

WATERFORD SCHOOL DISTRICT
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

THIS CONTRACT is made and entered into in Waterford Township, Oakland County, Michigan, this 16th day of May, 2019 by and between the Waterford School District, a Michigan general powers school district (hereinafter the "School District"), and Scott Lindberg, (hereinafter "Superintendent").

IT IS AGREED:

1. **EMPLOYMENT** - The School District hereby employs Superintendent and Superintendent agrees to work for the School District for a term commencing on July 1, 2019 and extending through June 30, 2022. Superintendent shall advise the Board of Education six (6) months in advance of his intention to terminate his employment within the term of this Contract as originally agreed to or as may be extended by later amendment. It is understood and agreed that Superintendent is employed in the capacity of Superintendent, as defined in the Michigan Revised School Code.

2. **DUTIES** - Superintendent agrees to serve the School District and perform the duties in his capacity as Superintendent as directed by the Board of Education for the School District and as required by the laws of the State of Michigan. Superintendent further agrees to obey and fulfill the bylaws, policies, rules and regulations as established by the Board of Education of the School District from time-to-time and to carry out its programs and policies during the entire term of this Contract.

3. **SALARY** - The School District shall pay the Superintendent a salary of \$189,900 per annum, payable in biweekly equal installments. In addition to salary, each year of this

contract the Superintendent shall be eligible to receive an additional lump sum merit payment based upon his performance to be paid in June equal to 2% of the current salary, provided the Board of Education approves an overall annual performance evaluation rating for the Superintendent of "Highly Effective" for that school year (July through June).

4. WORK YEAR - Superintendent shall perform his duties over the full (twelve (12) months of the School District's fiscal year (July 1 to June 30), less applicable vacation, leave and holidays. Superintendent shall be expected to attend meetings of the Board of Education and its committees and to attend and participate in School District functions or, on occasion, other civic activities having relation to the School District's interests within the community serviced by the School District. The time expended in attending such meetings and activities has been taken into account in setting the aforesaid salary and, thus, no additional compensation shall be forthcoming for such attendances.

5. QUALIFICATIONS - The Superintendent shall possess and maintain throughout the term of this Contract all certification(s) and continuing education requirements required of a superintendent per the Michigan Revised School Code, or any successor statute thereto.

6. TENURE - It is expressly agreed that Superintendent shall not be deemed to be granted continuing tenure in his capacity as Superintendent or in any other administrative capacity by virtue of this Contract of Employment. Tenure may be obtained only in the capacity of a classroom teacher and consistent with the Teachers' Tenure Act.

7. **EVALUATION** - The Board of Education and the Superintendent shall meet annually prior to the beginning of the school year to discuss and determine performance standards for said year. The Board of Education shall evaluate the Superintendent in writing before June 1 of each fiscal year, commencing in 2020 using the criteria and an evaluation process mutually agreed to by the Board of Education and the Superintendent. Performance evaluation shall be in full compliance with all relevant provisions of Revised School Code 1249 and any administrative regulations adopted pursuant to said code.

8. **CONFLICT OF INTEREST** - Superintendent shall faithfully serve the School District and be regardful of its interest during the term of this Contract, to the extent required by this Contract and by law. Superintendent shall not directly or indirectly acquire or otherwise possess any interest adverse to that of the School District. In the event that a question arises as to whether a given interest is in conflict with the interests of the School District, Superintendent shall make full disclosure of same to the Board of Education for its review and disposition, which disposition shall be controlling and complied with by Superintendent.

9. **OTHER WORK** - Superintendent may not undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations when such activities would in any manner impinge upon time and effort required to be exerted by Superintendent in the discharge of his responsibilities under this Contract, unless the Board President gives prior consent to such activities.

10. **EXPENSES** - Superintendent is encouraged to attend and participate in appropriate professional activities and conferences at the local, state and national levels. Subject to approval in advance of such activity or conference by the President of the Board of Education,

Superintendent shall be reimbursed, consistent with Board policy for the reasonable costs of long-distance travel and lodging in connection with such attendances and participations. Superintendent shall be reimbursed, consistent with Board policy for the reasonable costs incurred in attending and participating in local professional activities and conferences as he may deem to be appropriate on behalf of the School District. Superintendent may be required to provide to the School District an itemized account and substantiation of the above reimbursed expenses in accordance with Board policy for federal and state income tax reporting purposes. The Board shall incur all expenses associated with Superintendent's district cell phone use.

11. **MEMBERSHIP DUES** - Subject to the Board of Education's prior approval, the School District shall pay the cost of Superintendent's membership in educational, professional and local civic organizations.

12. **BOARD MEETINGS** - Among his other duties, Superintendent shall prepare the agenda for each Board of Education meeting in consultation with the President of the Board or the President's delegate and forward same to each member of the Board of Education, along with his recommendations and supporting documentation on each agenda item, sufficiently in advance of the meeting so that each member can assimilate such information prior to the meeting.

13. **DISABILITY** - Should Superintendent be unable to perform the duties and obligations of this Contract by reason of illness, accident or other causes, and such disability exists for a period of more than one hundred eighty (180) calendar days, the Board of Education, at its option, may terminate this Contract, whereupon the respective rights, duties and obligations of the parties shall thereby terminate. Likewise, if it becomes determinable within the one hundred eighty (180) calendar days that such disability is permanent, irreparable or of such

nature as to make the continued performance of Superintendent's duties improbable, the Board, at its option, may forthwith terminate this Contract, whereupon the respective rights, duties and obligations of the parties shall thereby terminate. This provision shall not in any way derogate from any long-term disability benefits that apply by operation of other provisions of this Contract.

