

**Ann M. Cardon**  
*Superintendent*

**Stacey Hozak**  
*Executive Assistant*

412 Webster Street  
Traverse City, MI 49686

t: 231 933 1725  
e: cardonan@tcaps.net

Date: October 8, 2019  
To: Jame McCall  
From: Ann M. Cardon  
Re: Employment Agreement

Jame this memo serves as an approval for the revised proposal you submitted on October 6, 2019. Your leadership is important to the district and I look forward to having the Blueprint move forward!

October 6, 2019

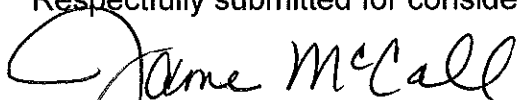
Employment Agreement/ Revised Proposal

Revised Proposal: To continue in present position with current contract, with the following:

1. Blueprint Priorities: In order to fulfill responsibilities associated with the Blueprint, the Board will support a contract with Our Students Matter in the amount of \$30,000 for six (6) months service (contract to be completed) to Traverse City Area Public Schools in the next steps of the Blueprint installation, including, but not limited to:
  - a. Board Governance Learning support
  - b. Tutoring/Coaching Leaders- Both Central Office and Building
  - c. Central Office Redesign to support the Blueprint work
  - d. Fidelity Checks with feedback for improvements in levels attained this far
2. Workplace Standards: The Superintendent and Executive Team members, along with members of the administrative team will adhere to the Board Policies, standards of practice, governance team standards, the chain of command, and the Blueprint Communication Driver System.

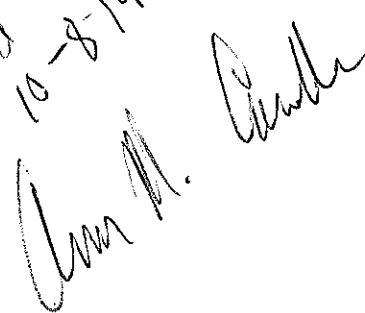
The work environment will be collegial, collaborative and professional. At any time, if the working conditions do not follow the standards contained herein, the employee may terminate this agreement and her employment by giving not less than 30 days written notice to the Employer, and will be afforded her retirement options as outlined in her contract, with exception to the 60 day notice.
3. Vacation Time: The employee will continue to receive five (5) weeks of vacation time with the right to carry all unused vacation days into the following school year.

Respectfully submitted for consideration.

  
Jame A. McCall

Associate Superintendent of Student Services

Traverse City Area Public Schools

Accepted 10-8-19  


**TRAVERSE CITY AREA PUBLIC SCHOOLS**  
**Non-Affiliated Administrative Contract**  
**Addendum to Employment Contract for 2020/21 and 2021/22**

Jame McCall  
July 1, 2019

Due to the Non-Affiliated Administrator contract extensions that have been agreed to by representatives of the District, this addendum outlines the following contract changes in accordance with the administrator's employment contract:

Please see the contract amounts below for 2020/21 and 2021/22:

**2020/21**

**Associate Superintendent of Student Services**

*(effective 7/1/2020-6/30/2021)*

Base: \$128,114.00

Longevity: \$10,889.69 (28 - 8.5%)

Degree: \$500.00

**Total: \$139,503.69**

Travel Allowance: \$3,245.00

**2021/22**

**Associate Superintendent of Student Services**

*(effective 7/1/2021-6/30/2022)*

Base: \$130,035.00

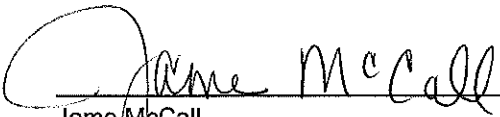
Longevity: \$11,052.98 (29 - 8.5%)

Degree: \$500.00

**Total: \$141,587.98**

Travel Allowance: \$3,245.00

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 10th day of June, 2019.

  
Jame McCall

  
\_\_\_\_\_  
Paul A. Soma  
Superintendent

**TRAVERSE CITY AREA PUBLIC SCHOOLS**  
**Non-Affiliated Administrative Contract Addendum**

THIS ADDENDUM TO EMPLOYMENT AGREEMENT (the "Agreement"), is made and entered into this 1<sup>st</sup> day of July, 2018, between the Board of Education of the Traverse City Area Public School, hereinafter called "Board" and

JAME MCCALL

As ASSOCIATE SUPERINTENDENT OF STUDENT SERVICES hereinafter called "Administrator".

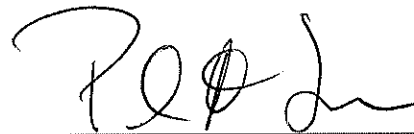
This Agreement amends and modifies as follows that certain Employment Agreement dated July 1, 2017 made and entered into by the parties hereto:

1. Paragraph 3 is amended for 2018/19 and 2019/20 as follows:

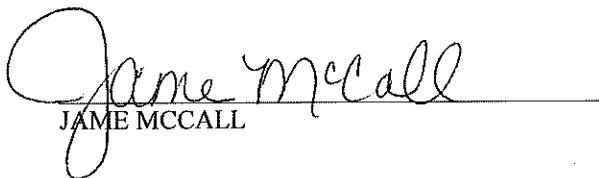
3.1 The Board agrees to pay the Administrator the annual salary of \$135,425.18 \* for 2018/19, and \$137,448.70 \* for 2019/20. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.

IN WITNESS WHEREOF, the parties have executed this Agreement on this 1<sup>st</sup> day of July, 2018.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS



Paul A. Soma  
Superintendent of Schools

  
JAME MCCALL

2018/19

2019/20

Longevity Base: 26 – 8.5%

Longevity Base: 27 – 8.5%

\$124,355.00      Base

\$126,220.00      Base

\$10,570.18      Longevity

\$10,728.70      Longevity

\$500.00      Degree

\$500.00      Degree

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\$135,425.18

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\$137,448.70

Travel Allowance: \$3,245.00

Travel Allowance: \$3,245.00

rec'd 7/10/17

TRAVERSE CITY AREA PUBLIC SCHOOLS  
Non-Affiliated Administrative Contracts

THIS AGREEMENT, entered into this 1<sup>st</sup> day of July, 2017, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME MCCALL

As ASSOCIATE SUPERINTENDENT OF STUDENT SERVICES hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2017 to June 30, 2020 with a work year as defined in Addendum A, Section I.
2. The Administrator shall faithfully and diligently perform the duties of an Administrator as required by law and as prescribed by the Board, as well as those duties that may be further established, modified, or amended from time to time by the Board and implemented under the supervision and direction of the Superintendent.
  - a. The Administrator agrees to devote his/her talents, skills, efforts, and abilities toward competently and proficiently fulfilling all duties and responsibilities of the position assigned, including compliance with the directives of the Board and Superintendent to carry out the Board's policies and educational programs.
  - b. The Administrator pledges to use his/her best efforts to maintain and improve the quality of District operations and to constantly promote efficiency in all areas of his/her responsibility.
3. The Board agrees to pay the Administrator the salary of \$122,741.53 \* for 2017/18, \$124,575.18 \* for 2018/19, and \$126,435.95 \* for 2019/20. Said annual salary shall be paid in \*\* equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum A attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond the expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This Contract does not require the Administrator to hold a Michigan Teaching Certificate and/or a Michigan Administrator Certificate.

\*Movement on the longevity schedule is dependent upon receiving an effective or highly effective rating (or comparable as established by law) on the previous year's evaluation.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

#### LAYOFF

Notwithstanding any other portion of the contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

#### DISCHARGE

The Board shall be entitled to terminate the Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if the Administrator materially breaches the terms and conditions of this contract, or for any other basis that constitutes just cause.

The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education and governed by Section 1229 of the Revised School Code, MCL 380.1229.

In the event that the Board undertakes to dismiss the Administrator during the term of this Contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

#### LIMITATIONS

The Administrator agrees that any claim or suit for breach of this Contract or otherwise arising out of the Administrator's employment with the Board must be filed no more than six (6) months after the date of the act or omission that is the subject of the claim or suit. The Administrator understands that the statute of limitations for claims arising out of an employment action may be longer than six (6) months, but agrees to be bound by this contractual six (6) month limitations period and waives any statute of limitations to the contrary. Should a court of competent jurisdiction determine that this provision allows an unreasonably short period of time to commence a lawsuit, it is the parties' intent that the court will enforce this provision to the extent possible and declare the lawsuit barred unless it was brought within the minimum reasonable time within which the suit should have been commenced.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 1<sup>st</sup> day of July, 2017.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS



Paul A. Soma  
Superintendent of Schools

  
JAME MCCALL

| 2017/18                      | 2018/19                      | 2019/20                      |
|------------------------------|------------------------------|------------------------------|
| Longevity Base: 25 - 8.5%    | Longevity Base: 26 - 8.5%    | Longevity Base: 27 - 8.5%    |
| \$112,665.00    Base         | \$114,355.00    Base         | \$116,070.00    Base         |
| \$9,576.53      Longevity    | \$9,720.18      Longevity    | \$9,865.95      Longevity    |
| \$500.00        Degree       | \$500.00        Degree       | \$500.00        Degree       |
| <hr/>                        | <hr/>                        | <hr/>                        |
| \$122,741.53                 | \$124,575.175                | \$126,435.95                 |
| Travel Allowance: \$3,245.00 | Travel Allowance: \$3,245.00 | Travel Allowance: \$3,245.00 |

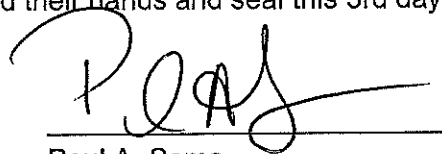
**TRAVERSE CITY AREA PUBLIC SCHOOLS**  
Non-Affiliated Administrative Contract  
**Addendum to Employment Contract for 2017/18 School Year**  
Jame McCall  
January 2018

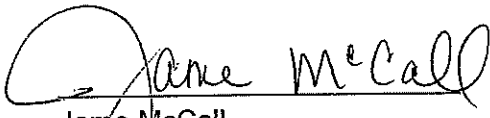
Due to the departure of Executive Team member Chris Parker mid-year, along with the job change of Chris Parker's Executive Assistant, the Executive Team determined the need for an interim administrative structure until the end of the 2017/18 school year. The interim structure, which was recommended by Executive Team and approved by Superintendent Paul A. Soma, calls for Associate Superintendent Jame McCall to immediately assume responsibility for the following:

- Supervision/evaluation principals/ELA Director
- Curriculum
- Board Curriculum Committee
- Blueprint
- Performance Management
- Elementary Concerns

In consideration of performance of these additional responsibilities, Ms. McCall will receive a stipend of \$10,000 to be paid out over the remaining payrolls of the 2017/18 school year.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 3rd day of January, 2018.

