

1993
(6/30/93?)

AGREEMENT
Between The
THORNAPPLE KELLOGG BOARD OF EDUCATION
And The
THORNAPPLE KELLOGG ADMINISTRATORS ASSOCIATION
1990 - 1993

Thornapple Kellogg School

SECTION I

SALARY FORMULA

I. Administrative Base:

- A. Based upon M.A., M.A. + 30 Teachers Schedule.
- B. Based on Teachers Salary schedule maximum of the previous year for 38 weeks.

II. Administrative Factors:

(Responsibility of position, experience in position, and merit rating based on evaluation.)

A. Responsibility of Position. Factor

- 1. High School Principal .110
- 2. Middle School Principal .095
- 3. Assistant High School Principal .070
- 4. Elementary Principal .070
- 5. Director .050

B. Merit Rating Based on Evaluation.

- 1. Evaluation rating based on a factor of 0 to 10.
- 2. Merit will be based on average evaluation rating which will be figured from the evaluation ratings of the superintendent. Average is 5.
- 3. Merit will be applied as a percentage of the number over, and under 5.
- 4. The sum of the responsibility factor and the average evaluation rating shall not exceed 16 per cent.

Example: Responsibility factor .070
Average evaluation .035
.105

C. Education Experience in Position. Factor

- 1. One Year .01
- 2. Two Years .02
- 3. Three Years .03
- 4. Four Years .04
- 5. Five Years .05

III. Administrative Evaluation:

- A. All administrators are to be evaluated each year by the superintendent.

- B. All administrators will have at least earned an M.A. degree.
- C. Administrative experience will be determined by the superintendent with Board approval.

IV. Factors Relative to Interpretation.

- A. One-half (1/2) percent reduction for each year of experience less than the maximum on Teachers Salary Schedule.
- B. No tenure as an administrator, only as a teacher.
- C. Procedure to compute salary:
 1. Start with teacher maximum based on M.A., M.A. + 30, or teacher's salary of previous year.
 2. Divide by 38 weeks and then multiply by number of work weeks assigned.
 3. Multiply the administrative responsibility, merit and experience factor by 2 above.
 4. Add 2 and 3 above to obtain subtotal.
 5. Subtract one-half (1/2) percent for each year of experience less than 10 years. Multiply this value by the maximum on teachers M.A., or M.A. + 30 salary schedule.
 6. Net Salary:

Example --	\$17,450/38 weeks =	
	459.21 x 42 weeks =	\$19,286.82
	19,286.86 x .070 =	1,350.08
	19,286.86 x .03 =	578.60
	19,286.86 x .05 =	<u>964.34</u>

Net Salary	\$22,179.84
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- D. The Board reserves the right to refuse any salary increase if the evaluation is average or below. Average is 5. If the Board places the administrator on a year's probation, he/she would not receive the experience credit for that year.

SECTION II

FRINGE BENEFITS

I. Insurance:

MESSA-PAK

PLAN A For employees needing health insurance

Super Care I --

Long Term Disability -- 66 2/3%
 \$2,500 maximum
 90 calendar days - modified fill
 Freeze on offsets
 Alcoholism/drug addiction 2 year
 Mental/nervous 2 year

Delta Dental -- 100/90/50:\$1,500 with adult ortho
 50/50/50:\$1,500 with adult ortho

Negotiated Life -- \$50,000 AD & D

Vision -- VSP - 3

PLAN B For employees not needing health insurance

Delta Dental -- 100/90/50:\$1,500 with adult ortho
 50/50/50:\$1,500 with adult ortho

Vision -- VSP - 3

Negotiated Life -- \$50,000 AD&D

Long Term Disability -- 66 2/3%
 \$2,500 maximum
 90 calendar days - modified fill
 Freeze on offsets
 Alcoholism/drug addiction 2 year
 Mental/nervous 2 year

TSA -- \$150 per month

II. Professional dues:

- A. High School Principal
 1. State Secondary Principals' Association
 2. National Secondary Principals' Association

- B. Middle School Principal
 - 1. State Secondary or Elementary Principals' Association
 - 2. National Secondary or Elementary Principals' Assoc.
- C. Elementary Principal
 - 1. State Elementary Principals' Association
 - 2. National Elementary Principals' Association
- D. Director
 - 1. State Association
 - 2. National Association
- E. Assistant High School Principal
 - 1. State Secondary Principals' Association
 - 2. National Secondary Principals' Association

III. Tuition reimbursement:

The District will pay up to \$500 per year toward tuition of graduate classes beyond a Masters Degree.

- A. Application must be made in advance and approved by the superintendent.
- B. Payment will be made at the completion of the class. A grade report with a grade of C or above must be submitted, or a passing grade if course is pass/fail.

IV. Sick Leave:

Years

0 - 5	25 days per year, non-accumulative
6 - 10	50 days per year, non-accumulative
11 - up	75 days per year, non-accumulative

- more granted* —
- V. Full year (52 week) administrator will receive one extra week paid vacation after he/she has served 15 years in the System. His/her salary formula shall be based on a 49 week year.

SECTION III

OTHER CONDITIONS

I. Length of Contract

Each administrator will be offered a two year contract. Offers will be made as per existing contract. Upon recommendation of the superintendent the Board will consider the renewal of the contract annually.

- II. It shall be mandatory for each administrator to have a physical examination, by a doctor selected by the Board of Education. The Board will pay all expenses incurred fulfilling this requirement.
- III. Time as an administrator shall count towards seniority as a teacher in the Thornapple Kellogg System if possible.
- IV, In the event of reassignment or addition of administrative responsibilities, the administrators reserve the right to reopen the contract in regards to fair remuneration for the reassignment or addition of administrative duties.
- V. If any new fringe benefits are negotiated by the professional staff, that Section of the Administrators' Contract shall be opened for negotiation by the request of either party.

THORNAPPLE KELLOGG SCHOOL
BOARD OF EDUCATION

By: _____
President

By: _____
Secretary

By: _____
Member

By: _____
Member

Date of Ratification _____

THORNAPPLE KELLOGG ADMINISTRATORS
ASSOCIATION

By: _____

By: _____

By: _____

Date of Ratification _____