

CONTRACT OF EMPLOYMENT

School Administrator

It is hereby agreed by and between the Board of Education of the Bangor Public Schools District (hereinafter "Board") and Lynn Johnson (hereinafter "Administrator") that pursuant to Section 1229(1) of the Revised School Code, the Board in accordance with its action found in the minutes of its meeting held on the 25th day of June, 2018, has and does hereby employ Lynn Johnson for a 2 year period commencing on July 1, 2018 and ending on June 30, 2020, according to the terms and conditions as described and set forth herein as follows:

1. Administrator shall perform the duties of Superintendent as prescribed by the Board and as may be established, modified and/or amended from time to time by the Board. Administrator acknowledges the ultimate authority of the Board with respect to his/her responsibilities and directions related thereto. Administrator is subject to assignment and transfer to another administrative position of employment in the School District at the discretion of the Board.

2. Administrator represents that he possesses, holds and will maintain all certificates, credentials and qualifications required by law, including the provisions of Sections 1246 and 1536 of the Revised School Code, the regulations of the Michigan Department of Education, and those required by the Board to serve in the position assigned. Administrator agrees, as a condition of his continued employment, to meet all certification and continuing education requirements for the position assigned, as are and may be required by law and/or by the State Board of Education. If at any time Administrator fails to maintain all certificates, credentials, continuing education requirements and/or qualifications for the position assigned as required herein, this Contract shall automatically terminate and the Board shall have no further obligation hereunder.

3. Administrator agrees to devote his talents, skills, efforts and abilities toward competently and proficiently fulfilling all duties and responsibilities of the position assigned. Administrator agrees to faithfully perform those duties assigned by the Board and to comply with the directives of the Board with respect thereto. Further, Administrator agrees to comply with and fulfill all responsibilities and tasks required by state and federal law and regulations and by the Board to carry out the educational programs and policies of the School District during the entire term of this Contract. Administrator agrees to devote substantially all of his business time, attention and services to the diligent, faithful and competent discharge of his duties on behalf of the School District to enhance the operation of the School District and agrees to use his best efforts to maintain and improve the quality of the programs and services of the School District.

4. Administrator shall be paid at an annual (twelve month) salary rate of not less than Ninety Six Thousand Five Hundred Dollars (\$96,500) in consideration of his performance of the duties and responsibilities of the position assigned in conformance with the requirements and expectations of the Board.

Should Administrator be assigned or transferred to another administrative position, the salary paid shall be as established by the Board for that position. The annual salary shall be paid in twenty-six (26) equal bi-weekly installments beginning with the commencement of the fiscal/contract year (July 1 - June 30).

The Board hereby retains the right to increase the annual salary of Administrator during the term of this Contract. Consistent with the provisions of Section 1250 of the Revised School Code, Administrator's job performance and job accomplishments will be significant factors in determining any adjustment to Administrator's compensation. Any increase in salary made during the term of this Contract shall be in the form of a written amendment and when executed by Administrator and the Board, shall become a part of this Contract.

5. Administrator is employed on the basis of fifty-two (52) weeks of work per contract/fiscal year (July 1 through June 30) as scheduled by the Board. Administrator shall be granted vacation time of 25 days per fiscal year. Vacation days must be used within the fiscal year for which they are made available and Administrator shall not receive any additional compensation in lieu of use of vacation days. Administrator shall schedule use of vacation days in a manner to minimize interference with the orderly operation and conduct of business of the School District. All scheduling of vacation is subject to the approval of the Board.

6. Administrator's performance shall be evaluated by the Board at least annually using multiple rating categories that take into account data on student growth as a significant factor.

7. The Board, at its sole discretion, may extend the contract for an additional year during the first year of the contract, upon completion of the annual evaluation including effective evaluation by a majority of staff respondents (60%) from the previous semester or year. Approximately 30 evaluation forms will be sent out bi-annually. A payment of \$1200.00 will be awarded prior to July 1 if Board determines effectiveness following review of annual evaluations. This is a non-recurring salary amount.

8. The Board shall be entitled to terminate the Administrator's employment at any time during the term of this Contract when it determines that Administrator has engaged in acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, if Administrator materially breaches the terms and conditions of this Contract, or for other reasons that are not arbitrary or capricious.

The foregoing 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.

In the event that the Board undertakes to dismiss Administrator during the term of this Contract, he shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this Contract, this Contract shall automatically terminate and the Board shall have no further obligation hereunder.

