

**VASSAR PUBLIC SCHOOLS  
ADMINISTRATIVE CONTRACT OF EMPLOYMENT**


This CONTRACT OF EMPLOYMENT, entered into this 30th day of June, 2017 by and between the BOARD OF EDUCATION OF VASSAR PUBLIC SCHOOLS, Tuscola County, Michigan, hereinafter called the School District, and Jason Kiss of Vassar, Michigan, hereinafter called the Administrator, WITNESSETH:

1. The School District agrees to employ the Administrator in an administrative capacity, from **July 1, 2017 through June 30, 2020**, as the **Grades 6-12 Principal**, and the Administrator agrees to serve in this capacity for said period and to faithfully perform the duties of his position, subject to the policies, Rules and Regulations of the Board of Education of the School District and other regulations, duties and requirements imposed by the Statutes of the State of Michigan. Immediate termination may take place at any time for acts of moral turpitude, misconduct, or violations of this agreement.
2. The School District agrees to pay the Administrator at an annual rate of **\$95,475.00 for the 2017-2018 school year** during the term of this contract, exclusive of Fringe Pak, for the performance of his duties hereunder, which sum shall be paid in installments of every two (2) week during the term hereof. .
3. The Administrator shall be afforded the following fringe benefits:
  - A. The contract shall include reimbursement for college credits earned in an educational or administrative program as approved by the superintendent.
  - B. Life Insurance (based on 2X Principal salary of \$95,475), **\$190,950.00** double indemnity for the **2017-2018 school year**.
  - C. Five (5) personal leave days per year, non-accumulative. At the end of each contract year all unused personal business leave shall be credited to the administrator as sick leave.
  - D. Fifteen (15) days sick leave, accumulative to contractual days. At the beginning of every school year each administrator shall be credited with the number of days of sick leave not used during the prior year. Those administrators who use four (4) or less shall have added to the number of unused sick days two (2) days at the end of the school year.
  - E. Twenty-five (25) days paid vacation days.
  - F. Insurance benefits shall be the same as what all administrators are receiving.
  - G. Absence without loss of salary shall be allowed each school year for up to a total of days so indicated in the following enumerated categories:
    1. Death in the administrator's immediate family (spouse, children, stepchildren, parents, stepparents, and parents-in-law) - 5 days per occurrence.
    2. Death in the administrator's family (siblings, grandparents, step-grandparents, grandchildren, step-grandchildren, grandparents of spouse, and dependents as defined by Internal Revenue) - 3 days per occurrence.The Superintendent shall have discretion to grant emergency leave for death, illness or other emergencies which are not specifically covered under the terms of this paragraph. Each day of any absence under this paragraph shall be charged against the administrator's sick leave days. The use of sick time for immediate family shall be limited to fifty (50) days per year.
  - H. Annuity - 6% of Principal Salary (**\$5,729.00**) + 4% of Principal Salary (**\$3,819**) in lieu of insurance.

**Administrative Experience at the end of the 2016-2017 school year - 5 years.**

  - I. Upon the death or retirement of an administrator under the provisions of the Michigan Public School Employment Retirement System, the Board will pay to such employee \$75.00 for each day of accumulated sick leave up to a maximum of **\$15,675.00 (209 days)**.
4. The Administrator represents that he holds all certificates and other qualifications required by law for a teacher of this School District.
5. The Administrator shall be subject to assignment and transfer at the discretion of the Superintendent of Schools for the School District.

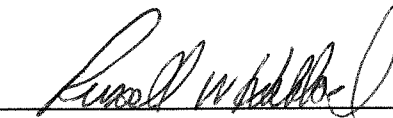
6. The Administrator shall not be deemed to be granted continuing tenure in the administrative position established by virtue of this Contract of Employment.
7. The Administrator's work year shall be for 52 weeks (260 days) recognizing the Administrator will be present when school is in session. Good Friday, Memorial Day, Labor Day, 4<sup>th</sup> of July, Thanksgiving Day and Friday following Thanksgiving Day, Christmas Eve Day, Christmas Day, New Years Eve Day and New Years Day are recognized as legal contractual holidays.
8. This contract shall be subject to all of the applicable laws and Statutes of the State of Michigan.

BY   
Signature of Administrator

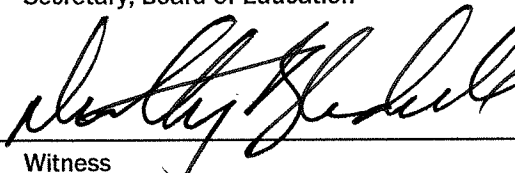
DATE: 6/21/17

BY Randal D. Middleis  
President, Board of Education

DATE: \_\_\_\_\_

BY   
Secretary, Board of Education

DATE: 7/13/17

BY   
Witness

DATE: 6-21-17