

SUPERINTENDENT'S CONTRACT

The Board of Directors (the "Board") of Mason City Community School District (the "District"), located in Cerro Gordo County, and Dr. Anita Micich ("Dr. Micich") agree as follows:

1. In consideration of an annual salary for the period beginning July 1, 2015 and ending June 30, 2016 of One Hundred Ninety-Two Thousand Nine Hundred Eighty-Five Dollars (\$192,985) to be paid in monthly installments, the District agrees to employ Dr. Micich as the District's Superintendent upon the terms and conditions stated in this Contract. (The per diem rate of pay shall be \$742.25 per day for 260 days of work annually.)

The salary for the period beginning July 1, 2016 and ending June 30, 2017, shall be determined as follows. If the sharing agreement with the Clear Lake Community School District continues for the 2016-2017 school year, Dr. Micich's salary shall be One Hundred Ninety-Eight Thousand Two Hundred Ninety-Eight Dollars (\$198,298). If the sharing agreement with the Clear Lake Community School District does not continue for the 2016-2017 school year, Dr. Micich's salary shall be One Hundred Eighty-Seven Thousand Eight Hundred Twenty Dollars (\$187,820).

For such consideration, Dr. Micich agrees to faithfully perform the duties of Superintendent and to serve as chief executive officer of the Board. Dr. Micich shall have such powers and duties as may be prescribed by the Board and by law, and shall at all times conduct herself in a professional manner in accordance with established professional standards applicable to superintendents.

2. This contract will be in effect from July 1, 2015 through June 30, 2017. Dr. Micich agrees that, unless the contract is extended by the Board then constituted, she will, no later October 1, 2016, provide her notice of retirement and accompanying resignation to the Board to be effective June 30, 2017.
3. Each full year of this Contract shall include 260 days of service. Days designated as holidays by the Board shall be regarded as days of service, subject to the rules governing the payment of such days. Deductions for absence for which pay is not allowed shall be made in an amount equal to the pay for one day of service for each day of absence.
4. If this contract is terminated prior to the end of its term, the termination procedures shall be as provided in Iowa Code Section 279.25.
5. On or before April 1, 2016, April 1, 2017, and at such other times as the Board may determine, the Board shall conduct an evaluation of Dr. Micich's performance. In addition, the Board shall also provide the Superintendent with periodic opportunities to discuss the Superintendent/Board relationship and communication, at such times as reasonable requested by the Superintendent.

6. Throughout the life of this contract, Dr. Micich shall furnish a valid and appropriate certificate to act as Superintendent in the State of Iowa. Dr. Micich shall have charge of the administration of the schools under the direction of the Board.
7. Dr. Micich shall receive thirty (30) vacation days annually. Dr. Micich may carryover unused vacation each year, and she shall be paid for any unused vacation upon the termination of her employment.
8. Dr. Micich shall be entitled to seventeen (17) days of sick leave per year, and five (5) of these days of leave may be used for family illness. Dr. Micich has carried over twenty-five (25) days of sick leave from another school district. Dr. Micich will be entitled to add these days to her total accumulation from the Mason City Community School District and to accumulate a total of one hundred and thirty (130) days of sick leave. Dr. Micich will not be compensated for any unused sick leave upon the termination of her employment.

Other leave, holidays, discretionary days, and early retirement shall be as provided by Board policy for other twelve-month administrators in the District or as otherwise approved by the Board.

9. The District shall make a non-elective contribution of Thirty-Seven Thousand Seven Hundred and Fifty Dollars (\$37,750) to a tax-sheltered annuity each fiscal year for the duration of the Contract. Payments will occur on the same schedule as 403(b) contributions made for other twelve-month administrators.
10. The District shall provide a monthly vehicle allowance of \$333 to Dr. Micich.
11. Dr. Micich shall be provided single health and dental insurance paid by the District. In addition, Dr. Micich shall receive the cash equivalent of the difference between the cost of family health and dental insurance and single health and dental insurance.

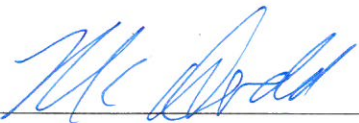
The District will provide life insurance coverage to Dr. Micich in the face amount of \$500,000 and will allow Dr. Micich to purchase additional life insurance as authorized by the insurance carrier. All premiums for additional life insurance will be paid by Dr. Micich.

12. The District shall pay the expense of the Superintendent obtaining an annual comprehensive medical examination each year.
13. The District will pay up to One Thousand Dollars (\$1,000) for professional membership dues for Dr. Micich, including full dues for AASA, IASA, ASCD, IASCD, and PDK.
14. The Board agrees that Dr. Micich will qualify for early retirement benefits following nine (9) years of service to the District. Upon qualifying for early retirement benefits under the plan established by the Board, Dr. Micich will receive a benefit of twenty-five percent (25%) of her base salary, plus the service incentive stated in the plan.

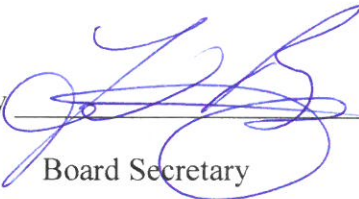
15. This contract replaces and supersedes any and all understandings, contracts or agreements between the parties concerning the terms of Dr. Micich's employment.
16. This contract is invalid if Dr. Micich is under contract with another Board of Directors in this state covering the same period of time. This contract shall be construed according to the laws of the State of Iowa.

Dated this 1st day of September, 2015.

Mason City Community School District

By 

Mark Dodd
President, Board of Directors

By 
Board Secretary

Dr. Anita Micich

By 

Dr. Anita Micich
Superintendent