

**GOODRICH AREA SCHOOLS
SUPERINTENDENT CONTRACT**

This contract entered into this 1st day of January, 2022 between the Goodrich Area School District Board of Education, hereinafter called the “Board” and Wayne S. Wright, hereinafter called the Superintendent” in accordance with the following terms and conditions:

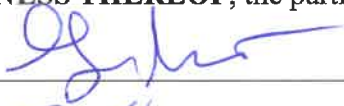
1. **Contract Period** – The Board agrees to employ the Superintendent for the term of 12 months commencing the 1st day of January 2022 and terminating the 31st day of December 2022.
2. **Duties** – The Superintendent agrees to perform the duties of Superintendent in a competent and professional manner and as assigned by the Board pursuant to the policies and regulations of the Board and the laws of the State of Michigan and the United States. He has represented to the Board that he holds all certification and other qualifications required by law for a Superintendent and represents that he shall maintain same while employed as Superintendent.
3. **Salary** –The base salary shall be \$35,000 (Thirty Five Thousand Dollars) for January 1, 2022 through June 30, 2022. The base salary for July 1, 2022 through December 31, 2022 shall be \$90,000 (Ninety Thousand Dollars)
4. **Expenses**– The Board shall provide to the Superintendent a stipend of \$600 (Six Hundred Dollars) per month in addition to wages. This is to assist the Superintendent with expenses such as the use of his personal auto for school district business, gasoline for such auto, contributions made for school club related costs, receptions and miscellaneous expenses; fund-raising and events and other costs associated with the performance of duties connected with community service functions.
5. **Non-Tenure** – It is mutually understood and agreed that this contract does not confer tenure upon the Superintendent in the Superintendent position or any administrative position.
6. **Fringe Benefits**
 - A. **Professional Dues / Education Expenses**
 1. County and State dues paid by the Board.
 2. Conferences approved by Board.
 3. Other administrative responsibility areas as approved by the Board.
 - B. **Paid Vacations** – Vacations are to be taken at times least disruptive to school operations and are subject to advance notice to the Board President. The superintendent shall be granted twenty (20) days of vacation July 1 through December 31, 2022. Vacation days not used from the previous year shall be allowed to be carried over and accumulate. There shall be no pay out of vacation days at conclusion of the contract. The Superintendent


is not required to work during spring break, Christmas break or holidays as determined by the district calendar. Spring break, Christmas break and holidays shall be deemed non-scheduled-work days as determined by the district calendar.

- C. **Sick days-** 8 sick days shall be provided for July 1 through December 31, 2022. Any sick days remaining for the previous contract shall be carried over and accumulate. There shall be no pay out of sick days at the conclusion of the contract.
 - D. **Holidays** - The following holidays shall be provided as non-work days: July 4th, Labor Day, Thanksgiving, the day after Thanksgiving, Washington's Birthday, and Memorial Day.
 - E. **Longevity** - A stipend of \$10,000 (Ten Thousand Dollars) shall be paid on the last pay in June 2022 if the superintendent is in position on June 30, 2022. A stipend of \$10,000 (Ten Thousand Dollars) shall be paid on the last pay in December 2022.
 - F. **Life Insurance** – Life insurance shall be provided to the Superintendent in the amount of \$250,000.
 - G. **Vision Insurance** – The same vision insurance shall be provided to the Superintendent as is provided to other administrators.
 - H. **Dental Insurance** – The same dental insurance shall be provided to the Superintendent as is provided to other administrators.
 - I. **Health Insurance-** No health insurance shall be provided to the Superintendent.
 - J. **Early Departure** – If the Superintendent leaves the Superintendent position prior to completing his contractual assignment, the Superintendent shall refund all salary that has not been earned.
7. **Termination** – The Superintendent shall be subject to discharge for good reason, which includes but is not limited to, act of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetence, or if the Superintendent materially breaches the terms and conditions of this Agreement, but the Board shall not arbitrarily and 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. Said hearing shall be public or private at the option of the Superintendent. At such hearing, he may have legal counsel at his own expense.

8. **Entire Agreement** – This agreement constitutes the entire agreement between the parties with respect to the subject matter hereof, notwithstanding any prior oral discussions, and may not be amended, renewed or extended except by an instrument in writing (addendum or otherwise), duly adopted and executed by the parties.

IN WITNESS THEREOF, the parties hereto have set their hands this day and year below

BY:  Goodrich Board of Education
President, Greg Main

BY:  Goodrich Board of Education
Vice President, Jeff Brown

BY:  Goodrich Board of Education
Secretary, Ashley Herriman

BY:  Goodrich Board of Education
Treasurer, Kurt Schulte

BY:  Wayne S. Wright
Superintendent

DATE: 1-21-22