

LABOR AND INDUSTRIAL
RELATIONS COLLECTION
Michigan State University

1990-93 CERTIFIED MIDDLE MANAGEMENT
DIRECTORS

I. Compensation

- (a) Work Year - Forty-six (46) weeks; 8 hour day.
- (b) The salary includes \$7000 for experience with a maximum of five years. Any administrator with less than five years will have salary reduced by \$1400 per year.
- (c) Any administrator asked by the Superintendent to work more than 46 weeks will have their salary adjusted by 1/46 of their salary.
- (d) Salary for administrators with five (5) years or more experience shall be \$65,547, with a 6% increase in July, 1991, and July, 1992.
- (e) Any administrator with an Ed. Specialist or a Ed.D. shall receive an additional \$1,000 per year compensation.
- (f) Any administrator with non-work days remaining on March 1 shall present the number of remaining days to the Superintendent for disposition. Unused non-work days may be accumulated to a maximum of thirty (30) days. After the maximum accumulation is attained, the administrator shall be paid, at the administrator's daily rate, for up to five (5) days per year.

II. Fringe Benefits

- (a) Long Term Disability - The Board shall provide without cost to all administrators, as long as the administrator is under contract, an Income Protection Insurance. The waiting period and percentage amount will be determined by insurance bids and shall not be less than 66 2/3% of income and a waiting period as determined by policy with the carrier. Maximum monthly benefit \$3500. This will be in accordance with the time, conditions, and limitations of the Board's contract with the carrier.
- (b) Hospitalization - MVF-1 plus Master Medical and riders ML, D45MN, OB, F; or MESSA; \$3.00 deductible prescription, and second opinion on non-emergency major surgery.

Should hospitalization costs increase for 1990-91, the additional cost to the Board shall not exceed 20%.

- (c) Dental Insurance - The Board shall provide to all full time employees a full family dental plan as described in the specifications submitted to the insurance carrier selected by the Board.

Madison District Public Schools

- (d) Sick and Personal Leave - One sick day per month worked and two personal business days per year. Accumulation to a maximum of 180 days.
- (e) Mileage - As per Board policy and approval of the Superintendent.
- (f) Professional Membership Dues - The administrator will be reimbursed or have his/her dues paid for professional membership when submitted on appropriate form or receipt from the organization in accordance with the individual's assignment.
- (g) Life Insurance - \$50,000 Life with AD/D. Upon retirement the administrator has the option to purchase life insurance by reimbursing the district for the group rate with a maximum of \$50,000 at age 55 and a reduced amount in accordance with the policy with the insurance carrier to a maximum of \$3,000 at age 70.
- (h) Optical - The Board shall provide a full family basic optical plan as described in the specifications submitted to the insurance carrier selected by the Board for certified employees.
- (i) General Insurance Provisions:
 1. Notwithstanding the provisions, the terms of any contract or policy issued by an insurance company hereunder shall be controlling as to all matters concerning benefits, eligibility, and termination of coverage, and other related matters.
 2. The Board, by payment of the premium payments required to provide the coverage set forth, shall be relieved from all liability with respect to the benefits provided by the insurance coverages as above described. The failure of an insurance company to provide any of the benefits for which it has contracted, for any reason, shall not result in any liability to the Board nor shall such failure be considered a breach by either of them of any obligation.
 3. Part-time contracted administrators will be provided premium payment in proportion to time worked.
 4. Administrators' insurance shall become effective when the carrier's requirements are met.
 5. It is the intention of the Board the above benefits provisions be legally binding.

(j) Severance, Retirement, and Disability:

1. After four (4) and through fourteen (14) consecutive years of service in the Madison District, any administrator who leaves the district shall be compensated, as a form of severance pay, for one-half (1/2) the number of his/her accumulated sick days times \$30.00.
2. After fifteen (15) consecutive years in the Madison District any actively employed administrator who terminates their employment with the Madison District and accepts retirement from the State Retirement Program shall be compensated by:
 - a. At the rate of \$50.00 for each year of continuous service with the Madison District.
 - b. If the employee is 61 years old or less the employee shall have additional compensation as determined by the following chart:

at age 61 and under	\$25,000
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 - c. The administrator shall be compensated at the administrator's daily rate times the number of his/her accumulated non-work days.
3. In order to qualify for the terminal compensation above, numbers 1. and 2., the administrator must retire or resign between June 30 and July 31, except in such cases deemed worthy by the Superintendent.
4. A member who dies when an active administrator of the District, that person's estate shall receive \$50.00 for each year of service with the Madison District Schools.
5. Any administrator who must resign because of disability shall receive \$50.00 for each year of service with the Madison District Schools.
6. Any compensation due an employee, or their estate, from this article, shall be payable during the month of January, following the termination of employment.

(k) Annuity

1. Members of this group will be provided a \$500 a year annuity or an equal amount of additional salary.

(l) Contracts

1. Individual contracts will be issued, using the Board of Education contracts, stating the school year(s), dates of employment, and salary.

2. After two successful years in an administrative assignment and upon the Superintendent's recommendation, the administrator shall receive a two-year contract for this assignment renewable annually at the July Board of Education meeting. The two year individual contract shall revert to a one year contract for those administrators who are affected by lay-off because of economic conditions or a reduced student population.