

## CONTRACT OF EMPLOYMENT

School Administrator  
(Revised 7.01.08)

It is hereby agreed by and between the Board of Education of the Beal City School District (hereinafter "Board") and William C. Chilman IV (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 August 2, 2007 has and does hereby continue to employ the said Administrator for a three (3) year period commencing on August 13, 2007 and ending on June 30, 2010. The Board shall at its regular April Board Meeting take official action determining whether or not to extend this contract. The Board shall notify the Superintendent of its actions, in writing annually.

At the regular board meeting held May 18, 2009 the Board approved a four year extension of this existing contract commencing July 1, 2010 and ending June 30, 2014.

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 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. If the Administrator is subject to assignment and transfer to another administrative position, the salary for such position shall not be less than immediately preceding year's salary.

2. Administrator represents that he possesses, holds and will maintain all certificates, credentials and qualifications required by law, including the regulations of the Department of Education, and those required by the Board to serve in the position assigned. Additionally, Administrator agrees, as a condition of his continued employment, to meet all 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 pledges to use his best efforts to maintain and improve the quality of the operation of the School District and constantly promote efficiency in all areas of his responsibility.

The Superintendent shall serve as chief executive officer and chief administrative officer of the Board. He shall be entitled to:

- a. Present his recommendations to the Board on any subject under consideration by said Board;
- b. Attend each meeting of the Board
- c. Serve as an ex officio member of each committee established by the Board excluding the sick leave bank committee.

The Superintendent shall have complete freedom to organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, which in his judgement best serves the District. The responsibility for selection, placement, and transfer of personnel shall be vested in the superintendent subject to approval by the Board; and the board, individually and collectively, shall refer promptly all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation.

4. Administrator shall be paid at an annual (twelve month) salary rate of not less than Ninety Six Thousand Six Hundred and One Dollars (\$96,601) in consideration of his performance of the duties and responsibilities of the position assigned in conformance with the requirements and expectations of the Board.

The annual salary shall be paid in twenty-six (26) bi-weekly installments beginning with the commencement of the fiscal/contract year (July 1 – June 30).

Prior to July 1, 2010 Bill will donate \$1,000 to the Beal City Education Foundation Fund.

The Board hereby retains the right to increase the annual compensation of Administrator during the term of this Contract. Any increase in compensation 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 twenty five (25) days per fiscal year. Vacation days should be used within the fiscal year for which they are made available. Five days of vacation may be carried over into the next fiscal year. 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.

6. Administrator's performance shall be evaluated and reviewed by the Board annually, not later than March 31.

7. 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, or if Administrator materially breaches the terms and conditions of this Contract.

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/she 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 this Contract, this Contract shall automatically terminate and the Board shall have no further obligation hereunder.

8. 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. Health plan premium payments shall be made on behalf of Administrator during this interval to the extent required by law. 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 his 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.

9. 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.

10. 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 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 a Board expense. Any information obtained from medical or psychological examinations or inquiries shall be considered and treated as confidential.

11. Leave privileges, insurance, and fringe benefits shall be as follows: Under proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder and/or third party administrator, the Board of Education shall make premium payments on behalf of Administrator and his/her dependents for the following insurance programs:

- a. The Board of Education will provide the Superintendent with the following benefits: health, dental, vision and long-term disability insurance.
- b. Life Insurance in the amount of \$150,000.
- c. The Superintendent shall be granted 3 personal days per year.
- d. The Board shall provide the Superintendent with a monthly automobile allowance of \$300.00 with trips outside Intermediate School District to be reimbursed at the I.R.S. rate.
- e. The Superintendent shall have all fringe benefits at least equivalent as those granted by the Board to the other administration.
- f. If Administrator is absent from duty on account of personal illness or disability, he shall be allowed full pay for a total of thirty-six (36) days per the life of this contract (three years – until 6/30/2010). Beginning July 1, 2010 the Superintendent shall be granted 12 days sick leave per year. Absences three days and longer may require a doctor's slip, at the discretion of the Board. Unused paid leave days hereunder shall be cumulative to a maximum of 185 days for absence due to personal illness or disability of Administrator.

