal to the Employee's effective per diem rate at the time of termination times the number of accrued unused illness and vacation leave days, using a maximum of one hundred eighty (180) days in the final calculation.
8. Mileage to be paid at the IRS rate for school related business.
9. Extension- This contract may be extended either by option of the Board or by operation of law, as follows:
  - a. Board Option- The Board, no later than the 31<sup>st</sup> day of March of each year during the term of this contract, may extend the contract for an additional one-year period. In exercising the option, the Employee of this contract for the school year, is included in this extension. All other terms and conditions of this contract shall remain unchanged unless mutually agreed upon.
  - b. The Board in its sole discretion and with or without cause may decline to extend this contract for an additional year.
  - c. Operation of Law- Unless the Board gives written notice of non-renewal of contract to the Employee at least 90 days before the contract's termination date, this contract will, without further action, be automatically renewed for an additional one-year period as provided by Public Act 183 of 1979.
10. The Employee shall attend appropriate professional meetings at the local and state level and shall be reimbursed for his expenses in connection therewith and for any

reasonable out-of-pocket expenses incurred on behalf of the Board. These costs include fees for required credits to maintain state superintendent requirements.

11. The Employee shall be reimbursed six (6) credits every five (5) years along with lodging, mileage, and reasonable out-of-pocket expenses incurred.

IN WITNESS WHEREOF THE parties have duly executed the Superintendent/K-12 Principal Employment contract to take effect July 1, 2020 and signed into effect on this date:

Date: 7/1/20

E. J. White  
Employee

Date: 7/1/20

Debra A. Ely  
Vice-President, Board of Education

Date: 7/1/20

Rae K. Schinder  
Treasurer, Board of Education