  
\_\_\_\_\_  
Paul A. Soma  
Superintendent

  
\_\_\_\_\_  
Jame McCall



Traverse City Area Public Schools  
Employee Job Transmittal

Page 1 of 1

JAME A MCCALL

Hire date 9/5/1989

Check Dist: CURR

Position A2020 ASSOCIATE SUPERINTENDENT Bldg: BF Union AN FTE: 1  
Assignment 1: 72264 STUDENT SERVICES Tentative Days 250 Holidays 10 Status A  
Assignment 2: Type: P Personnel Date: 7/1/2007 Type: C  
Assignment 3: Effective Date: 7/1/2017 End Date: # of Pays: 26  
Salary Lane: ANASSUP5 Step 0 Rate: 54.17 Daily Hours 8 Shift: Dist Code: P  
ASN: CA05607 50 SE06607 50

Position: Bldg: Union FTE:  
Assignment 1: Tentative Days Holidays Status  
Assignment 2: Type: Personnel Date: Type:  
Assignment 3: Effective Date: End Date # of Pays:  
Salary Lane: Step Rate: Daily Hours Shift: Dist Code:  
ASN:

Position: Bldg: Union FTE:  
Assignment 1: Tentative Days Holidays Status  
Assignment 2: Type: Personnel Date: Type:  
Assignment 3: Effective Date: End Date # of Pays:  
Salary Lane: Step Rate: Daily Hours Shift: Dist Code:  
ASN:

Position: Bldg: Union FTE:  
Assignment 1: Tentative Days Holidays Status  
Assignment 2: Type: Personnel Date: Type:  
Assignment 3: Effective Date: End Date # of Pays:  
Salary Lane: Step Rate: Daily Hours Shift: Dist Code:  
ASN:

Total Current FTE: 1

Total Change/New FTE:

Prepared by: Authorization: CG Berub

Contract addendum for 2017/18 (see attached)  
Stipend of \$10,000 to be paid out over remaining  
pays of 2017/18 school year.

**TRAVERSE CITY AREA PUBLIC SCHOOLS**

Non-Affiliated Administrative Contract

**Addendum to Employment Contract for 2017/18 School Year**

Jame McCall

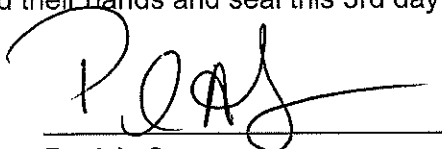
January 2018

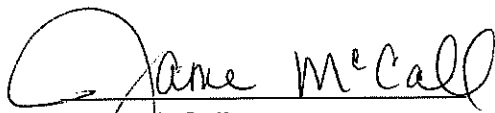
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- Board Curriculum Committee
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- Performance Management
- Elementary Concerns

In consideration of performance of these additional responsibilities, Ms. McCall will receive a stipend of \$10,000 to be paid out over the remaining payrolls of the 2017/18 school year.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 3rd day of January, 2018.

  
\_\_\_\_\_  
Paul A. Soma  
Superintendent

  
\_\_\_\_\_  
Jame McCall

TRAVERSE CITY AREA PUBLIC SCHOOLS  
Non-Affiliated Administrative Contracts

THIS AGREEMENT, entered into this 1<sup>st</sup> day of July, 2016, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME MCCALL

As ASSOCIATE SUPERINTENDENT OF STUDENT SERVICES hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2016 to June 30, 2017 with a work year as defined in Addendum A, Section 1.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the annual salary of \$120,935.00 \* for 2016/17. Said annual salary shall be paid in \*\* equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum A attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond the expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This Contract does not require the Administrator to hold a Michigan Teaching Certificate and/or a Michigan Administrator Certificate.

\*Movement on the longevity schedule is dependent upon receiving an effective or highly effective rating (or comparable as established by law) on the previous year's evaluation.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of the contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

## DISCHARGE

The Board shall be entitled to terminate the Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if the Administrator materially breaches the terms and conditions of this contract.

The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

In the event that the Board undertakes to dismiss the Administrator during the term of this Contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 1<sup>st</sup> day of July, 2016.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS



Paul A. Soma  
Superintendent of Schools

  
JAME MCCALL

2016/17

Longevity Base: 24 – 8.5%

|              |           |
|--------------|-----------|
| \$111,000.00 | Base      |
| \$9,435.00   | Longevity |
| \$500.00     | Degree    |

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\$120,935.00

Travel Allowance: \$3,245.00

TRAVERSE CITY AREA PUBLIC SCHOOLS  
Non-Affiliated Administrative Contracts

THIS AGREEMENT, entered into this 1<sup>st</sup> day of July, 2015, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

As ASSOCIATE SUPERINTENDENT OF STUDENT SERVICES hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2015 to June 30, 2016 with a work year as defined in Addendum A, Section I.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the annual salary of \$116,256.48 \* for 2015/16. Said annual salary shall be paid in \*\* equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum A attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond the expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This Contract does not require the Administrator to hold a Michigan Teaching Certificate and/or a Michigan Administrator Certificate.

\*Movement on the longevity schedule is dependent upon receiving an effective or highly effective rating (or comparable as established by law) on the previous year's evaluation.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of the contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

## DISCHARGE

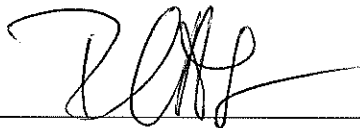
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The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

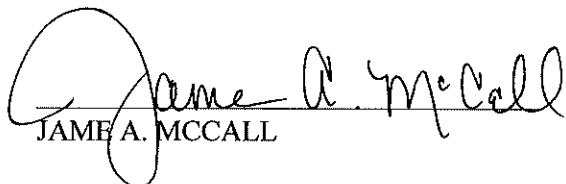
In the event that the Board undertakes to dismiss the Administrator during the term of this Contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 1<sup>st</sup> day of July, 2015.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS



Paul A. Soma  
Superintendent of Schools



JAMES A. MCCALL

2015/16

Longevity Base: 23 - 8.5%

|              |           |
|--------------|-----------|
| \$106,688.00 | Base      |
| \$9,068.48   | Longevity |
| \$500.00     | Degree    |

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\$116,256.48

Travel Allowance: \$3,245.00

# Traverse City Area Public Schools

## Employee Job Transmittal

ENTERED JUN 24 2015

JAME A MCCALL

Hire date 9/5/1989

Check Dist: CURR

Position A2030 EXECUTIVE DIRECTOR Bldg: BF Union AN FTE: 1  
 Assignment 1: 72264 STUDENT SERVICES Tentative Days 250 Holidays 10 Status A  
 Assignment 2: Type: P Personnel Date: 7/1/2007 Type: C  
 Assignment 3: Effective Date: 7/1/2014 End Date: # of Pays: 26  
 Salary Lane: ANEXDR04 Step 0 Rate: 50.79 Daily Hours 8 Shift: Dist Code: P  
 ASN: CA05607 50 SE06607 50

Position A2020 Associate Superintendent Bldg: \_\_\_\_\_ Union \_\_\_\_\_ FTE: \_\_\_\_\_  
 Assignment 1: 72264 Student Services Tentative Days \_\_\_\_\_ Holidays \_\_\_\_\_ Status \_\_\_\_\_  
 Assignment 2: \_\_\_\_\_ Type: \_\_\_\_\_ Personnel Date: \_\_\_\_\_ Type: \_\_\_\_\_  
 Assignment 3: \_\_\_\_\_ Effective Date: 7/1/15 End Date \_\_\_\_\_ # of Pays: \_\_\_\_\_  
 Salary Lane: ANASSUP5 Step \_\_\_\_\_ Rate: 51.29 Daily Hours \_\_\_\_\_ Shift: \_\_\_\_\_ Dist Code: \_\_\_\_\_  
 ASN: \_\_\_\_\_

