

JOHANNESBURG-LEWISTON AREA SCHOOLS

This AGREEMENT entered into this 27th day of June 2019 between the JOHANNESBURG-LEWISTON BOARD OF EDUCATION, hereinafter called the "BOARD" and the employee, hereinafter called the "SUPERINTENDENT/CHIEF FINANCIAL OFFICER".

1. CONTRACT PERIOD

A. The BOARD agreed to employ Kathleen Xenakis-Makowski as Superintendent/Chief Financial Officer for the term of three (3) years from July 1, 2019 to and including June 30, 2022.

B. Years of employment on this specific job in this district: 4

2. CERTIFICATION

It is agreed that the administrator will possess the appropriate administrative certification upon beginning employment and maintain such certification throughout said employment. Should either condition not be met, this contract will automatically become void.

3. DUTIES

The SUPERINTENDENT/CHIEF FINANCIAL OFFICER agrees to perform the duties of the job in a competent and professional manner in accordance with the established policies, regulations, and assignments of the BOARD and LAWS of the State of Michigan.

4. COMPENSATION

The BOARD agrees that compensation for the 2019-2020 school year will be at the annual rate of \$103,000. The BOARD agrees to pay the SUPERINTENDENT/CHIEF FINANCIAL OFFICER on an annual basis in twenty-six (26) equal installments. Increases to be determined on a formula based method.

5. FRINGE BENEFITS

The BOARD shall pay for the SUPERINTENDENT/CHIEF FINANCIAL OFFICER, 100% of the premiums, as provided by law, for the following fringe benefits:

- A. Retirement
- B. Medical/Hospital Insurance.....plan may vary year to year
- C. Long Term Disability.....66^{2/3} %
- D. DentalDELTA 80/80/80 or equivalent
- E. VisionVSP 3 or equivalent
- F. Group Life Insurance.....\$80,000
- G. Car Allowance\$ 400 per month - in lieu of mileage
- H. Tax Sheltered Annuity.....\$ 250 per month with 4-9 years experience
\$ 400 per month with 10+ years experience

SUPERINTENDENT/CHIEF FINANCIAL OFFICER CONTRACT

Makowski, Kathleen

Page 2

6. OTHER BENEFITS		Accumulated Total
A. Holidays	<u>10</u>	<u>None</u> Per year
B. Sick Days	<u>15</u>	<u>85</u> Per Year
C. Personal Days	<u>5</u>	<u>None</u> Per Year
D. Vacation Days	<u>20</u>	<u>10</u> Per Year
** Board approval needed to take more than 10 at one time.		
E. Funeral Days	<u>3</u> Per Year	Additional days may be used if necessary. All days in excess of three, shall be charged against the sick leave total.
F. Jury Duty – Days off as required with pay. Jury compensation to be remitted to the school district.		

OPTION: To cash in any combination of personal days or vacation days up to five (5) per year at the SUPERINTENDENT/CHIEF FINANCIAL OFFICER's daily rate based on 235 days.

7. PROFESSIONAL DUES AND/OR FEES

All SUPERINTENDENT/CHIEF FINANCIAL OFFICER dues; local, state and national, and all approved conference expenses.

8. The SUPERINTENDENT/CHIEF FINANCIAL OFFICER may be required to submit to a physical examination by a licensed physician. The cost of such examination to be paid by the BOARD.
9. It is understood and agreed that this contract DOES NOT confer tenure upon the SUPERINTENDENT/CHIEF FINANCIAL OFFICER in this assigned position or in any other administrative position in the district.
10. In the event of a breach on the part of either party to this agreement, nothing herein shall be construed to render obligations of either party under this agreement as null and void.

SUPERINTENDENT/CHIEF FINANCIAL OFFICER CONTRACT

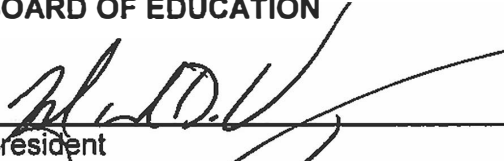
Makowski, Kathleen

Page 3

11. The SUPERINTENDENT/CHIEF FINANCIAL OFFICER shall attend appropriate professional meetings at the Local, State and National levels upon approval by the BOARD and shall be reimbursed for all expenses in connection therewith incurred on behalf of the BOARD. "Appropriate" to be determined by the SUPERINTENDENT/CHIEF FINANCIAL OFFICER.

IN WITNESS WHEREOF the parties have set their hands the day and year written above.

JOHANNESBURG-LEWISTON
BOARD OF EDUCATION



President



Secretary

ADMINISTRATOR



Kathleen Xenakis-Makowski



Date