

## INTERIM PRINCIPAL CONTRACT

This Contract is entered into by and between the Celina City School District Board of Education (hereinafter referred to as “the Board”) and Andy Mikesell (hereinafter referred to as “Interim Principal”) on the 23rd day of March, 2020.

WHEREAS, the Board declares it to be necessary to secure the services of an Interim Principal at the District’s middle school due to the death of the current Principal; and

WHEREAS, the Interim Principal’s services as Interim Assistant Principal are no longer needed; and

WHEREAS, the Board desires to employ Interim Principal, who is qualified by licensure under Ohio law, to serve as the Interim Principal.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereto agree as follows:

**Section 1 – Term.** The Board hereby employs Interim Principal, and he hereby accepts employment as Interim Principal commencing on March 23, 2020, and ending on the earlier of (a) June 12, 2020, or (b) the date on which the Board President notifies Interim Principal that his services as Interim Principal are no longer needed. Interim Principal acknowledges and expressly agrees that he is waiving his rights under R.C. 3319.02, 3319.16, and 3319.161, including, but not limited to: waiving his right that any termination of this Contract be for the reasons set forth in R.C. 3319.02 and 3319.16; and waiving his right that any such termination occur pursuant to the procedures set forth in R.C. 3319.02, 3319.16, and 3319.161.

**Section 2 – Duties.** So long as he serves as Interim Principal, he is vested by the Board with all power and authority granted the Principal under Ohio law and Board policies. Interim Principal shall perform the duties as Principal in accordance with Board policy, Ohio law, and the Principal’s job description, as it may be amended from time to time during the term of this Contract.

**Section 3 – Compensation.** For his services as Interim Principal, Interim Principal shall be paid a salary of Three Thousand Six Hundred Dollars and No Cents (\$3,600.00), which will be in addition to the salary he receives as a Teacher for the Board.

### **Section 4 – Other Compensation and Benefits.**

- a. **STRS/SERS Contributions.** The Board shall pay the employer’s share of STRS/SERS contributions as required by law. In addition, the Board shall “pick up” (pay directly) ten percent (10%) of the employee’s share of the Interim Principal’s total retirement contribution to the State Teachers Retirement System on behalf of the Interim Principal. During the term of this contract, this pick-up shall be a condition of the Interim Principal’s employment in the school district

and shall not be at the Interim Principal's option. It is the intention of the parties that this picked-up amount be included in the Interim Principal's compensation for the purpose of calculating retirement benefits.

- b. **Group Insurances.** The Board shall provide health, dental, or other insurance benefits under the same terms and with the same benefits as provided to the certificated/licensed employees of the District. The Interim Principal shall be responsible for the employee share of the cost.
- c. **Professional Development and Growth.** Interim Principal may devote time from his workday and/or normal business hours to provide instructional consulting, professional coaching, or continued education services such as workshops, seminars, and in-services, either to District staff or to approved groups outside the District ("PD Services"). Interim Principal may utilize up to three (3) workdays during the term of this Contract for PD Services. Interim Principal must receive prior approval from the Superintendent for all PD Services and workdays.
- d. **Vacation.** The Interim Principal shall receive eight (8) days of vacation within the quarter year of the Contract. When the term of the Contract ends in accordance with Section 1, Term, the Interim Principal shall be paid in full for up to three (3) unused vacation days. Vacation use shall be approved by the Superintendent.
- e. **Liability Insurance.** The Board shall provide School Administrators Liability Insurance in accordance with R.C. 3313.203.
- f. **Expenses.** The Board shall reimburse the Interim Principal for approved real and actual travel and other expenses required in the performance of the official duties during the employment under this Contract, subject to such limitations as provided by law, by Board policy, and by this Contract.

#### **Section 5 – Medical Examination.**

- a. The Interim Principal shall annually submit to a complete medical examination by a medical facility or physician selected by the Board. A statement certifying to the physical and mental capacity or incapacity of the Interim Principal shall be filed with the Treasurer. The Board shall pay the cost of such medical examination not covered by the Board-provided insurance. Upon written request of the Board, the results of the medical examination shall be provided to the Treasurer. Once received by the Treasurer, the results shall be treated as confidential medical records/information. This Contract shall serve as the Interim Principal's authorization to release such medical records/information to the Treasurer.

- b. If the medical examination report states that the Interim Principal is physically or mentally incapacitated to such an extent as to make him unable to perform any or all of the duties of the position, and such incapacity is permanent or, with a reasonable degree of medical certainty, is likely to continue beyond the term of this Contract, the Board may, at its option, terminate this Contract, whereupon the respective duties, rights, and obligations hereof shall terminate. Refusal by the Interim Principal to submit to such physical examination shall be deemed to be an acknowledgment that he is unable to perform the duties of the position, in which event, the Board may, at its option, terminate this Contract.

**Section 6 – Licensure.** During the term of this Contract, Interim Principal shall maintain a valid and appropriate certificate/license to act as a principal of schools in the State of Ohio.

**Section 7 – Current Contract.** While employed as Interim Principal, Interim Principal’s contract as Interim Assistant Principal shall terminate immediately upon the effective date of this Contract, but his contract as Teacher will continue in full force and effect. However, during the term of this Contract, Interim Principal will not be expected to perform any of the duties of Teacher. Interim Principal shall be on leave from his current teaching position until such time as this Contract ends or is terminated under Section I. Once Interim Principal is no longer employed as Interim Principal, he will resume his duties as Teacher.

**Section 8 – Entire Agreement.** This Contract contains all the terms for Interim Principal’s appointment as Interim Principal and shall not be varied or amended except in writing signed by both parties, and pursuant to properly adopted resolutions of the Board.

IN WITNESS WHEREOF, the parties have entered into this Interim Principal Contract on the date first set forth above.

CELINA CITY SCHOOL DISTRICT  
BOARD OF EDUCATION

By: \_\_\_\_\_  
Board President

\_\_\_\_\_  
Interim Principal

By: \_\_\_\_\_  
Treasurer