ADD:  
 Position \_\_\_\_\_ Bldg: \_\_\_\_\_ Union \_\_\_\_\_ FTE: \_\_\_\_\_  
 Assignment 1: \_\_\_\_\_ Tentative Days \_\_\_\_\_ Holidays \_\_\_\_\_ Status \_\_\_\_\_  
 Assignment 2: \_\_\_\_\_ Type: \_\_\_\_\_ Personnel Date: \_\_\_\_\_ Type: \_\_\_\_\_  
 Assignment 3: \_\_\_\_\_ Effective Date \_\_\_\_\_ End Date \_\_\_\_\_ # of Pays: \_\_\_\_\_  
 Salary Lane: \_\_\_\_\_ Step \_\_\_\_\_ Rate: \_\_\_\_\_ Daily Hours \_\_\_\_\_ Shift: \_\_\_\_\_ Dist Code: \_\_\_\_\_  
 ASN: \_\_\_\_\_

ADD:  
 Position \_\_\_\_\_ Bldg: \_\_\_\_\_ Union \_\_\_\_\_ FTE: \_\_\_\_\_  
 Assignment 1: \_\_\_\_\_ Tentative Days \_\_\_\_\_ Holidays \_\_\_\_\_ Status \_\_\_\_\_  
 Assignment 2: \_\_\_\_\_ Type: \_\_\_\_\_ Personnel Date: \_\_\_\_\_ Type: \_\_\_\_\_  
 Assignment 3: \_\_\_\_\_ Effective Date \_\_\_\_\_ End Date \_\_\_\_\_ # of Pays: \_\_\_\_\_  
 Salary Lane: \_\_\_\_\_ Step \_\_\_\_\_ Rate: \_\_\_\_\_ Daily Hours \_\_\_\_\_ Shift: \_\_\_\_\_ Dist Code: \_\_\_\_\_  
 ASN: \_\_\_\_\_

Total Current FTE: 1 Total Change/New FTE: \_\_\_\_\_

Prepared by: Erika A Wilton Authorization: cg Beck

6/24/15

associate superintendent  
 of student services  
 base: \$106,688

TRAVERSE CITY AREA PUBLIC SCHOOLS  
Non-Affiliated Administrative Contracts

THIS AGREEMENT, entered into this 1<sup>st</sup> day of March, 2014, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

As EXECUTIVE DIRECTOR OF STUDENT SERVICES hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from March 1, 2014 to June 30, 2016 with a work year as defined in Addendum A, Section I.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the annual salary of \$104,586 for the remainder of the 2013/14, \$105,632 \* for 2014/15 and \$106,688 \* for 2015/16. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll ate of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum A attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond the expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This Contract does not require the Administrator to hold a Michigan Teaching Certificate and/or a Michigan Administrator Certificate.

\*Movement on the longevity schedule is dependent upon receiving an effective or highly effective rating (or comparable as established by law) on the previous year's evaluation.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.



## LAYOFF

Notwithstanding any other portion of the contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

## DISCHARGE

The Board shall be entitled to terminate the Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if the Administrator materially breaches the terms and conditions of this contract.

The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

In the event that the Board undertakes to dismiss the Administrator during the term of this Contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 1<sup>st</sup> day of March, 2014.

### BOARD OF EDUCATION OF THE TRAVERSE CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

  
JAME A. MCCALL

| 2013/14                      |           | 2014/15                      |           | 2015/16                      |           |
|------------------------------|-----------|------------------------------|-----------|------------------------------|-----------|
| Longevity Base: 21 – 8.5%    |           | Longevity Base: 22 - 8.5%    |           | Longevity Base: 23 - 8.5%    |           |
| \$104,586                    | Base      | \$105,632                    | Base      | \$106,688                    | Base      |
| \$8,889.81                   | Longevity | \$8,978.72                   | Longevity | \$9,068.48                   | Longevity |
| \$500.00                     | Degree    | \$500.00                     | Degree    | \$500.00                     | Degree    |
| <hr/>                        |           | <hr/>                        |           | <hr/>                        |           |
| \$ 113,975.81                |           | \$ 115,110.72                |           | \$ 116,256.48                |           |
| Travel Allowance: \$3,245.00 |           | Travel Allowance: \$3,245.00 |           | Travel Allowance: \$3,245.00 |           |

# TRAVERSE CITY AREA PUBLIC SCHOOLS

## Administrative Contract

THIS AGREEMENT, entered into this 26th day of August, 2013, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

As EARLY CHILDHOOD/SPECIAL EDUC EXECUTIVE DIRECTOR hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2013 to June 30, 2015 with a work year as defined in Addendum A, Section I.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the annual salary of \$112,851.75 for 2013/14 and \$112,851.75 \* for 2014/15. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum "A" attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This Contract does not require the Administrator to hold a Michigan Teaching Certificate and/or a Michigan Administrator Certificate.

\*Movement on the longevity schedule is dependent upon receiving an effective or highly effective rating (or comparable as established by law) on the previous year's evaluation.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

## DISCHARGE

The Board shall be entitled to terminate the Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if the Administrator materially breaches the terms and conditions of this contract.

The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

In the event that the Board undertakes to dismiss the Administrator during the term of this Contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 26th day of August, 2013.

### BOARD OF EDUCATION OF THE TRAVERSE CITY AREA PUBLIC SCHOOLS



Superintendent of Schools



JAME A. MCCALL

2013/14

Longevity Base: 21 - 8.5%

|              |           |
|--------------|-----------|
| \$103,550.00 | Base      |
| 8,801.75     | Longevity |
| 500.00       | Degree    |

---

\$112,851.75

Travel Allowance: \$3,245.00

2014/15

Longevity Base: 22 - 8.5%

|              |           |
|--------------|-----------|
| \$103,550.00 | Base      |
| 8,801.75     | Longevity |
| 500.00       | Degree    |

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\$112,851.75

Travel Allowance: \$3,245.00

**Christine M. Davis**  
*Executive Director,  
Human Resources  
& Labor Relations*

**Kelly Walter**  
*Executive Assistant*

**MEMORANDUM**

**TO:** Non-Affiliated Administrative Staff

**FROM:** Chris Davis, Executive Director  
Human Resources & Labor Relations

**DATE:** March 19, 2013

**SUBJECT:** ADMINISTRATIVE CONTRACT



Attached for your information are two copies of your administrative contract for the 2012/13 school year. I apologize for the lateness in providing these. Typically they are distributed at the time the TCAA contract is settled for affiliated employees. **Please sign both copies and return one to me by Friday, April 12, 2013.**

Please let me know if you have any questions or need additional information regarding this matter.

/kw  
Attachments

# TRAVERSE CITY AREA PUBLIC SCHOOLS

## Administrative Contract

THIS AGREEMENT, entered into this 1st day of July 2012, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

As EARLY CHILDHOOD/SPECIAL EDUC EXECUTIVE DIRECTOR hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2012, to June 30, 2013 with a work year as defined in Addendum A, Section I.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan
3. The Board agrees to pay the Administrator the annual salary of \$112,851.75 for 2012/13. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum "A" attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This Contract does not require the Administrator to hold a Michigan Teaching Certificate and/or a Michigan Administrator Certificate.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

## DISCHARGE

The Board shall be entitled to terminate the Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if the Administrator materially breaches the terms and conditions of this contract.

The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

In the event that the Board undertakes to dismiss the Administrator during the term of this Contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 1st day of July, 2012.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

---

JAME A. MCCALL

2012/13

Longevity Base: 20 - 8.5%

|              |           |
|--------------|-----------|
| \$103,550.00 | Base      |
| 8,801.75     | Longevity |
| 500.00       | Degree    |

---

\$112,851.75

Travel Allowance: \$3,245.00

TRAVERSE CITY AREA PUBLIC SCHOOLS  
Administrative Contract

THIS AGREEMENT, entered into this 1st day of July 2011, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

As EARLY CHILDHOOD/SPECIAL EDUCATION EXECUTIVE DIRECTOR hereinafter called "Administrator

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2011, to June 30, 2012 with a work year as defined in Addendum A, Section I.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan
3. The Board agrees to pay the Administrator the annual salary of \$112,851.75 for the 2011/12 and Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum "A" attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This Contract does not require the Administrator to hold a Michigan Teaching Certificate and/or a Michigan Administrator Certificate.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

## DISCHARGE

The Board shall be entitled to terminate the Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if the Administrator materially breaches the terms and conditions of this contract.

The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

In the event that the Board undertakes to dismiss the Administrator during the term of this Contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 1st day of July, 2011.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

  
JAME A. MCCALL

2011/12

Longevity Base: 19 - 8.5%

|              |           |
|--------------|-----------|
| \$103,550.00 | Base      |
| 8,801.75     | Longevity |
| 500.00       | Degree    |

---

\$112,851.75

Travel Allowance: \$3,245.00



# TRAVERSE CITY AREA PUBLIC SCHOOLS

## Administrative Contract

THIS AGREEMENT, entered into this 8th day of March, 2010, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

As SPECIAL EDUCATION EXECUTIVE DIRECTOR hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2009, to June 30, 2010 with a work year as defined in Addendum A, Section I.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan
3. The Board agrees to pay the Administrator the annual salary of \$115,144.36 for the 2009/10 and Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum "A" attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This Contract does not require the Administrator to hold a Michigan Teaching Certificate and/or a Michigan Administrator Certificate.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

### LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

### DISCHARGE

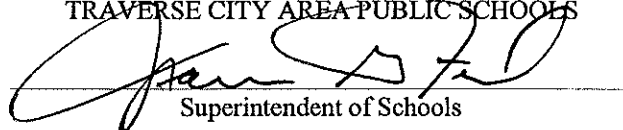
The Board shall be entitled to terminate the Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if the Administrator materially breaches the terms and conditions of this contract.

