

UNIFIED SCHOOL DISTRICT OF ANTIGO
SUPERINTENDENT
EMPLOYMENT AGREEMENT

IT IS HEREBY AGREED by and between the Unified School District of Antigo Board of Education (hereinafter designated as the “Board”) and Glenda Oginski (hereinafter designated as the “Superintendent”) that said Board does hereby employ Superintendent in the position of District Superintendent.

TERM

This Contract shall cover a period of two (2) years beginning July 17, 2023, and ending June 30, 2025. The Contract year shall be July 1 through June 30, and any pro-rations applicable to this Contract shall be determined based on 260 working days.

DUTIES AND RESPONSIBILITIES

Throughout the employment term, Superintendent shall devote his/her full-time effort to the business and affairs of the District, except during agreed upon periods of vacation and periods of illness or incapacity, performing such duties as assigned from time-to-time to the Superintendent at a professional level of competence consistent with the laws of the State of Wisconsin and the rules, regulations and policies established by the Board. Such duties include representing the needs of the District and the Board to the community at large as well as advocating for the best interests of the District at a state level in policy and regulatory rule development.

Superintendent agrees to perform the duties and responsibilities normally expected of the Superintendent’s position during the employment term and shall not knowingly perform any act contrary to the best interests of the District or engage in any pursuit which interferes with the proper discharge of such duties and responsibilities.

SALARY

The District shall pay Superintendent for all services rendered hereunder an annual salary of One Hundred Fifty-Six Thousand Dollars (\$156,000.00) or such higher amount as the Board shall from time-to-time determine, which shall be paid in accordance with the usual manner of payment for employees of the District.

FRINGE BENEFITS

The employment year for purposes of salary and fringe benefits shall be considered as the 52-week period beginning July 1 and ending June 30. Superintendent shall be eligible for the following fringe benefits each employment year of the Contract:

- (a) Twenty (20) days of paid sick leave to be used for Superintendent’s illness and/or in the case of illness of immediate family members. Unused annual sick leave may be accumulated to a maximum of 200 days.

- (b) The Superintendent is entitled to five (5) emergency and/or funeral leave days at full pay. These days are not subtracted from the accumulated sick leave.
- (c) Up to two (2) days of personal absence at full pay to conduct personal business.
- (d) The Superintendent shall be entitled to time off on those holidays designated by the Board.
- (e) Full payment by the District of the premium for term life insurance equivalent to the Superintendent's annual salary.
- (f) Full payment by the District of a long-term disability income policy.
- (g) A Board contribution equal to Eighty-Seven and 85/100's (87.85) percent of the total premium for single or family plan coverage under the District's group medical insurance plan including participation in the Wellness Insurance Premium Program which requires completion of a Health Assessment Survey. Superintendent shall be responsible for payment of the health insurance deductible, as determined by the Board each year, and dependent upon the health insurance options chosen.
- (h) District payment equal to One Hundred Percent (100 percent) of the total premium for single or family plan coverage under the District's group dental insurance plan.
- (i) Contributions to Wisconsin Retirement System (WRS) by the Board of the employer contribution with Superintendent paying employee contribution.
- (j) Full payment by the District of the dues for national and state professional organizations as approved by the Board President.
- (k) Reimbursement for annual dues for membership in any service clubs or other organizations approved by the Board President.
- (l) Reimbursement for all expenses incurred for attendance at such national and/or state conferences as approved by the Board President.
- (m) Reimbursement for out-of-District travel at the current IRS rate; \$250 monthly in-District allowance.
- (n) Twenty (20) days of paid vacation each employment year with appropriate notification provided to the Board President. The Superintendent shall have until September 30 of the next Contract year in which to use the previous year's unused vacation. Any unused vacation as of September 30 will be forfeited.
- (o) Payment of Seven Hundred Twenty Dollars per year (\$720) for use of personal technology for District-related purposes.
- (p) A contribution shall be made by September 1 annually in the Superintendent's name in the amount of \$12,500.00 to a Roth IRA and/or TSA of the Superintendent's choice, to a vendor

approved in the District's 403(b) plan. The Superintendent shall have full ownership of the annuity account.

- (q) The Board shall pay for errors and omissions insurance to cover the Superintendent's acts or omissions taken within the scope of employment.

EVALUATION

The Superintendent shall receive a written evaluation of his/her performance at least once each employment year, and the evaluative structure/process shall be mutually agreed upon by the Board and the Superintendent.

TERMINATION

- (a) BY MUTUAL CONSENT: This Employment Agreement and the Superintendent's employment by the District may be terminated by mutual written agreement between the District and Superintendent without penalty or prejudice against either the District or Superintendent. In such event, the District shall pay Superintendent all remuneration and benefits earned but unpaid during the period of employment immediately prior to such termination.
- (b) JUST CAUSE: The District may terminate Superintendent's employment prior to the end of the employment term for just cause provided the Superintendent has received prior notice in writing from the Board of Education of its intent and the alleged reason(s) for such termination. Upon written request, a hearing shall be conducted with full regard for due process.
- (c) DUE TO MEDICAL CONDITION: Superintendent's physical or mental disability, if such disability either results in Superintendent receiving permanent disability payments pursuant to any District provided disability insurance policy or disability benefits allowable to employee under state or federal law or which prevents Superintendent from the normal performance of his/her duties for a continuous period of at least six (6) months.

LIQUIDATED DAMAGES

The following liquidated damages shall apply in the event of resignation of the Superintendent:

<u>Resignation Period:</u>	<u>Liquidated Damages Amount:</u>
Prior to July 1	\$1,000
July 1 – August 1	\$1,500
August 1 – End of Contract	\$2,000

CONTRACT RENEWAL OR NONRENEWAL

Renewal or nonrenewal of this Agreement at the end of the employment term shall be governed exclusively by Section 118.24 of the Wisconsin Statutes.

INVALID PROVISIONS

If any article or part of this Agreement 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 Agreement shall not be affected thereby.

AMENDMENTS AND WAIVERS

No amendments or additions to the Agreement shall be binding unless in writing and signed by both Board and Superintendent. The waiver of either party of a breach or violation of any part of this Agreement shall not operate or be construed as a waiver of any subsequent breach thereof.

PRIOR AGREEMENT

Unless otherwise specifically referred to herein, this Agreement shall, from and after the effective date, supersede, in all respects, all previous Agreements regarding employment between the Board and the Superintendent, as of the effective date, unless specifically referred to herein, shall have no rights under such Agreements. This Agreement shall not be altered, modified, amended, or terminated except by written instrument signed by each of the parties hereto.

ENTIRE AGREEMENT

This Agreement contains the entire agreement between the parties.

Dated this ___ day of July, 2023.

UNIFIED SCHOOL DISTRICT OF ANTIGO

Danny Pyeatt
President
School Board

Glenda Oginski
Superintendent

Kristen Mattmiller
Clerk
School Board