9. The Board specifically reserves the right to non renew this contract or any extension of the contract regardless of cause or reason. Pursuant to Section 1229 of the Revised School Code, if the Board of Education intends to let the Superintendent's contract expire, it must provide the Superintendent with written notification of the Board's decision not to renew the contract at least ninety (90) days prior to the contract's expiration date. If the Board does not comply with this requirement, the Superintendent's contract is automatically renewed for an additional one (1) year period.

10. In the event of Administrator's mental and/or physical incapacity to perform the duties of his office, he shall be granted an initial leave of ninety (90) work days for purpose of recovery. The Administrator shall first exhaust any accumulated sick leave and accrued vacation time, with the balance of the ninety (90) work day period to be unpaid. Upon utilizing leave under this provision, Administrator shall furnish medical certification to the Board (or its designee) respecting the necessity for the leave.

If the Board (or designee) has reason to doubt the validity of the medical certification supplied by Administrator, it may require a second opinion, at Board expense.

Administrator may request a ninety (90) work day unpaid leave extension in the event of his physical and/or mental inability to return to work at the expiration of the initial leave interval, as described above, provided that there is a verified prognosis that Administrator will be able to resume his duties at the conclusion of the extended leave interval. Medical certification shall be supplied by Administrator as a condition to any leave extension. Any extensions of leave for this purpose shall be at the discretion of the Board.

If Administrator is unable to or does not resume work at the conclusion of a leave taken under this paragraph (or any extension thereof), his employment and this Contract may be terminated at the option of the Board. However, no such termination shall occur where restoration after leave is required by the Family and Medical Leave Act.

Prior to resumption of duty after an unpaid leave of absence for a serious health condition, Administrator shall provide to the Board a fitness for duty certification from Administrator's health care provider. A second opinion may be required by the Board, at its expense, unless the securing of the second opinion in this context is precluded by the Family and Medical Leave Act.

11. Administrator agrees that he shall not be deemed to be granted continuing tenure in the position initially assigned or to which he may be assigned or transferred or in any capacity other than that of a classroom teacher, should the probationary period required for tenure as a teacher be fulfilled, by virtue of this Contract or any employment assignment (requiring certification) with the School District. Nor shall the decision of the Board not to continue or renew the employment of Administrator for any subsequent period in any capacity, other than as a classroom teacher, as may be required by the Teachers' Tenure Act, be deemed a breach of this

Agreement or a discharge or demotion within the provisions of the Michigan Teachers' Tenure Act.

12. Administrator shall submit to such medical examinations, supply such information and execute such documents as may be required by any underwriter, policyholder or third party administrator providing insurance programs specified under this Contract. Additionally, upon request of the Board, Administrator shall authorize the release of medical information necessary to determine if Administrator is capable of performing the essential job functions required by his/her assignment, with or without reasonable job accommodation(s). Any physical or mental examination or disclosure of such information required of administrator by the Board shall be job related and consistent with business necessity. Any medical or psychological examination under this section shall be at Board expense. Any information obtained from medical or psychological examinations or inquiries shall be considered and treated as confidential.

13. Upon proper application for enrollment to the appropriate insurance underwriter, policyholder and/or third party administrator, the board shall provide appropriate health insurance and related benefits. It is understood and agreed that the Board's health insurance premium payment obligations shall not exceed the amount determined by the Board to comply with the Publicly Funded Health Insurance Contribution Act. Any cost in excess of the amount determined by the Board shall be paid by Administrator through payroll deduction. An Administrator that does not elect to take any health insurance may participate in a non-health plan which includes dental, vision, negotiated long term disability, negotiated life and accidental death and dismemberment, and he/she will receive a cash option in lieu of health benefits equaling \$300.00 per month.

* The Board shall approve payment annually to extend current Term life insurance (up to \$100,000 Term Life Policy).

14. The Board reserves the right to change the identity of the insurance carrier, policyholder or third party administrator for any of the above coverages, provided that comparable coverage, as determined by the Board, is maintained during the term of this Agreement. The Board shall not be required to remit premiums for any insurance coverages for Administrator and his/her eligible dependents if enrollment or coverage is denied by the insurance underwriter, policyholder or third-party administrator. The terms of any contract or policy issued by any insurance company or third-party administrator shall be controlling as to all matters concerning benefits, eligibility, coverage, termination of coverage, and other related matters. Administrator is responsible for assuring completion of all forms and documents needed to receive the above-described insurance coverage. The Board, by remitting the premium payments required to provide the above-described insurance coverage(s), shall be relieved from all liability with respect to insurance benefits.