The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

In the event that the Board undertakes to dismiss the Administrator during the term of this Contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 8th day of March, 2010.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

JAME A. MCCALL

2009/10

Longevity Base: 17 - 8.5%

|              |           |
|--------------|-----------|
| \$105,663.00 | Base      |
| 8,981.36     | Longevity |
| 500.00       | Degree    |

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\$115,144.36

Travel Allowance: \$3,245.00

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

## DISCHARGE

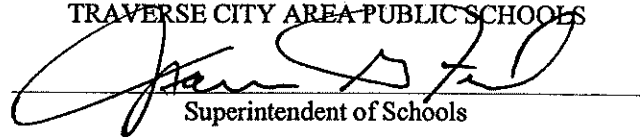
The Board shall be entitled to terminate the Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if the Administrator materially breaches the terms and conditions of this contract.

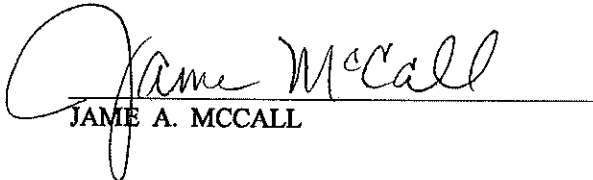
The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

In the event that the Board undertakes to dismiss the Administrator during the term of this Contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 8th day of March, 2010.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS

  
Superintendent of Schools

  
JAMES A. MCCALL

2009/10

Longevity Base: 17 - 8.5%

|              |           |
|--------------|-----------|
| \$105,663.00 | Base      |
| 8,981.36     | Longevity |
| 500.00       | Degree    |

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\$115,144.36

Travel Allowance: \$3,245.00

**Christine M. Davis**  
*Executive Director,  
Human Resources  
& Labor Relations*

July 16, 2007

Ms. Jame A. McCall  
[REDACTED]

Dear Ms. McCall:

This letter is in follow-up to our recent telephone conversation and will confirm that we have offered you the position as a full time Executive Director of Special Education with the Traverse City Area Public Schools effective July 1, 2007.

The 2006/07 base salary for Executive Director of Special Education is \$93,600. You will also receive a degree stipend of \$500, a longevity stipend of \$7,020, and mileage allowance of \$3,245.

If you find your appointment acceptable as described above, please sign and return the additional enclosed copy of this letter for our files within the next three workdays. You may fax your response to us at (231) 933-1721 if you wish.

Sincerely,

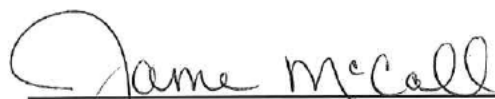


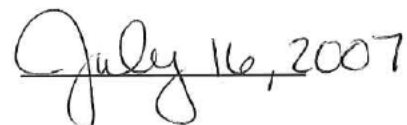
Chris Davis, Executive Director  
Human Resources & Labor Relations

c: James Feil  
Karen Nichols  
Shawn Stowe

ACCEPTED:

DATE:

  
JAME A. MCCALL



## TRAVERSE CITY AREA PUBLIC SCHOOLS

## ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 1st day of July, 2007, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

Jame A McCall

As Executive Director of Special Education hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2007, to June 30, 2008, with a work year as defined in Addendum A, Section I.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the annual salary of \$93,600.00 for the 2007/08 school year. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum "A" attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon thirty (30) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient need exists. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 6 hereof.

## DISCHARGE

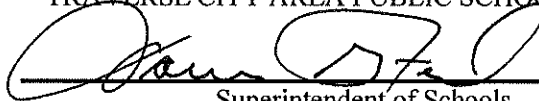
The Board shall be entitled to terminate the Administrator's employment at any time during the term of this contract for acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if the Administrator materially breaches the terms and conditions of this contract.

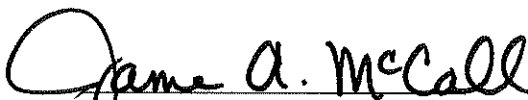
The foregoing standards for termination of this contract during its term shall not be applicable to non-renewal of this contract at the expiration of its term, which decision is discretionary with the Board of Education.

In the event that the Board undertakes to dismiss the Administrator during the term of this contract, he/she shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this contract, this contract shall automatically terminate and the Board shall have no further obligation hereunder.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 1st day of July, 2007.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS

  
Superintendent of Schools

  
Jane A McCall

2007/08

Longevity Base: 15 – 7.5%

|              |           |
|--------------|-----------|
| \$93,600.00* | Base      |
| 7,020.00*    | Longevity |
| 500.00       | Degree    |

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\$101,120.00

Travel Allowance: \$3,245.00

**\*Salary may be adjusted once a successor contract agreement is negotiated.**

RECEIVED OCT 19 2006

TRAVERSE CITY AREA PUBLIC SCHOOLS  
Administrative Contract

THIS AGREEMENT, entered into this 1st day of July, 2006, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

As ELEMENTARY PRINCIPAL hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2006, to June 30, 2007 with a work year as defined in Section 31 of the TCAA/Board of Education Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan
3. The Board agrees to pay the Administrator the annual salary of \$83,117.84 for the 2006/07 school year. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with Addendum "A" attached hereto.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certified employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is a disagreement between this individual contract and the TCAA/Board of Education Master Agreement, the Master Agreement will prevail.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

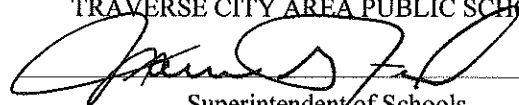
Any layoff of Administrators during the term of the contract would be governed by the standards and procedures set forth in Section 16 of the Traverse City Administrators' Association Master Agreement.

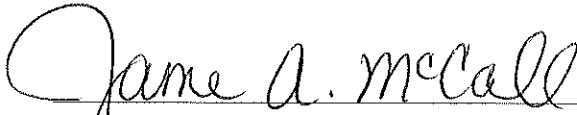
## DISCHARGE

Any discipline or discharge of a bargaining unit member will be in conformance with the provisions of Section 19 of the Traverse City Administrators' Association Master Agreement.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 1st day of July, 2006.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS

  
Superintendent of Schools

  
JAMES A. MCCALL

2006/07

Longevity Base: 14 - 7.5%

|             |              |
|-------------|--------------|
| \$76,498.00 | Base         |
| 382.49      | Off Schedule |
| 5,737.35    | Longevity    |
| 500.00      | Degree       |

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\$83,117.84

Travel Allowance: \$740.00



RECEIVED JAN 14 2005

TRAVERSE CITY AREA PUBLIC SCHOOLS

ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 14<sup>th</sup> day of December, 2004, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

Jame A. McCall

As Elementary Principal hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contact term from July 1, 2004, to June 30, 2006, with a work year as defined in Section 31 of the TCAA/Board of Education Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the annual salary of \$79,208.18 for the 2004/05 school year and \$81,142.69 for the 2005/06 school year. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the TCAA/Board of Education Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contact does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contact does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is a disagreement between this individual contract and the TCAA/Board of Education Master Agreement, the Master Agreement will prevail.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Any layoff of Administrators during the term of the contract would be governed by the standards and procedures set forth in Section 16 of the Traverse City Administrator's Association Master Agreement.

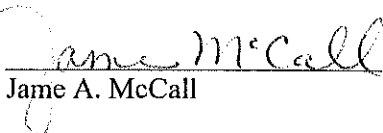
## DISCHARGE

Any discipline or discharge of a bargaining unit member will be in conformance with the provisions of Section 19 of the Traverse City Administrator's Association Master Agreement.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 14<sup>th</sup> day of December, 2004.

### BOARD OF EDUCATION OF THE TRAVERSE CITY AREA PUBLIC SCHOOLS

  
Superintendent of Schools

  
Jame A. McCall

2004/05  
Longevity Base: 12 – 6%

|             |           |
|-------------|-----------|
| \$74,253.00 | Base      |
| 4,455.18    | Longevity |
| 500.00      | Degree    |

\$79,208.18

Travel Allowance: \$740.00

Off schedule .5% January 2005: \$372.00

2005/06  
Longevity Base: 13 - 7%

|             |           |
|-------------|-----------|
| \$75,367.00 | Base      |
| 5,275.69    | Longevity |
| 500.00      | Degree    |

\$81,142.69

Travel Allowance: \$740.00

Off schedule .5% January 2006: \$377.00

TRAVERSE CITY AREA PUBLIC SCHOOLS  
ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 11th day of June, 2003, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

Jame A. McCall

As Elementary Principal hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contact term from July 1, 2003, to June 30, 2005, with a work year as defined in Section 31 of the TCAA/Board of Education Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the annual salary of \$77,312.75 for the 2003/04 school year and \$77,312.75\* for the 2004/05 school year. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the TCAA/Board of Education Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contact does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contact does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is a disagreement between this individual contract and the TCAA/Board of Education Master Agreement, the Master Agreement will prevail.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Any layoff of Administrators during the term of the contract would be governed by the standards and procedures set forth in Section 16 of the Traverse City Administrator's Association Master Agreement.

## DISCHARGE

Any discipline or discharge of a bargaining unit member will be in conformance with the provisions of Section 19 of the Traverse City Administrator's Association Master Agreement.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 11<sup>th</sup> day of June, 2003.

