

Contract Extension Agreement

Superintendent Dr. John R. VanWagoner, II

This Contract Extension ("Agreement") is made and effective December 10, 2024:

BETWEEN: Traverse City Area Public Schools Board of Education

AND: Dr. John R. VanWagoner, II

In consideration of the mutual covenants contained in this agreement, the parties agree as follows:

1. The Board of Education of the Traverse City Area Public Schools (the Board) and the Superintendent are parties to an agreement that expires on June 30, 2027.
2. The parties agree to extend the contract one (1) additional year, to expire on June 30, 2028, with the following additional terms:
 - a. Salary Schedule: Consistent with the salary increases offered to Cabinet Members, the Superintendent's 2024/25 salary will reflect a 2% salary increase from the current salary. The Superintendent's 2025/26 salary will reflect a 1.5% salary increase from the 2024/25 salary. The Superintendent's salary for 2026/27, and 2027/28 will be determined at a later date, but will not reflect a decrease from the previous year.
 - b. The Superintendent shall be evaluated in accordance with the Revised School Code, Act 451 of 1976, as amended. The Superintendent may appeal the evaluation process and rating received to the Board of Education. The appeal must be submitted in writing to the Board President within 30 calendar days after the Superintendent is informed of the rating. Within 15 days after the appeal is submitted, the Board of Education shall provide the Superintendent with written notice that a hearing shall be scheduled, in closed or open session at the election of the Superintendent, to consider the appeal and for the Superintendent to present witnesses, information, and evidence. The hearing shall be scheduled for a date mutually acceptable to the Board and Superintendent within 45 days after the appeal is submitted unless extended by mutual agreement. The Superintendent may be represented by counsel at the hearing at their own expense. If the hearing does not resolve the matter, the Superintendent may request binding arbitration by filing a demand for arbitration with the American Arbitration Association within 30 days after the hearing, or within 45 days after the appeal if no hearing is held. The arbitration is subject to the Michigan Uniform Arbitration Act, MCL 691.1681, et seq., as amended. The arbitrator shall be selected through the procedures of the American Arbitration Association, Employment Arbitration Rules. The arbitrator shall have the authority to issue any appropriate remedy, and the decision of the arbitrator shall be enforceable by any court of competent jurisdiction.
3. All other terms of the agreement remain in effect unless otherwise expressly stated in this Contract Extension Agreement.

IN WITNESS WHEREOF, the parties have executed this Contract Extension as of the day and year first above written.

Signed in the Presence of:

Stacy Hynak
Witness

Stacy Hynak
Witness

Stacy Hynak
Witness

BOARD OF EDUCATION
Traverse City Area Public Schools

By: [Signature]
Scott Newman-Bale
Its: President

Date: 12/09/24

By: [Signature]
Josey Ballenger
Its: Secretary

Date: 12/09/24

SUPERINTENDENT OF SCHOOLS

By: [Signature]
Dr. John R. VanWagoner, II

Date: 12/09/24