15. The Administrator shall be provided an annual tax-sheltered annuity as remuneration for services performed in the amount of 5% of his annual salary. The sum to be distributed in 12 equal installments in accordance with IRS rules into Board approved tax-shelter.

16. Administrator is entitled to the following holidays for which no service to the School District is required:

- a. New Year's Eve
- b. New Year's Day
- c. Good Friday if school is not in session
- d. Memorial Day
- e. July 4th
- f. Labor Day
- g. Thanksgiving Day
- h. The day after Thanksgiving
- i. Christmas Eve
- j. Christmas Day

17. Administrator will be granted twelve (12) sick days per fiscal year. If Administrator is absent from duty on account of personal illness or disability, he shall be allowed full pay for a total of 30 days per contract year. Sick leave may be used in the event of illness of an immediate family member which is defined as: spouse, children, grandchildren, parents and parents of spouse and others living within the immediate household. Unused paid leave days hereunder shall be cumulative to a maximum of 90 days for absence due to personal illness or disability of Administrator.

Administrator will be paid at Sixty Dollars (\$60.00) per unused sick leave day upon leaving the district.

* If the Administrator has currently accumulated more than ninety (90) sick days, with greater than fifteen (15) years of service to Bangor Public Schools, then the Administrator will receive \$60.00 per unused sick leave day for the unused sick leave days beyond the ninety (90) sick days.

18. Administrator is entitled to three (3) days per year to be used for the administrator's personal business with express approval from the board or its designee. If the Administrator fails to use three (3) personal days during the school year, then those days are forfeited.

19. The Administrator shall be eligible for leave pursuant to the Family Medical Leave Act and its regulations promulgated thereunder.

20. Administrator shall be eligible to be reimbursed for travel, meals and lodging in accordance with per diem expense and reimbursement standards and procedures established by the Board. Any expense to be incurred by Administrator for out-of-district travel shall be submitted in advance for review and approval by the Board. Administrator shall be required to present an itemized account of his reasonable and necessary expenses in accordance with direction of the Board or its designee.

21. Subject to express approval by the Board, the fees or dues for membership in appropriate professional organizations shall be paid by the Board. Subject to prior approval by the Board, the Administrator may attend appropriate professional meetings at the local, state and national levels and shall be reimbursed for any registration fees, tuition, travel, lodging and/or reasonable meal expenses for himself in relation thereto not prepaid by the Board.

22. The Administrator shall be eligible for reimbursement annually, not to exceed an amount equal to six credit hours of graduate credit at Western Michigan University, provided said classes are approved in advance by the Superintendent.

23. The Administrator shall be provided with a \$40.00 monthly cell phone allowance with sum subject to state and federal income tax as may be appropriate.

24. This Contract contains the entire agreement and understanding by and between the Board and Administrator with respect to the employment of Administrator and no prior or concurrent representations, promises, contracts or understandings, written or oral, not contained herein, shall be of any force or effect. All prior contracts or other agreements (written or oral) pertaining to the terms of this contract are cancelled and are superseded by the terms of this contract. Provided, that this contract is voidable pursuant to the provisions of the Revised School Code pertaining to criminal records and criminal history checks.

No amendment to or modification of this Contract shall be valid or binding unless it is in writing, approved by official action of the Board reflected in its minutes, and signed by Administrator and the President and Secretary of the Board. No valid waiver of any provision of this Contract, at any time, shall be deemed a waiver of any other provision of this Contract at such time or at any other time.

25. In the event of any dispute between the parties relating to discharge of Administrator during the term of this Contract, the parties hereby agree to submit such to binding arbitration. Selection of the arbitrator and the arbitration proceedings shall be conducted under the National Rules for the Resolution of Employment Disputes of, and administered by, the American Arbitration Association. Arbitration under this provision shall be conducted pursuant to the terms of the Michigan Arbitration Act, MCL 691.1681 *et seq* and MCR 3.602.