### BOARD OF EDUCATION OF THE TRAVERSE CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

\_\_\_\_\_  
Jame A. McCall

2003/04  
Longevity Base: 11– 5%

|             |           |
|-------------|-----------|
| \$73,155.00 | Base      |
| 3,657.75    | Longevity |
| 500.00      | Degree    |

\_\_\_\_\_  
\$77,312.75

Travel Allowance: \$740.00

2004/05  
Longevity Base: 12– 5%

|              |           |
|--------------|-----------|
| \$73,155.00* | Base      |
| 3,657.75*    | Longevity |
| 500.00       | Degree    |

\_\_\_\_\_  
\$77,312.75\*

Travel Allowance: \$740.00

**\*Salary may be adjusted once a successor contract agreement is negotiated.**

CD  
REC'D JUN 18 2003

TRAVERSE CITY AREA PUBLIC SCHOOLS  
ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 11th day of June, 2003, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

Jamie A. McCall

As Elementary Principal hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contact term from July 1, 2003, to June 30, 2005, with a work year as defined in Section 31 of the TCAA/Board of Education Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the annual salary of \$77,312.75 for the 2003/04 school year and \$77,312.75\* for the 2004/05 school year. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the TCAA/Board of Education Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contact does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contact does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is a disagreement between this individual contract and the TCAA/Board of Education Master Agreement, the Master Agreement will prevail.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Any layoff of Administrators during the term of the contract would be governed by the standards and procedures set forth in Section 16 of the Traverse City Administrator's Association Master Agreement.

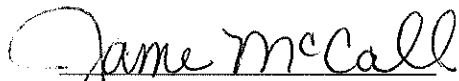
## DISCHARGE

Any discipline or discharge of a bargaining unit member will be in conformance with the provisions of Section 19 of the Traverse City Administrator's Association Master Agreement.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 11<sup>th</sup> day of June, 2003.

### BOARD OF EDUCATION OF THE TRAVERSE CITY AREA PUBLIC SCHOOLS

  
\_\_\_\_\_  
Superintendent of Schools

  
Jamie A. McCall

2003/04  
Longevity Base: 11- 5%

|             |           |
|-------------|-----------|
| \$73,155.00 | Base      |
| 3,657.75    | Longevity |
| 500.00      | Degree    |

\_\_\_\_\_  
\$77,312.75

Travel Allowance: \$740.00

2004/05  
Longevity Base: 12- 5%

|              |           |
|--------------|-----------|
| \$73,155.00* | Base      |
| 3,657.75*    | Longevity |
| 500.00       | Degree    |

\_\_\_\_\_  
\$77,312.75\*

Travel Allowance: \$740.00

**\*Salary may be adjusted once a successor contract agreement is negotiated.**

TRAVERSE CITY AREA PUBLIC SCHOOLS

ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 27th day of November, 2001, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

Jamie A. McCall

As Elementary Principal hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term from July 1, 2001, to June 30, 2003, with a work year as defined in Section 31 of the TCAA/Board of Education Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the annual salary of \$75,150.80 for the 2001/02 school year and \$75,897.35 for the 2002/03 school year. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the TCAA/Board of Education Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator in accordance with Section 1229 of the revised School Code.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is a disagreement between this individual contract and the TCAA/Board of Education Master Agreement, the Master Agreement will prevail.

\*\*Any necessary adjustments in "equal installments" may also be made when changes have occurred during the contract year.

## LAYOFF

Any layoff of Administrators during the term of the contract would be governed by the standards and procedures set forth in Section 16 of the Traverse City Administrator's Association Master Agreement.

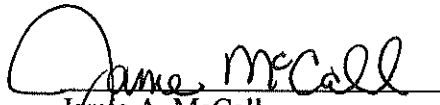
## DISCHARGE

Any discipline or discharge of a bargaining unit member will be in conformance with the provisions of Section 19 of the Traverse City Administrator's Association Master Agreement.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seal this 27<sup>th</sup> day of November, 2001.

### BOARD OF EDUCATION OF THE TRAVERSE CITY AREA PUBLIC SCHOOLS

  
\_\_\_\_\_  
Superintendent of Schools

  
\_\_\_\_\_  
Jamie A. McCall

2001/02  
Longevity Base: 9 – 5%

|             |           |
|-------------|-----------|
| \$71,096.00 | Base      |
| 3,554.80    | Longevity |
| 500.00      | Degree    |

\_\_\_\_\_  
\$75,150.80

Travel Allowance: \$740.00

2002/03  
Longevity Base: 10 – 5%

|             |           |
|-------------|-----------|
| \$71,807.00 | Base      |
| 3,590.35    | Longevity |
| 500.00      | Degree    |

\_\_\_\_\_  
\$75,897.35

Travel Allowance: \$740.00



## TRAVERSE CITY AREA PUBLIC SCHOOLS

## ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 9th day of April 1999, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

as Elementary Principal hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term of two years, from July 1, 1999, to June 30, 2001, with a work year as defined in Section 31 of the TCAA/Board Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the sum of \$69,134.80 for the 1999/00 school year and \$71,056.72 for the 2000/01 school year. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the TCAA/Board Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is disagreement between this individual contract and the TCAA/Board Master Agreement, the Master Agreement will prevail.

\*\* Any necessary adjustments in "equal installments" will be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon ninety (90) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient financial emergencies exist due to millage expiration or defeat by the taxpayers of the District. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 7 hereof.

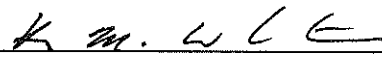
## DISCHARGE

The Board of Education may terminate this contract for reasonable and just cause. Any discharge of the Administrator during the life of this contract shall not take place until after written charges are signed by an authorized representative of the Board of Education and transmitted to the Administrator and he/she is afforded a hearing. The hearing shall be held not less than thirty (30) days prior to the termination date of the contract upon a written request. During the hearing, the Board of Education shall present the grounds, evidence, and basis upon which it relied to formulate the reasons. All witnesses shall be subject to cross-examination by the Administrator or legal counsel, if he/she desires to have counsel at his/her own expense. The Administrator shall have an opportunity to present rebuttal evidence and/or witnesses to the reasons set forth in the Board's notice of intent. At the conclusion of the hearing, the Board of Education will base its decision upon evidence presented during the course of the hearing.

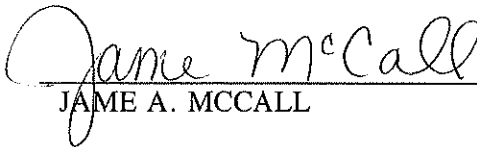
Nothing hereinbefore mentioned shall preclude the Board of Education from immediately suspending an Administrator with pay pending a hearing as hereinbefore mentioned.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 9th of April, 1999.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

  
JAME A. MCCALL

1999/00

2000/01

Longevity Base: 7 - 4 %

Longevity Base: 8 - 4 %

\$65,995.00 Base  
2,639.80 Longevity  
500.00 MA

\$67,843.00 Base  
2,713.72 Longevity  
500.00 MA

-----  
\$69,134.80

-----  
\$71,056.72

Travel Allowance: \$525

Travel Allowance: \$525

REC'D JUN 29 1998

TRAVERSE CITY AREA PUBLIC SCHOOLS  
ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 18th day of June 1998, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

as Elementary Principal hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term of one year, from July 1, 1998, to June 30, 1999, with a 201 day work year as defined in the \*TCAA/Board Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the sum of \$67,264.88 for the duration of this Agreement. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the \*TCAA/Board Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator, as required by Section 247 of the School Code of 1976, as amended.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is disagreement between this individual contract and the TCAA/Board Master Agreement, the Master Agreement will prevail.

\*\* Any necessary adjustments in "equal installments" will be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon ninety (90) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient financial emergencies exist due to millage expiration or defeat by the taxpayers of the District. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 7 hereof.

## DISCHARGE

The Board of Education may terminate this contract for reasonable and just cause. Any discharge of the Administrator during the life of this contract shall not take place until after written charges are signed by an authorized representative of the Board of Education and transmitted to the Administrator and he/she is afforded a hearing. The hearing shall be held not less than thirty (30) days prior to the termination date of the contract upon a written request. During the hearing, the Board of Education shall present the grounds, evidence, and basis upon which it relied to formulate the reasons. All witnesses shall be subject to cross-examination by the Administrator or legal counsel, if he/she desires to have counsel at his/her own expense. The Administrator shall have an opportunity to present rebuttal evidence and/or witnesses to the reasons set forth in the Board's notice of intent. At the conclusion of the hearing, the Board of Education will base its decision upon evidence presented during the course of the hearing.

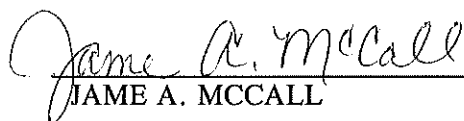
Nothing hereinbefore mentioned shall preclude the Board of Education from immediately suspending an Administrator with pay pending a hearing as hereinbefore mentioned.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 18th of June, 1998.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

  
JAME A. MCCALL

Longevity Base: 6 - 4 %

|             |           |
|-------------|-----------|
| \$64,197.00 | Base      |
| 2,567.88    | Longevity |
| 500.00      | MA        |

-----  
\$67,264.88

Travel Allowance: \$525

## TRAVERSE CITY AREA PUBLIC SCHOOLS

### ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 25th day of March 1997, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

as Elementary Principal hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term of one year, from July 1, 1997, to June 30, 1998, with a 43 week work year as defined in the \*TCAA/Board Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the sum of \$63,350.15 for the duration of this Agreement. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the \*TCAA/Board Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator, as required by Section 247 of the School Code of 1976, as amended.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is disagreement between this individual contract and the TCAA/Board Master Agreement, the Master Agreement will prevail.