- g. The Superintendent, upon prior approval of the Board, will be reimbursed tuition and fee costs up to \$3,000/year for further educational opportunities.
- h. Cell phone provided by the district.

12. Administrator is entitled to the following holidays for which no service to the School District is required: New Years Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Years Eve Day.

13. The Superintendent shall attend appropriate professional meetings at the local, state, and national levels and shall be reimbursed for his expenses in connection therewith and for any other reasonable out-of-pocket expenses incurred on behalf of the Board. All out of State travel and/or overnight stays for professional meetings must have Board pre-approval. The District shall pay the Association dues of the Superintendent for the American Association of School Administrators, the Michigan Association of School Administrators and M.A.S.A. Region in which the School District is located as well as other appropriate affiliations as approved by the Board.

14. The Board agrees to pay the premium amount for errors and omissions insurance coverage for Administrator while engaged in the performance of a government function and while the Administrator is acting within the scope of his authority. The terms of the errors and omissions insurance policy shall be controlling respecting defense and indemnity of Administrator. The sole obligation undertaken by the Board shall be limited to the payment of premium amounts for the above errors and omissions coverage. In the event that such insurance coverage cannot be purchased in the above amounts and/or at a reasonable premium rate, the Board shall have the right to discontinue said coverage and shall so notify Administrator. In the event, the Board agrees on a case-by-case basis to consider providing legal defense and/or indemnification to Administrator as is authorized under MCLA 691.1408 and MCLA 380.11a(3)(d).

15. This Contract contains the entire agreement and understanding by and between the Board and Administrator with respect to the employment of Administrator and no representations, promises, contracts or understanding, written or oral, not contained herein, shall be of any force or effect. All prior agreements pertaining to, connected with, or arising in any manner out of the employment of Administrator by the Board, are hereby terminated and shall hereafter be of no force or effect whatsoever. Provided, that this contract is voidable pursuant to the provisions of the Revised School code pertaining to criminal records checks. No change or modification of this Contract shall be valid or binding unless it is in writing and signed by Administrator and 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.

16. In the event of any dispute between the parties relating to discharge of Administrator during the term of the 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, MCLA 600.5001 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 his 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 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 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 Circuit Court for the 21<sup>st</sup> Judicial Circuit of Michigan (Isabella County).

17. 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).

18. This Agreement is executed on behalf of the Beal City School District pursuant to the authority granted as contained in the resolution of the Board adopted on August 2, 2007, the same being incorporated herein by reference.

19. The Board, upon request of the Superintendent, shall reduce from his salary and transfer such sums as he shall designate to a tax-deferred annuity program of the Superintendent's choosing.

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

Date: \_\_\_\_\_

ADMINISTRATOR

\_\_\_\_\_SCHOOLS  
BOARD OF EDUCATION

Date: \_\_\_\_\_

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Secretary

**BEAL CITY PUBLIC SCHOOLS  
HIGH SCHOOL PRINCIPAL'S CONTRACT**

**THIS AGREEMENT**, entered into this 1<sup>st</sup> day of July, 2009 between the Beal City Board of Education, hereinafter called "Board" and Jeff Jackson, hereinafter called "High School Principal".

**WITNESSETH:**

1. Jeff Jackson is hereby employed by the Board as the High School Principal for a period commencing July 1, 2009 and ending June 30, 2011.
2. The High School Principal agrees to perform the duties of High School Principal in a competent and professional manner in accordance with the established policies and regulations of the Board of Education and the laws and regulations of the State.

