

SUPERINTENDENT CONTRACT BETWEEN  
THE NORTH HURON BOARD OF EDUCATION  
AND  
MARTIN PROUT

By Board approval February 17, 2021 this is an extension to the contract made and entered into as of the first day of July, 2008 between the Board of Education of the North Huron School District (and extended to February 17, 2026 per February 17, 2021 board action) between the "the Board " and Martin Prout hereafter called the Superintendent. This contract shall be extended through February 17, 2026 and replaces the historical document previously executed by the Board and the Superintendent.

Witnesseth:

Whereas, Martin Prout represents to serve the North Huron School in the capacity of North Huron School Superintendent.

Whereas, the Board of Education is desirous of employing Martin Prout as Superintendent of North Huron School.

Now, therefore, in consideration of the mutual promises contained in this contract, it is agreed between both parties as follows:

1. **Contract Term:** This contract shall take effect on the 17<sup>th</sup> day of February 2021 and continue in force thereafter through the 17<sup>th</sup> day of February 2026. The number of days contracted will be 240 days a year with a weekly schedule or *hours equal to a full year of retirement credit. Due to the ongoing COVID-19 Pandemic and its effect on the educational system effective July 1, 2021 the number of contracted days will be 240 days a year. The increased number of days will remain in effect throughout this contract term. The Superintendent will be allowed to fulfill the required work days through a combination of in person or remote days at his discretion for the remainder of this contract.*
2. **Duties:** The Superintendent represents that he agrees to perform the duties in a competent and professional manner in compliance with policies and regulations adopted by the Board of Education.
3. **Compensation:** The Board of Education shall pay to the Superintendent a salary of \$138,823.22 as a base salary to be evaluated by the Board annually. If a need arises for the Board to employ the Superintendent for days beyond the 240 day base then the Board will pay the superintendent's daily rate in exchange for services. The salary shall be paid in 26 equal installments.
4. **Benefits:** The Superintendent is entitled to the following benefits:

- A. Insurance – the District will provide premium payments toward a full family health, dental, vision, short term & long term disability and a \$300,000 Term Life Insurance Policy.
  - B. Personal leave – twelve (12) days of personal leave shall be granted for a twelve month period. Personal leave days not used will be converted to sick days at the end of the contract year and allowed to accumulate.
  - C. Sick leave – twelve (12) days of sick leave shall be allowed per fiscal year. Unused sick days may accumulate. It is understood by both parties that there will be no pay out for accumulated sick leave for the Superintendent at the conclusion of this contract.
5. **Bereavement Days:** Up to five (5) work days may be used when a death occurs in the Superintendent's family.
  6. **Inclement weather:** The Superintendent may leave early or arrive late during inclement weather days or not come in if weather is a safety hazard.
  7. **Continuing Education:** The Board agrees to pay for the registration fees and or tuition up to \$2,500 annually to meet and maintain State certification requirements. The Board agrees to allow an annual cash payment for the unspent balance of this item annually.
  8. **Membership:** The Board agrees to have the district pay \$1,000 per school year for the Superintendent's individual membership in professional associations.

In WITNESS WHEREOF, the parties hereto have affixed their hands on the day and year first written above:

North Huron School Board of Education

By Kevin J. Willey 3-6-2021  
Date

By [Signature]  
Date

By [Signature] 3-7-2021  
Date

[Signature]  
Martin J. Prout  
3/9/2021  
Date