\*\* Any necessary adjustments in "equal installments" will be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon ninety (90) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient financial emergencies exist due to millage expiration or defeat by the taxpayers of the District. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 7 hereof.

## DISCHARGE

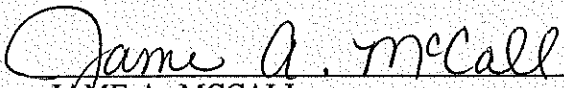
The Board of Education may terminate this contract for reasonable and just cause. Any discharge of the Administrator during the life of this contract shall not take place until after written charges are signed by an authorized representative of the Board of Education and transmitted to the Administrator and he/she is afforded a hearing. The hearing shall be held not less than thirty (30) days prior to the termination date of the contract upon a written request. During the hearing, the Board of Education shall present the grounds, evidence, and basis upon which it relied to formulate the reasons. All witnesses shall be subject to cross-examination by the Administrator or legal counsel, if he/she desires to have counsel at his/her own expense. The Administrator shall have an opportunity to present rebuttal evidence and/or witnesses to the reasons set forth in the Board's notice of intent. At the conclusion of the hearing, the Board of Education will base its decision upon evidence presented during the course of the hearing.

Nothing hereinbefore mentioned shall preclude the Board of Education from immediately suspending an Administrator with pay pending a hearing as hereinbefore mentioned.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 25th of March, 1997.

BOARD OF EDUCATION OF THE  
TRAVERSE CITY AREA PUBLIC SCHOOLS

  
\_\_\_\_\_  
Superintendent of Schools

  
JAME A. MCCALL

Longevity Base: 5 - 3%

|             |           |
|-------------|-----------|
| \$61,505.00 | Base      |
| 1,845.15    | Longevity |
| 0.00        |           |

-----  
\$63,350.15

Travel Allowance: \$460.00

# TRAVERSE CITY AREA PUBLIC SCHOOLS

## ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 30th day of April 1996, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

as Elementary Principal hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term of one year, from July 1, 1996, to June 30, 1997, with a 43 week work year as defined in the \*TCAA/Board Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the sum of \$59,772.00 for the duration of this Agreement. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the \*TCAA/Board Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator, as required by Section 247 of the School Code of 1976, as amended.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is disagreement between this individual contract and the TCAA/Board Master Agreement, the Master Agreement will prevail.

\*\* Any necessary adjustments in "equal installments" will be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon ninety (90) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient financial emergencies exist due to millage expiration or defeat by the taxpayers of the District. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 7 hereof.

## DISCHARGE

The Board of Education may terminate this contract for reasonable and just cause. Any discharge of the Administrator during the life of this contract shall not take place until after written charges are signed by an authorized representative of the Board of Education and transmitted to the Administrator and he/she is afforded a hearing. The hearing shall be held not less than thirty (30) days prior to the termination date of the contract upon a written request. During the hearing, the Board of Education shall present the grounds, evidence, and basis upon which it relied to formulate the reasons. All witnesses shall be subject to cross-examination by the Administrator or legal counsel, if he/she desires to have counsel at his/her own expense. The Administrator shall have an opportunity to present rebuttal evidence and/or witnesses to the reasons set forth in the Board's notice of intent. At the conclusion of the hearing, the Board of Education will base its decision upon evidence presented during the course of the hearing.

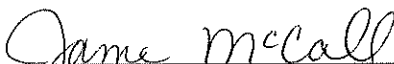
Nothing hereinbefore mentioned shall preclude the Board of Education from immediately suspending an Administrator with pay pending a hearing as hereinbefore mentioned.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 30th day of April, 1996.

BOARD OF EDUCATION OF THE TRAVERSE  
CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

  
JAME A. MCCALL

Longevity Base: 4 - 0%

|             |           |
|-------------|-----------|
| \$59,772.00 | Base      |
| 0.00        | Longevity |
| 0.00        |           |

-----  
\$59,772.00

Travel Allowance: \$460.00



## TRAVERSE CITY AREA PUBLIC SCHOOLS

### ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 25th day of April 1996, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and

JAME A. MCCALL

as Elementary Principal hereinafter called "Administrator".

WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator for the contract term of one year, from July 1, 1995, to June 30, 1996, with a 43 week work year as defined in the \*TCAA/Board Master Agreement.
2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator the sum of \$58,428.00 for the duration of this Agreement. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the \*TCAA/Board Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator, as required by Section 247 of the School Code of 1976, as amended.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is disagreement between this individual contract and the TCAA/Board Master Agreement, the Master Agreement will prevail.

\*\* Any necessary adjustments in "equal installments" will be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon ninety (90) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient financial emergencies exist due to millage expiration or defeat by the taxpayers of the District. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 7 hereof.

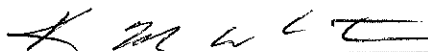
## DISCHARGE

The Board of Education may terminate this contract for reasonable and just cause. Any discharge of the Administrator during the life of this contract shall not take place until after written charges are signed by an authorized representative of the Board of Education and transmitted to the Administrator and he/she is afforded a hearing. The hearing shall be held not less than thirty (30) days prior to the termination date of the contract upon a written request. During the hearing, the Board of Education shall present the grounds, evidence, and basis upon which it relied to formulate the reasons. All witnesses shall be subject to cross-examination by the Administrator or legal counsel, if he/she desires to have counsel at his/her own expense. The Administrator shall have an opportunity to present rebuttal evidence and/or witnesses to the reasons set forth in the Board's notice of intent. At the conclusion of the hearing, the Board of Education will base its decision upon evidence presented during the course of the hearing.

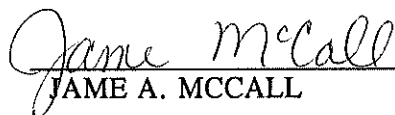
Nothing hereinbefore mentioned shall preclude the Board of Education from immediately suspending an Administrator with pay pending a hearing as hereinbefore mentioned.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 25th day of April, 1996.

BOARD OF EDUCATION OF THE TRAVERSE  
CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

  
JAME A. MCCALL

Longevity Base: 3 - 0%

|             |           |
|-------------|-----------|
| \$58,428.00 | Base      |
| 0.00        | Longevity |
| 0.00        |           |

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\$58,428.00

Travel Allowance: \$460.00

## **TRAVERSE CITY AREA PUBLIC SCHOOLS**

### **ADMINISTRATIVE CONTRACT**

**THIS AGREEMENT, entered into this 10th day of August 1994, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and JAME A. MCCALL as Elementary Principal hereinafter called "Administrator".**

**WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:**

- 1. The Board agrees to employ the Administrator for the contract term of one year, from July 1, 1994, to June 30, 1995, with a 43 week work year as defined in the \*TCAA/Board Master Agreement.**
- 2. The Administrator agrees to perform the duties of the position in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.**
- 3. The Board agrees to pay the Administrator the sum of 57,226.00 for the duration of this Agreement. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on the first payroll date of the work year.**
- 4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the \*TCAA/Board Master Agreement.**
- 5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator, as required by Section 247 of the School Code of 1976, as amended.**
- 6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.**
- 7. In the event there is disagreement between this individual contract and the TCAA/Board Master Agreement, the Master Agreement will prevail.**

**\*\* Any necessary adjustments in "equal installments" will be made when changes have occurred during the contract year.**

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon ninety (90) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient financial emergencies exist due to millage expiration or defeat by the taxpayers of the District. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 7 hereof.

## DISCHARGE

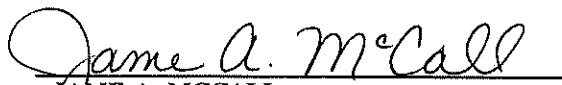
The Board of Education may terminate this contract for reasonable and just cause. Any discharge of the Administrator during the life of this contract shall not take place until after written charges are signed by an authorized representative of the Board of Education and transmitted to the Administrator and he/she is afforded a hearing. The hearing shall be held not less than thirty (30) days prior to the termination date of the contract upon a written request. During the hearing, the Board of Education shall present the grounds, evidence, and basis upon which it relied to formulate the reasons. All witnesses shall be subject to cross-examination by the Administrator or legal counsel, if he/she desires to have counsel at his/her own expense. The Administrator shall have an opportunity to present rebuttal evidence and/or witnesses to the reasons set forth in the Board's notice of intent. At the conclusion of the hearing, the Board of Education will base its decision upon evidence presented during the course of the hearing.

Nothing hereinbefore mentioned shall preclude the Board of Education from immediately suspending an Administrator with pay pending a hearing as hereinbefore mentioned.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 10th of August, 1994.

BOARD OF EDUCATION OF THE TRAVERSE  
CITY AREA PUBLIC SCHOOLS

  
Superintendent of Schools

  
JAME A. MCCALL

Longevity Base: 2 - 0 %

\$57,226.00 Base  
0.00 Longevity  
0.00

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\$57,226.00

Travel Allowance: \$460

## TRAVERSE CITY AREA PUBLIC SCHOOLS

### ADMINISTRATIVE CONTRACT

THIS AGREEMENT, entered into this 14th day of September 1993, between the Board of Education of the Traverse City Area Public Schools, hereinafter called "Board" and JAME A. MCCALL as Elementary Principal hereinafter called "Administrator".