The High School Principal shall report directly to the Superintendent. He shall be entitled to:

- a. Present his recommendations to the Superintendent on any subject under consideration by the district.
  - b. Attend each meeting of the Board (except closed sessions that the Board may deem appropriate to exclude the High School Principal).
  - c. Serve as a member of any committee which the Superintendent requests.
3. The annual salary for the High School Principal shall be \$82,843.49. Said salary shall be reviewed annually and is subject to upward revision by agreement of the parties.
  4. An annual evaluation of the High School Principal will be conducted by the superintendent.
  5. Contracted days, insurance and fringe benefits shall be as follows:
    - a. The High School Principal's contract shall be a full year contract which consists of approximately 260 days..
    - b. The High School Principal and his eligible family members shall be provided with the following benefits: health, dental, vision. The Principal will also be provided long-term disability insurance.
    - c. The High School Principal shall have the following paid holidays: Labor Day, 2 days at Thanksgiving, Christmas Eve and Christmas Day, New Year's Eve and New Year's Day, Good Friday, Memorial Day, and the 4<sup>th</sup> of July.

- d. The High School Principal shall be granted 12 days sick leave per year, cumulative to 180.
  - e. The High School Principal shall be granted 30 days of vacation, with a maximum of 5 days carried over to the next year.
  - f. The High School Principal shall be granted 3 personal days per year, cumulative to 8.
  - g. The High School Principal shall report on snow days when safe.
  - h. The High School Principal shall be provided the dues and fees to an educational professional organization approved by the Superintendent.
  - i. The High School Principal shall be provided a cell phone for emergency and work use.
  - j. Mileage and car expenses to be reimbursed at the I.R.S. rate.
  - f. The Board, upon approval of the Superintendent, will reimburse tuition costs up to \$1,500/year for further educational opportunities.
6. The High School Principal shall be subject to discharge for good and just cause by the Board but the Board shall not arbitrarily or capriciously dismiss him. No discharge shall be effective until written charges have been served upon him and he shall have an opportunity for a fair hearing before the Board after 10 days notice in writing. At such hearing, he may have legal counsel at his own expense.
7. It is mutually understood and agreed that this contract does not confer tenure upon the High School Principal in the above position or any other administrative position.
8. The High School Principal's responsibilities shall include, but not be limited to the following:
- Administer to the requirements of No Child Left Behind and Education Yes
  - School Improvement efforts
  - Assist in Grant Applications
  - Scheduling
  - Testing – MEAP, MME, ACT
  - Student Demographics/Attendance/Grades (Computerized)
  - Teacher Evaluations/IDPs
  - Student Supervision/Discipline
  - 7-12 Special Education
  - 7-12 Curriculum

And all other duties as assigned by the Superintendent

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

By \_\_\_\_\_  
President

By \_\_\_\_\_  
High School Principal

Date \_\_\_\_\_

Date \_\_\_\_\_

By \_\_\_\_\_  
Board Secretary

By \_\_\_\_\_  
Superintendent

Date \_\_\_\_\_

Date \_\_\_\_\_

**BEAL CITY PUBLIC SCHOOLS  
ELEMENTARY PRINCIPAL'S CONTRACT**

**THIS AGREEMENT**, entered into this 1st day of July, 2009 between the Beal City Board of Education, hereinafter called "Board" and Diane Saltarelli, hereinafter called "Elementary Principal".

**WITNESSETH:**

1. Diane Saltarelli is hereby employed by the Board as the Elementary Principal for a period of two years, commencing July 1, 2009 and ending June 30, 2011.
2. The Elementary Principal agrees to perform the duties of Elementary Principal in a competent and professional manner in accordance with the established policies and regulations of the Board of Education and the laws and regulations of the State.

The Elementary Principal shall report directly to the Superintendent. She shall be entitled to:

- a. Present her recommendations to the Superintendent on any subject under consideration by the district.
  - b. Attend each meeting of the Board (except closed sessions that the Board may deem appropriate to exclude the Elementary Principal).
  - c. Serve as a member of any committee which the Superintendent requests.
3. The annual salary for the Elementary Principal shall be \$69,851.47. Said salary shall be reviewed annually and is subject to upward revision by agreement of the parties.
  4. An annual review of the principal will be conducted by the superintendent.
  5. Contracted days, insurance and fringe benefits shall be as follows:
    - a. The Elementary Principal's contract shall be a full year contract which consists of approximately 260 days.
    - b. The Elementary Principal and her eligible family members shall be provided with the following benefits: health, dental, and vision. The Principal will also be provided long-term disability insurance.

