

**NONUNION SUPERVISORY CONTRACT**

IT IS HEREBY AGREED by and between the School Board of the School District of Bonduel (hereinafter designated as the "Board") and \_\_\_\_\_ (hereinafter designated as the "Employee"), that the Board does employ the Employee in the position of Head Custodian. This contract shall cover a period beginning on July 1, 200\_ and ending on June 30, 200\_.

**RESPONSIBILITIES**

The Employee agrees to perform at a professional level of competence the services, duties and obligations, required by the laws of the State of Wisconsin and the rules, regulations and policies of the Board which now exist or which may be hereinafter enacted by the Board. The Board agrees to furnish the Employee with a written copy of all such rules, regulations and policies now in effect or becoming effective during the term of this contract upon the request of the Employee.

In case of direct conflict between any rules, regulations or policy of the Board and any specific provision of this contract, the contract shall control.

The Employee agrees to devote full time to the duties and responsibilities normally expected of the position during the term of this contract or such other duties as may be assigned by the Board and shall not engage in any pursuit which interferes with the proper discharge of such duties and responsibilities.

The Employee agrees to participate in professional meetings and courses for the purpose of professional growth. Participation shall be in accordance with Board rules, policies and statutory requirements. Necessary expenses will be paid for these meetings as provided by Board policy.

The Board shall provide the Employee with a written job description of the Employee's services, duties and obligations.

**SALARY**

In consideration for the services rendered, the Board will pay the Employee a salary of \$ \_\_\_\_\_ (\$\_\_\_\_\_/hr for \_\_\_\_\_ hours which include \_\_\_ vacation days). The Board shall pay the salary in twenty-four payments on the fifteenth and last day of each month, less deductions required by federal and state law or authorized deductions as permitted by board policy.

**INDIRECT COMPENSATION**

- (a) The Employee shall be entitled to one (1) sick leave day per month, cumulative to a total of 120 days.
- (b) The Employee shall be entitled to 4 emergency and 2 personal days per fiscal year.
- (c) The Board shall pay the full premium for a long-term disability income policy selected by the Board with coverage determined by the Board.
- (d) No more than 10 vacation days shall be carried over from the previous year.

- (e) The Employee shall be entitled to time off for New Years Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and the day after Christmas.
- (f) Authorized use of the Employee's personal car in the Employee's work shall be reimbursed at the rate of 30 cents per mile.
- (g) The Board shall pay the premium for a policy of family coverage for hospital-surgical and major medical insurance selected by the Board less an employee co-pay of \$60 per family plan and \$30 per single plan.
- (h) The Board will maintain a full Section 125 premium deduction and comprehensive flexible spending plan.
- (i) The Board shall pay in full both the employer and employee required deposit to the Wisconsin Retirement Fund on behalf of the Employee.
- (j) The Board shall pay 29% of the premium for a policy of term life, accidental death and dismemberment insurance selected by the Board.
- (k) The Board shall pay the premium for a policy of single or family coverage for dental insurance selected by the Board.
- (l) The Board shall provide an alternative benefit plan as specified in Article X Section H of the 2005-07 Bonduel Education Association contract provided that a minimum of two nonunion supervisory employees agree to participate in such a plan for a period of at least twelve months unless a qualifying event occurs.
- (m) Upon termination, vacation days shall be prorated for the final year. Any adjustment on vacation pay shall be made on the Employee's final check. If the value of vacation time used is greater than the final check, the Employee shall refund to the Board the value of the vacation days due the district.
- (n) The Employee shall be entitled to a voluntary early retirement plan as specified in Policy CDHB.
- (o) None of the indirect compensation benefits are cumulative unless specifically stated. No compensation will be paid upon termination of this contract for any unused or accumulated benefits including vacation days.
- (p) The Board shall pay dues and fees for the Employee to participate in one professional organization related to his/her job responsibility and shall pay expenses to attend local, regional, and state conventions and meetings as approved by the District Administrator.

**PROBATION**

A newly hired Employee shall serve a ninety (90) calendar day probationary period. The Board may extend the probationary period for an additional forty-five (45) calendar days. The Board may decide at any time during the probationary period or the extended probationary period to terminate the Employee's contract. Continued employment beyond the probationary period shall be considered evidence of satisfactory completion of probation.

**TERMINATION BY MUTUAL CONSENT**

Upon mutual written agreement by the Board and the Employee this contract and employment of the Employee may be terminated without penalty or prejudice against either the Board or the Employee. In this event, the Board shall pay the Employee all remuneration and benefits accrued but unpaid during the period of employment immediately prior to such termination.

**LIQUIDATED DAMAGES**

The Employee may terminate this contract by giving adequate notice. Adequate notice shall be considered 10 working days in advance of the termination. Failure to give adequate notice may at the Board's discretion result in the Employee paying liquidated damages equal to the Employee's per diem salary for each day short of adequate notice.

**EVALUATIONS**

The Employee shall receive a written evaluation at least once each year.

**CONTRACT TERMINATION**

The Board may terminate this contract during its term and discharge the Employee from employment provided that the Employee has received prior notice in writing from the Board of its intent and the alleged reason or reasons for such discharge. Upon written request, a hearing shall be conducted with full regard for due process.

**CONTRACT RENEWAL-NONRENEWAL**

Renewal and nonrenewal of this contract shall occur prior to March 1st. If notice or nonrenewal is not given by March 1st, the contract will be considered renewed for an additional year.

**INVALID PROVISIONS**

If any article or part of this contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any part should be restrained by any tribunal, the remainder of the contract shall not be affected thereby.

Dated this \_\_\_\_ day of December, 200\_\_

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Board Clerk

Bonduel School Board  
400 West Green Bay Street  
Bonduel, Wisconsin 54107