#### WITNESSETH THE TERMS AND CONDITIONS OF THIS CONTRACT HAVE BEEN:

1. The Board agrees to employ the Administrator as Elementary Principal for the remainder of the 1993/94 contract term, from September 20th, 1993, to and including June 30, 1994, with a prorated work year (43 weeks) as defined in the \*TCAA/Board Master Agreement.
2. The Administrator agrees to perform the duties of Elementary Principal in a competent and professional manner, subject to the established policies and regulations of the Board of Education and the laws of the State of Michigan.
3. The Board agrees to pay the Administrator for the duration of this Agreement, at the same rate as in 1992/93 while negotiations are pending. Said annual salary shall be paid in \*\*equal installments, with the first payment to be made on September 24, 1993.
4. Leave privileges, insurance and fringe benefits shall be paid by the Board in accordance with the \*TCAA/Board Master Agreement.
5. This Agreement shall be deemed to have been renewed for a period of one (1) year beyond its expiration date unless the Board shall have given written notice to the contrary to the Administrator, as required by Section 247 of the School Code of 1976, as amended.
6. It is mutually agreed and understood that this contract does not confer tenure upon the Administrator in the above-described position or any other Administrative position in the District. This contract does not in any way affect the tenure status of the Administrator as a teacher under the provisions of the Tenure Act, and in the event of any necessary reduction of certified District personnel, the Administrator shall remain in the employ of the District as long as he/she holds a current and valid teaching certificate, is qualified for an appropriate teaching position, and years of service in the School District are greater than those of any other certificated employee of equal or lesser status, providing there is nothing in conflict with other negotiated agreements.
7. In the event there is disagreement between this individual contract and the TCAA/Board Master Agreement, the Master Agreement will prevail.

\* 1993 contract negotiations are pending.

\*\* Any necessary adjustments in "equal installments" will be made when changes have occurred during the contract year.

## LAYOFF

Notwithstanding any other portion of this contract, it is expressly understood and agreed that during the year of any extension of this contract, the Board shall have the right, upon ninety (90) days written notice prior to the effective date of layoff, to layoff the administrator when, in the Board's judgment, sufficient financial emergencies exist due to millage expiration or defeat by the taxpayers of the District. Such declarations by the Board shall be stated in the layoff notice and shall serve to terminate the obligation of the Board for any salaries or fringe benefits due and owing under this contract or any obligation to employ under paragraph 1 through 7 hereof.

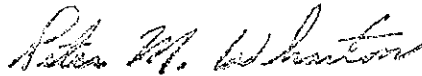
## DISCHARGE

The Board of Education may terminate this contract for reasonable and just cause. Any discharge of the Administrator during the life of this contract shall not take place until after written charges are signed by an authorized representative of the Board of Education and transmitted to the Administrator and he/she is afforded a hearing. The hearing shall be held not less than thirty (30) days prior to the termination date of the contract upon a written request. During the hearing, the Board of Education shall present the grounds, evidence, and basis upon which it relied to formulate the reasons. All witnesses shall be subject to cross-examination by the Administrator or legal counsel, if he/she desires to have counsel at his/her own expense. The Administrator shall have an opportunity to present rebuttal evidence and/or witnesses to the reasons set forth in the Board's notice of intent. At the conclusion of the hearing, the Board of Education will base its decision upon evidence presented during the course of the hearing.

Nothing hereinbefore mentioned shall preclude the Board of Education from immediately suspending an Administrator with pay pending a hearing as hereinbefore mentioned.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 14th of September, 1993.

BOARD OF EDUCATION OF THE TRAVERSE  
CITY AREA PUBLIC SCHOOLS



Superintendent of Schools

  
JAMES A. MCCALL

Longevity Base: 0 - 0 %

\$55,009.00 Base (PRORATED TO 49,702.94)  
0.00 Longevity  
0.00

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\$49,702.94

Travel Allowance: \$460



# TRAVERSE CITY AREA PUBLIC SCHOOLS

**Ronald F. Fite**  
Superintendent (Interim)  
(616) 922-6430

P.O. Box 32

Traverse City, Michigan 49685 - 0032

(616) 922-6400



September 16, 1992

Jame McCall  
[REDACTED]

Dear Mrs. McCall:

This letter is in follow-up to your expressed interest in obtaining additional training in administration as an administrative intern. Please review and consider the following proposal:

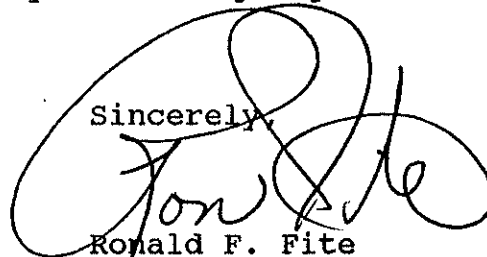
1. You will be assigned as a full-time elementary classroom teacher at Sabin Elementary School during the 1992/93 school year.
2. In addition to your full-time teaching assignment, you will gain experience and training as an administrative intern under the direction of Sabin Principal Linda Jarvis-Rhoads.
3. In order to provide you additional administrative experiences and training, you will be involved in selected activities as noted below:
  - a. Work on a major district-wide project mutually agreeable to your building principal or another administrator who would be involved, and/or central administration. Suggestions as to district-wide projects available may be made by building principals, the administrative intern, and /or central administration officials.
  - b. At Sabin Elementary School, Ms. Jarvis-Rhoads will provide you assignments and experiences in regard to the school budget, and the scheduling of staff and student activities.
  - c. You will chair the school improvement team with assistance from Ms. Jarvis-Rhoads.
  - d. You will attend monthly PTO and/or Parent Advisory Committee meetings, working directly with Ms. Jarvis-Rhoads, and will be assigned some specific projects in relationship to parent groups.
  - e. You will work with the principal and staff and will be involved in writing and editing the annual school report.

Jame McCall  
September 16, 1992  
Page 2

- f. You will attend at least six elementary principals meetings during the year, representing Sabin Elementary School.
  - g. You will be available to become involved in other administrative experiences/decisions by mutual agreement with Sabin Principal Linda Jarvis-Rhoads.
- 4. You will be available to substitute for principals who are absent from their building in the district for up to a total of ten days during the school year. Such assignments will be made by the Personnel Office.
  - 5. You will work with Sabin Principal Linda Jarvis-Rhoads in regard to attendance at workshops or conferences which would be beneficial to you, Sabin Elementary School, or to the school district at large in improving administrative skills.

I believe this type of administrative intern experience can be very beneficial, depending on the amount of time you have available to commit to the experience. If you find the foregoing to be acceptable, please sign and return a copy of this letter to me so that ms. Jarvis-Rhoads can begin the process of working with you in designing an administrative intern experience for you.

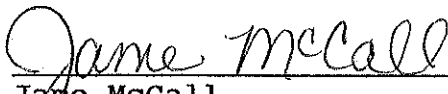
Sincerely,



Ronald F. Fite  
Superintendent

RF/pb

ACCEPTED:

  
Jame McCall

Dated: September 18, 1992



# TEACHER'S TENURE CONTRACT

THIS AGREEMENT made this 3rd day of September, A.D. 1991, between the TRAVERSE CITY AREA PUBLIC SCHOOLS, County of Grand Traverse, State of Michigan, hereinafter called the "School District", and **Jame A. McCall** hereinafter called the "Teacher".

WITNESSETH: Said Teacher having represented that s/he is certified to teach in the public schools of said county and state and that s/he is possessed of the following educational qualifications and background:

Michigan Certificate:

**Provisional**

Step granted on the Traverse City Area Public Schools Salary Schedule:

MA  
~~BA~~ Step 4

Said Teacher hereby contracts with the said School District for the school year of 38 weeks, commencing the 3rd day of September, A.D. 1991, and terminating June 11, 1992.

The said School District in reliance upon the above representations hereby contracts to employ the said Teacher as is herein set forth on a Tenure Contract basis.

The Teacher shall be subject to the policies, rules and regulations of the Board of Education, and the applicable statutes of the State of Michigan.

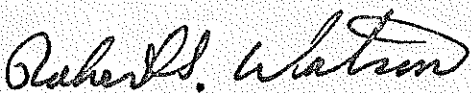
The School District shall pay the Teacher the sum of: ~~\$23,986.00~~

~~Twenty-three thousand nine hundred eighty-six dollars~~

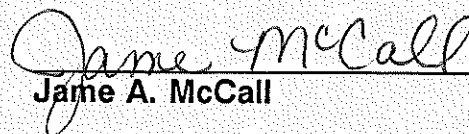
payable every other Friday, beginning no later than the second Friday after the opening of school in September, and continuing until the full contract amount has been paid.

## BOTH PARTIES AGREE:

1. That this appointment shall continue in full force and effect as provided in the policies and the rules and regulations of said Board of Education, or until the said Teacher resigns, retires, or is dismissed in accordance with the provisions of the Tenure Act (Act 4, P.A. extra session, 1937, as amended).
2. That a signed copy of this contract must be returned to the Personnel Office on or before **September 13, 1991**, or this contract shall be considered null and void.
3. That any Teacher desiring to be released from this contract after its execution, shall submit said request in writing to the Superintendent of Schools. That if said request is granted by the School District, the Teacher shall then return to the School District the written contract across which the Teacher shall have written "Resigned", the date, and the Teacher's name.
4. Extra assigned duties (if any) shall be agreed upon in writing, shall be limited to not more than one year, and shall not constitute a tenure assignment or a tenure payment to the position and salary.
5. It is mutually agreed and understood that this contract does not confer tenure upon the employee in any specific position (classroom or non-classroom) in the Traverse City Area Public School District.
6. The terms of this agreement shall not be construed to limit or enlarge upon the terms and conditions of any master contract executed by the School District and the Teacher's bargaining representative, and except as otherwise provided by law, said master contract shall be controlling in the event of any conflict in the terms or conditions herewith.