- c. The Elementary Principal shall have the following paid holidays: Labor Day, 2 days at Thanksgiving, Christmas Eve and Christmas Day, New Year's Eve and New Year's Day, Good Friday, Memorial Day, and the 4<sup>th</sup> of July.
  - d. The Elementary Principal shall be granted 12 days sick leave per year, cumulative to 180.
  - e. The Elementary Principal shall be granted 40 days of vacation, with a maximum of 5 days carried over to the next year.
  - f. The Elementary Principal shall be granted 3 personal days per year, cumulative to 8.
  - g. The Elementary Principal shall report on snow days when safe.
  - h. The Elementary Principal shall be provided the dues and fees to an educational professional organization approved by the Superintendent.
  - i. The Elementary Principal shall be provided a cell phone for emergency and work use.
  - j. Mileage and car expenses to be reimbursed at IRS Rate.
  - k. The Board upon approval of the Superintendent, will reimburse tuition costs up to \$1500/yr. for further educational opportunities.
6. The Elementary Principal shall be subject to discharge for good and just cause by the Board but the Board shall not arbitrarily or capriciously dismiss her. No discharge shall be effective until written charges have been served upon her and she shall have an opportunity for a fair hearing before the Board after 10 days notice in writing. At such hearing, she may have legal counsel at her own expense.
  7. It is mutually understood and agreed that this contract does not confer tenure upon the Elementary Principal in the above position or any other administrative position.
  8. The Elementary Principal's responsibilities shall include, but not be limited to the following:
    - Administer to the requirements of No Child Left Behind and Education Yes
    - School Improvement efforts
    - Assist in Grant Applications
    - Scheduling
    - Testing – MEAP
    - Student Demographics/Attendance/Grades (Computerized)
    - Teacher Evaluations/IDPs
    - Student Supervision/Discipline
    - K-6 Special Education
    - K-6 Curriculum

And all other duties as assigned by the Superintendent.

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

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Elementary Principal

Date \_\_\_\_\_

Date \_\_\_\_\_

By \_\_\_\_\_  
Board Secretary

By \_\_\_\_\_  
Superintendent

Date \_\_\_\_\_

Date \_\_\_\_\_

**BEAL CITY PUBLIC SCHOOLS  
BUSINESS MANAGER'S CONTRACT**

**THIS AGREEMENT**, entered into this 1st day of July, 2009 between the Beal City Board of Education, hereinafter called "Board" and Julie Freeze, hereinafter called "Business Manager".

**WITNESSETH:**

1. Julie Freeze is hereby employed by the Board as the Business Manager for a period of two years, commencing July 1, 2009 and ending June 30, 2011.
2. The Business Manager agrees to perform the duties of Business Manager in a competent and professional manner in accordance with the established policies and regulations of the Board of Education and the laws and regulations of the State.

The Business Manager shall report directly to the Superintendent. She shall be entitled to:

- a. Present her recommendations to the Superintendent on any subject under consideration by the district.
  - b. Attend each meeting of the Board (except closed sessions that the Board may deem appropriate to exclude the Business Manager).
  - c. Serve as a member of any committee which the Superintendent requests.
3. The annual salary for the Business Manager for the 2009 – 2010 school year shall be \$47,500. The salary for the 2010 – 2011 school year shall be \$50,000. Said salary may be reviewed annually and may be subject to upward revision by agreement of the parties.
  4. An annual review of the Business Manager will be conducted by the superintendent.
  5. Contracted days, insurance and fringe benefits shall be as follows:
    - a. The Business Manager's contract shall be a full year contract consisting of approximately 260 days..
    - b. The Business Manager and her eligible family members shall be provided with the following benefits: health, dental, and vision. The Business Manager will also be provided long-term disability insurance.

