

LABOR AND INDUSTRIAL  
RELATIONS COLLECTION  
Michigan State University

MADISON DISTRICT PUBLIC SCHOOLS

1992-1993 NON-CERTIFIED MIDDLE MANAGEMENT

Finance Director, Buildings & Grounds Supervisor, Cafeteria Managers, Continuing Education Coordinator, Director of Human Resources, Accounting/Budgeting Supervisor

COMPENSATION:

A. Work Year - Cafeteria Manager - 39 weeks (while students are in school) 8 hours per day.

Buildings & Grounds Supervisor and Finance Director - 52 weeks 8 hours per day.

Continuing Education Coordinator - 44 weeks - 8 hours per day.

Director of Human Resources & Accounting/Budgeting Supervisor - 46 weeks - 8 hours per day.

B. Upon proof of completion from an accredited college or university, the following will be added to the salary:

B.A. Degree	\$ 2,000
B.A.+25 sem. hrs.	500
M.A. Degree	\$ 1,000

C. Salary may be \$5000 below, based on experience at \$1000 per year.

D. Directors may receive up to 15 days additional compensation upon authorization by the Superintendent of Schools.

FRINGE BENEFITS:

A. Long Term Disability - In accordance with the insurance carrier's provisions as selected by the Board of Education.

B. Life Insurance - Less than 52 week employees \$40,000 - 52 week employees \$50,000

C. Hospitalization - MVF-2 plus Master Medical and Riders, ML, D45MN, OB, \$3.00 deductible prescription, F rider, and second opinion on non-emergency major surgery for employee and eligible dependents or comparable coverage.

Should hospitalization costs increase for 1992-93, the additional cost to the Board shall not exceed 10%.

D. Sick and Personal Leave - one sick day per month worked and two personal business days per year. Maximum accumulation of 180 days.

E. Mileage - \$0.21 per mile upon submission of the mileage and approval of the Superintendent.

*Madison District Public Schools*

F. Dental - 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.

G. The Board shall provide a full family basic optical plan as described in the specifications submitted to the insurance carrier selected by the Board.

H. 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 members will be provided premium payment in proportion to time worked.
4. 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.

I. Terminal Compensation

1. An employee who has at least fifteen (15) consecutive years of service with the Madison District Schools, having attained the age of at least 55 years, terminates their employment with the Board, and accepts and qualifies for retirement from the state retirement program shall be compensated: \$30.00 for each year of continuous service with the Madison District; or one-half the number of his/her accumulated sick days multiplied by the employee's basic daily rate of pay, whichever is to the employee's benefit.
2. Employees in this group who have worked for the District at least 20 years will receive \$15,000 in terminal pay upon the submittal of their retirement resignation.
3. Any compensation due an employee, or their estate, from this article, shall be payable during the month of January, following the termination of employment.



J. Vacation:

52 Week - 8 hours per day  
Employed less than 1 year - prorated days based on length of service

1 year - 1 week  
2 years thru 7 years - 2 weeks  
8 years thru 11 years - 3 weeks  
12 years or more - 4 weeks

Less than 52 weeks

1 year thru 2 years - 2 days  
3 years thru 5 years - 4 days  
6 years thru 8 years - 6 days  
9 years thru 11 years - 2 weeks  
12 years or more - 3 weeks

K. Any employee in this group who accumulated sick days as per the following shall have additional vacation days added:

12 or more	- 1 week	8 - 9	- 3 days
10 - 11	- 4 days	6 - 7	- 2 days

NON-CERTIFIED MIDDLE MANAGEMENT SALARIES

	1992-93 Salary
Finance Director	\$38,046
Supervisor of Buildings and Grounds	\$41,160
Director of Human Resources	\$35,000
Accounting/Budgeting Supervisor	\$30,000
Middle School & High School Cafeteria Managers	\$20,784
Community Education Coordinator	\$29,715