Robert S. Watson, Superintendent



Jame A. McCall



# TEACHER'S PROBATIONARY CONTRACT

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THIS AGREEMENT made this 5th day of September, A.D. 1990, between the TRAVERSE CITY AREA PUBLIC SCHOOLS, County of Grand Traverse, State of Michigan, hereinafter called the "School District", and **Jame A. McCall** hereinafter called the "Teacher".

WITNESSETH: Said Teacher having represented that s/he is certified to teach in the public schools of said county and state and that s/he is possessed of the following educational qualifications and background:

Michigan Certificate:

**Provisional**

Step granted on the Traverse City Area Public Schools Salary Schedule: **BA Step 3**

Said Teacher hereby contracts with the said School District for the school year of 38 weeks, commencing the 5th day of September, A.D. 1990, and terminating June 7, 1991.

The said School District in reliance upon the above representations hereby contracts to employ the said Teacher as is herein set forth on a probationary basis.

The Teacher shall be subject to the policies, rules and regulations of the Board of Education, and the applicable statutes of the State of Michigan.

The School District shall pay the Teacher the sum of: **Salary Subject to Negotiations**

Salary subject to NMEA/MEA/NEA negotiations in process

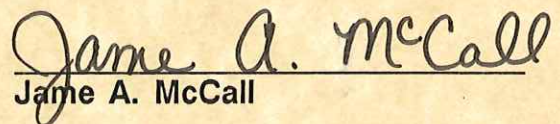
payable every other Friday, beginning no later than the second Friday after the opening of school in September, and continuing until the full contract amount has been paid.

**BOTH PARTIES AGREE:**

1. That a signed copy of this contract must be returned to the Personnel Office on or before **November 1, 1990**, or this contract shall be considered null and void.
2. That any Teacher desiring to be released from this contract after its execution, shall submit said request in writing to the Superintendent of Schools. That if said request is granted by the School District, the Teacher shall then return to the School District the written contract across which the Teacher shall have written "Resigned", the date, and the Teacher's name.
3. Extra assigned duties (if any) shall be agreed upon in writing, shall be limited to not more than one year, and shall not constitute a tenure assignment or a tenure payment to the position and salary.
4. It is mutually agreed and understood that this contract does not confer tenure upon the employee in any specific position (classroom or non-classroom) in the Traverse City Area Public School District.
5. The terms of this agreement shall not be construed to limit or enlarge upon the terms and conditions of any master contract executed by the School District and the Teacher's bargaining representative, and except as otherwise provided by law, said master contract shall be controlling in the event of any conflict in the terms or conditions herewith.



**Robert S. Watson, Superintendent**



**Jame A. McCall**



# TEACHER'S PROBATIONARY CONTRACT

-----

THIS AGREEMENT made this 29th day of September, A.D. 1989, between the TRAVERSE CITY AREA PUBLIC SCHOOLS, County of Grand Traverse, State of Michigan, hereinafter called the "School District", and **Jame A. McCall** hereinafter called the "Teacher".

WITNESSETH: Said Teacher having represented that s/he is certified to teach in the public schools of said county and state and that s/he is possessed of the following educational qualifications and background:

Michigan Certificate:

**Provisional**

Step granted on the Traverse City Area Public Schools Salary Schedule: **BA Step 2**

Said Teacher hereby contracts with the said School District for the school year of 33 weeks, commencing the 5th day of September, A.D. 1989, and terminating June 8, 1989.

The said School District in reliance upon the above representations hereby contracts to employ the said Teacher as is herein set forth on a probationary basis.

The Teacher shall be subject to the policies, rules and regulations of the Board of Education, and the applicable statutes of the State of Michigan.

The School District shall pay the Teacher the sum of: **\$21,157.00**

**Twenty-one thousand one hundred fifty-seven dollars**

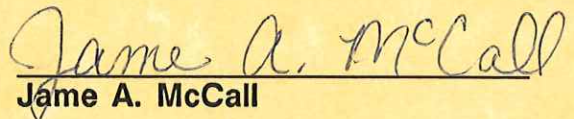
payable every other Friday, beginning no later than the second Friday after the opening of school in September, and continuing until the full contract amount has been paid.

BOTH PARTIES AGREE:

1. That a signed copy of this contract must be returned to the Personnel Office on or before **November 1, 1989**, or this contract shall be considered null and void.
2. That any Teacher desiring to be released from this contract after its execution, shall submit said request in writing to the Superintendent of Schools. That if said request is granted by the School District, the Teacher shall then return to the School District the written contract across which the Teacher shall have written "Resigned", the date, and the Teacher's name.
3. Extra assigned duties (if any) shall be agreed upon in writing, shall be limited to not more than one year, and shall not constitute a tenure assignment or a tenure payment to the position and salary.
4. It is mutually agreed and understood that this contract does not confer tenure upon the employee in any specific position (classroom or non-classroom) in the Traverse City Area Public School District.
5. The terms of this agreement shall not be construed to limit or enlarge upon the terms and conditions of any master contract executed by the School District and the Teacher's bargaining representative, and except as otherwise provided by law, said master contract shall be controlling in the event of any conflict in the terms or conditions herewith.



**Robert S. Watson, Superintendent**

  
**Jame A. McCall**





# TRAVERSE CITY AREA PUBLIC SCHOOLS

P.O. Box 32

Traverse City, Michigan 49685

(616) 922-6400

July 25, 1989

Jame A. McCall



Dear Ms. McCall:

The Board of Education approved your appointment as a full-time (1.0 FTE) certificated teacher at the Board of Education meeting held Monday evening, July 24, 1989. After a review of your credentials, we will be placing you at the 2nd Step on our B.A. Salary Schedule. Salary schedule for a full-time teacher at the B.A. Step 2 is \$21,157 for the 1989/90 school year. Your appointment is for the 1989/90 school year and will be effective as of the first day of the work year for teachers (Tuesday, September 4, 1989).

We will be assigning you as a full-time (1.0 FTE) teacher at Sabin Elementary School. Principal Linda Jarvis-Rhoads has indicated to us that she has tentatively assigned you to a 2nd grade classroom there. Please do not hesitate to contact her to receive more precise details about your assignment.

A copy of the Master Agreement between the Traverse City Area Public Schools Board of Education and TCEA/NMEA/MEA/NEA is enclosed. Please note that in order to qualify for a lateral change on the salary schedule (B.A. to B.A.+20, B.A.+20 to M.A., M.A. to M.A.+15, or M.A.+15 to M.A.+30), a teacher must earn successful graduate hours as indicated. Evidence of such successful graduate hours earned beyond the degree must be filed in the Personnel Office by the teacher in a timely fashion in order to qualify for lateral movement on the salary schedule.

The Personnel Office will maintain a photo-copy of your teaching certificate in your personnel file. It is your responsibility to present a current and valid Michigan Teaching Certificate, appropriately signed, prior to assuming your duties. If you are in the process of receiving that teaching certificate, you will need to provide written evidence that you are being recommended for a current and valid Michigan Teaching Certificate.

Please come by the Personnel Office at your earliest convenience so that you can sign up for fringe benefits for which you are eligible and to complete the necessary employment papers. We will be completing a probationary contract for



Jame A. McCall  
July 25, 1989  
Page Two (2)

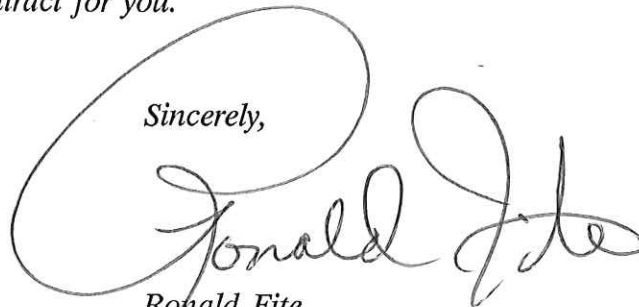
your signature. When you come to the Personnel Office, we ask that you review your personnel file with Kay Gavitt or Pat Brzezinski to make sure we have a copy of your current teaching certificate, up-to-date official transcripts of all your college work, etc. You will be asked to decide whether or not you wish your salary to be paid on a school-year or full-calendar year basis (21 pays or 26 pays).

We are planning a new-employee orientation session for Friday morning, September 1, 1989. We expect the session to begin at 8:00 a.m. and to conclude by or before the noon hour. We will be providing you more information in regard to the orientation session at a later date.

We are pleased to have you as a regular member of our teaching staff. Please allow us to assist you in any way possible.

If you find your appointment to be acceptable as described above, please sign and return the additional enclosed copy of this letter for our files. We will then prepare a probationary contract for you.

Sincerely,



Ronald Fite  
Superintendent (Interim)

RF/ss

pc: Paul Katsaros  
Peg May

ACCEPTED:

  
JAME McCALL

Dated: July 28, 1989.