- c. The Business Manager shall have the following paid holidays: Labor Day, 2 days at Thanksgiving, Christmas Eve and Christmas Day, New Year's Eve and New Year's Day, Good Friday, Memorial Day and the 4<sup>th</sup> of July.
  - d. The Business Manager shall be granted 12 days sick leave per year, cumulative to 180
  - e. The Business Manager will be granted 22 days of vacation, with a maximum of 5 days carried over to the next year.
  - f. The Business Manager shall be granted 3 personal days per year, cumulative to 8
  - g. The Business Manager shall report on snow days when safe..
  - h. Mileage and car expenses to be reimbursed at IRS Rate.
  - i. The Board upon approval of the Superintendent, will reimburse tuition costs up to \$1500/yr. for further educational opportunities.
  - j. Upon retirement from Beal City Public School and being eligible for retirement from the MPSERS, the Business Manager will be granted 4% of her current salary upon retirement, if the Business Manager had been employed by the District for at least 10 years.
6. The Business Manager shall be subject to discharge for good and just cause by the Board but the Board shall not arbitrarily or capriciously dismiss her. No discharge shall be effective until written charges have been served upon her and she shall have an opportunity for a fair hearing before the Board after 10 days notice in writing. At such hearing, she may have legal counsel at her own expense.
7. It is mutually understood and agreed that this contract does not confer tenure upon the Business Manager in the above position or any other administrative position.

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

By \_\_\_\_\_ By \_\_\_\_\_  
 President Business Manager

Date \_\_\_\_\_ Date \_\_\_\_\_

By \_\_\_\_\_ By \_\_\_\_\_  
 Board Secretary Superintendent

Date \_\_\_\_\_ Date \_\_\_\_\_

**BEAL CITY SCHOOLS  
3117 Elias Road  
Mt. Pleasant, MI 48858**

**2009 - 2010**

Salary Contract for the position of : Director of Maintenance and Transportation

Name: John Graham Salary: \$57,015.81

Effective Dates: July 1, 2009 - June 30, 2010  
(Approximately 260 days full year employee)

Benefits:

<u>Sick Leave</u>	12 days per year, accumulate to 180 days
<u>Paid Vacation</u>	22 days per year, Maximum of 5 days carried over to next year
<u>Personal Leave</u>	3 days, accumulate to a maximum of 8 days
<u>Insurance</u>	Two Person Health, Dental, Vision Long Term Disability employee only
<u>Retirement</u>	4% of current salary upon retiring from the school district, if employed by the district for at least 10 years.
<u>Paid Holidays</u>	Labor Day, 2 days at Thanksgiving, Christmas Eve Day and Christmas Day, New Years Eve Day and New Years Day, Good Friday, Memorial Day, and 4 <sup>th</sup> of July.
<u>Comments:</u>	Free lunch while providing student supervision in the cafeteria.  During month of July may work 4 ten hour days

\_\_\_\_\_  
(Employee)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Superintendent)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Board of Education Member)

\_\_\_\_\_  
(Date)

2009 - 2010

**BEAL CITY SCHOOLS  
3117 Elias Road  
Mt. Pleasant, MI 48858**

Salary Contract for the position of : Technology Director

Name: **Joe Judge** Salary: \$57,015.81

Effective Dates: July 1, 2009 - June 30, 2010  
(Approximately 260 days full year employee)

Benefits:	<u>Sick Leave</u>	12 days per year, accumulate to 180 days
	<u>Paid Vacation</u>	22 days per year, maximum of 5 days carried over to next year
	<u>Personal Leave</u>	3 days, accumulate to a maximum of 8 days
	<u>Insurance</u>	Full Family Health, Dental, Vision Long Term Disability employee only
	<u>Paid Holidays</u>	Labor Day, 2 days at Thanksgiving, Christmas Eve Day and Christmas Day, New Years Eve Day and New Years Day, Good Friday, Memorial Day, and 4 <sup>th</sup> of July
	<u>Comments</u>	Free lunch while providing student supervision in the cafeteria  During month of July may work 4 ten hour days

\_\_\_\_\_  
(Employee)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Superintendent)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Board of Education Member)

\_\_\_\_\_  
(Date)