The parties intend that this process of dispute resolution shall be inclusive of all contract and statutory claims advanced by Administrator arising from Administrator's discharge during the term of this Contract, including (but not limited to) claims of unlawful discrimination and all claims for damages or other relief. However, this agreement to arbitrate does not restrict Administrator from filing a claim or charge with any state or federal agency (such as the Equal Employment Opportunity Commission or the Michigan Department of Civil Rights), and does not apply to any claims for unemployment compensation or workers' compensation which may be brought by Administrator. Instead, this agreement to arbitrate claims applies to those matters which would otherwise be subject to state or federal court proceedings.

This agreement to arbitrate means that Administrator is waiving his/her right to adjudicate discrimination claims in a judicial forum and is instead opting to arbitrate those claims. In any such arbitration proceeding, Administrator shall have the right to representation by counsel of his/her choice, the right to appointment of a neutral arbitrator, the right to reasonable discovery and the right to a fair hearing. However, Administrator, through this agreement to arbitrate such claims, does not waive any statutory rights or remedies in the context of such arbitration proceedings.

The arbitrator's fee and the costs imposed by the American Arbitration Association shall be shared equally by the Board and Administrator, subject to the right of Administrator to seek to tax such fees as costs against the Board.

Any claim for arbitration under this provision must be filed with the American Arbitration Association, in writing, and served on the Board within one hundred eighty (180) days of the effective date of Administrator's discharge during the term of this Contract. The Decision and Award of the arbitrator shall be final and binding and judgment thereon may be entered in the 36th Circuit Court of Michigan (Van Buren County), pursuant to MCL 691.1681 *et seq.*


26. If any provision of this Agreement becomes or is declared by a Court of competent jurisdiction to be illegal, unenforceable or void, this Contract shall continue in full force and effect without said provision(s).

27. Administrator agrees that any claim or suit arising out of Administrator's employment with the Board must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or suit. Administrator understands that the statute of limitations for claims arising out of an employment action may be longer than six (6) months, but agrees to be bound by the six (6) month period of limitation set forth herein and waives any statute of limitations to the contrary. Should a court of competent jurisdiction determine that this provision allows an unreasonably short period of time to commence a law suit, it is the intent of the parties that the court enforce this provision to the extent possible and declare the law suit barred unless it was brought within the minimum reasonable time within which the suit should have been commenced.

28. This Agreement is executed on behalf of the Bangor Public School District pursuant to the authority granted as contained in the resolution of the Board adopted on June 25, 2018, the same being incorporated herein by reference.

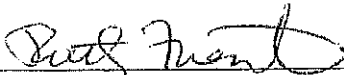
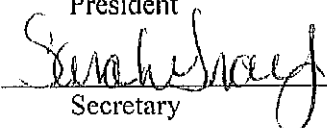
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the day and year first above written.

Date: 6/26, 2018


ADMINISTRATOR

BANGOR PUBLIC SCHOOLS DISTRICT
BOARD OF EDUCATION

Date: 6/25, 2018

By 
President
By 
Secretary

ADDENDUM TO
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This Addendum to Superintendent's Contract of Employment ("Addendum") is entered into by and between the Bangor Public Schools Board of Education (the "Board") and Lynn Johnson ("Superintendent") (collectively, the "Parties"), pursuant to and in accordance with the Superintendent's Contract of Employment having a term commencing on July 1, 2018 and ending on June 30, 2020, and having been extended by operation of law for a period of one year commencing July 1, 2020 and ending on June 30, 2021 (the "Contract").

The Parties agree that the Superintendent's Contract set to expire on June 30, 2021, shall be extended for a three (3) year term commencing July 1, 2021, and ending on June 30, 2024.

The Parties further agree that the Superintendent's salary amount identified in paragraph 4 of the Contract shall be increased by two percent (2%) annual as a retention incentive for the 2021-2022, 2022-2023, and 2023-2024 fiscal years with said salary amounts being as follows:

- Ninety-Nine Thousand Five Hundred Dollars (\$99,500) commencing July 1, 2021 and ending on June 30, 2022.
- One Hundred One Thousand Four Hundred Ninety Dollars (\$101,490) commencing on July 1, 2022 and ending on June 30, 2023.
- One Hundred Three Thousand Five Hundred Twenty Dollars (\$103,520) commencing on July 1, 2023 and ending on June 2024.

The remaining terms of the Parties' Contract not addressed in this Addendum shall continue as originally written.

**BANGOR PUBLIC SCHOOLS
BOARD OF EDUCATION**

SUPERINTENDENT

By: _____
[TYPE IN NAME]
Its: President

By: _____
Lynn Johnson

By: _____
[TYPE IN NAME]
Its: Secretary