14. **RETIREMENT** - The School District shall assume full costs of the employer contributions to the Michigan Public School Employees Retirement System ("MPERS") on behalf of Superintendent, as may be required by law.

15. **AUTOMOBILE AND RELATED EXPENSES** - Superintendent shall be required to own or lease and operate an automobile for the purpose of traveling to the various school buildings and facilities of the School District, as well as to attend out-of-district conferences and meetings in the course of his duties. Superintendent shall be responsible for the cost of all automobile transportation within the state. The District will reimburse, at the Federal IRS rate, any out of state auto related transportation.

16. **VACATION, SICK LEAVE AND RELATED BENEFITS** - The Superintendent shall be annually entitled to twenty-five (25) days vacation. The payment for unused vacation on the part of the Superintendent will be made only upon the termination of this Contract and subject to the same provisions as current Board Policy 1500(F). Furthermore, subject to the provisions in current Board Policy 1500(E), the Superintendent is not required to use vacation time during the Winter Vacation period in which schools are closed. The Superintendent shall be entitled to the same holidays, sick leave, medical, vision, dental

insurance and long-term disability insurance as provided for central office administrators of the District.

17. **INSURANCE** - The School District shall provide Superintendent with the same insurance benefits as set forth in the fringe benefit provisions authorized to Central Office Administrators, as approved and modified from time-to-time by the Board of Education.

18. **LIABILITY INSURANCE** - The Superintendent shall be provided at School District expense, the same level of liability insurance coverage (basic and errors and omissions) as is or may hereafter be provided to the Board of Education and its members in connection with the performance of his duties as Superintendent.

19. **INDEMNIFICATION** - To the extent permitted by law, the District will defend the Superintendent and indemnify and hold the Superintendent harmless from any and all claims, judgments, liabilities, costs and actual attorneys' fees, of a civil nature and not including criminal matters, arising from or relating to actions taken or decisions made in good faith and within the scope of his employment. The Superintendent shall give the Board notice of any claim for defense and indemnification promptly upon knowledge of any possible claim. The Board will have the right to appoint the attorney and conduct the defense of any such claim. If, in the opinion of the Board, the Superintendent fails to fully cooperate in the defense of any claim, then this paragraph of the Agreement shall become null and void. The paragraph survives the termination and expiration date of this contract.

20. **TERMINATION OF CONTRACT** - In addition to any other rights the School District may have, by law or under this Contract, this Contract may be terminated at any time

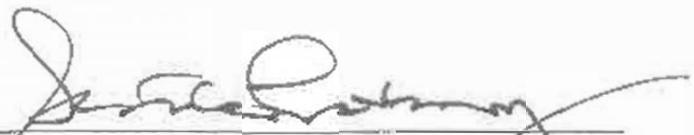
during its term by the School District for acts of moral turpitude, misconduct or if Superintendent violates any of the substantive terms or covenants of this Contract. In such event, Superintendent shall be advised, in advance, of the Board of Education's intention to consider effecting such a midterm termination and provided an opportunity for a hearing in regard to the prospect of such termination, which hearing may be open to the public or closed, at Superintendent's option. In the event Superintendent elects to contest the Board of Education's disposition in regard to such termination following such hearing, he shall have the right, exclusive of any other rights or remedies available to him at common law or by statute, to request arbitration, the award arising out of which shall be binding on the School District and Superintendent and enforceable in any court of competent jurisdiction in this State. The scope of the arbitrator's review pursuant to this submission agreement shall be limited to determining whether the Board of Education acted arbitrarily and capriciously in its determination to terminate Superintendent's employment. The arbitrator shall be selected through the mutual cooperation between the representatives or counsel for the respective parties, failing agreement on which may be referred by either party to the Detroit Regional Office of the American Arbitration Association for appointment or an arbitrator and processing under their Voluntary Labor Arbitration Rules.

21. NONRENEWAL OF CONTRACT – As recited in Paragraph 1 herein, this Contract shall terminate on June 30, 2022. Superintendent acknowledges that he has no expectation of employment by the School District beyond that date. The decision whether to renew or not to renew the contractual relationship is solely within the discretion of the Board of Education for the School District and the process therefore is governed by Section 1229 of the Revised School Code. Superintendent shall inform the members of the Board of Education, in

writing, no later than February 1, 2022, of their opportunity to provide timely notice of non-renewal of this Contract.

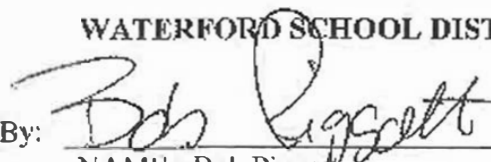
22. TOTALITY OF TERMS - This Contract contains all of the terms agreed by the parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements and communications between the parties concerning such subject matter, whether oral or written.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement the day and year first above written.



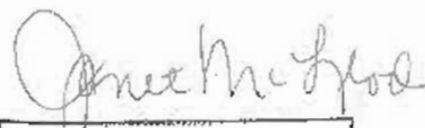
NAME: Scott Lindberg
Superintendent of Schools

WATERFORD SCHOOL DISTRICT

By: 

NAME: Bob Piggott
President, Board of Education

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Janet McLeod Notary Public, State of Michigan County of Oakland My Commission Expires Oct. 05, 2025 Acting in the County of <u>Oakland</u>
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