

3467

6/30/99

MASTER AGREEMENT
BETWEEN THE
MT. MORRIS BOARD OF EDUCATION
AND
THE MT. MORRIS ADMINISTRATORS EDUCATION ASSOCIATION

Dated: July 1, 1997 - June 30, 1999

MT. MORRIS CONSOLIDATED SCHOOL

- B. Administrators shall be paid in twenty-six (26) equal installments, as determined by the Board during the period stipulated for Administrator's performance under this agreement.
- C. Expenses incurred by an Administrator while representing the school district at any authorized meeting for lodging, meals, tips, transportation, etc. will be reimbursed at the IRS allowable rate.
- D. The Board shall provide the following health insurance coverage for a twelve month period for each member of the bargaining unit and his/her eligible dependents. In the event hospitalization insurance is not taken, the Mt. Morris Board of Education shall provide a cash option in lieu of health benefits (the "Cash Payment"). The Board shall develop and implement a qualified plan document which complies with Section 125 of the Internal Revenue Code (the "Plan").

The amount of the Cash Payment made be applied by the bargaining unit member to a Tax-Deferred Annuity. The Cash Payment amount shall be \$25 per month. To elect a Tax Deferred Annuity, the bargaining unit member shall enter into a salary reduction agreement.

The Board and the Employee shall be responsible for paying their respective FICA taxes on the Cash Payment amount applied to a Tax-Deferred Annuity.

The Plan will become effective October 1, 1997. Benefits currently being provided to bargaining unit member employees shall continue as contained in the Collective Bargaining Agreement, up to and after the effective date of the Plan. Should the parties negotiate changes in the Collective Bargaining Agreement after the effective date of the Plan, the Plan document shall be amended to reflect these changes.

All costs relating to the implementation and administration of benefits under this program shall be borne by the Board.

Blue Cross* - Comprehensive Hospitalization, semi-private, with the following riders:

- Rider D 45 NM (Additional hospital days)
- Rider IMB (Immediate maternity)
- Rider SA (Sponsored dependents)
- Rider Exact fill for persons with Medicare

Blue Shield* - MVF1 with the following riders:

- Rider MS (Removes deductible from x-ray and Lab costs)
- Rider OB (Immediate maternity)
- Rider SD (Sponsored dependents)
- Rider VST (Voluntary sterilization)
- Rider VAE/RC (First Aid emergency/Reasonable charge)
- Rider Exact fill for persons with Medicare

Prescription Drug* - Co-pay with the following rider:

- Rider PDEL (Sponsored dependents)

Master Medical Program* - Option IV and Exact fill with the following rider:

- Rider MMCPD (Removes drugs from Master Medical)

* The following riders pertain to all coverage within these categories:

- Rider DC (Dependent children 19-25)
- Rider COB (Coordinated benefits)

E. A major family dental plan shall be provided for members of the administrative organization. A major dental with \$25.00 deductible and 80% reimbursement will be provided.

F. The Board shall provide a term life insurance policy in the face amount of one and one half (1½) times the annual salary plus \$4,000.

G. At the beginning of each school year, each administrator shall be credited with 12 days leave allowance to be used for absence caused by illness or physical disability of the administrator. A maximum of 75 sick days may be accumulated by each administrator. Any unused sick days, including unused personal days (ref. Article VIII, B., 6) in excess of the 75 days maximum allowable accumulation, shall be paid at the rate of \$5 below the current daily sub teacher rate. Administrators shall receive a confirmation of their accumulated sick days with the first pay check of the school year.

At the end of each school year, all administrators may have any or all of their unused sick days paid off (a maximum of fifteen (15) days per year) at the rate of \$5.00 below the current daily sub teacher rate.

Future administrators selected from the ranks of the MMEA shall be allowed to carry over a maximum of 75 sick days. Those who have more than 75 sick days in the bank, will have the excess days paid off at the rate of \$5 below the current sub teacher rate.

The Board shall provide LTD (30 days exclusion) for each administrator. At the present time LTD will not compensate at a greater rate than the amount stated in their policy 66 2/3%.

H. The Board shall provide a full family optical program for members of the bargaining unit, S.E.T. Plan 3 or equivalent.

I. All benefits earned by the administrator will be paid to his designated beneficiary, in the event of his death. These benefits are accrued sick days, longevity and severance pay.

J. Each administrator who has been employed by the Board for a

period of ten (10) consecutive years shall be eligible for severance pay upon death or retirement. Administrators shall receive \$200.00 per year for every year of service to the district.

- K. Each administrator shall receive an annual longevity payment in addition to his/her annual regular salary according to the following schedule:

Beginning with the	<u>94/95</u>	<u>95/96</u>	<u>96/97</u>
7th year	\$650	\$675	\$700
12th year	\$1300	\$1350	\$1400
15th year	\$1400	\$1450	\$1500
18th year	\$1500	\$1550	\$1600
23rd year	\$1600	\$1650	\$1700

Administrators must have completed six (6) years of in-district administrative experience to qualify. Administrators who are eligible for longevity payment as of the 1989/90 school year are grandparented from the above provision.

The longevity payment will be made the first regular pay date in July.

- L. Upon Appropriate written authorization from the administrator, the Board shall deduct from the administrator's salary, and make appropriate remittance for annuities, credit unions, savings bonds, charitable donations or city taxes. No new deduction programs will be placed with Board approval.
- M. Any administrator, upon voluntarily leaving the system shall be paid his/her accrued sick leave at the rate of \$5.00 below the current substitute teacher pay per day. In the event of the death of this administrator, his/her beneficiaries shall receive the accrued sick leave benefit.

Article VI

Hours and Assignments

- A. A list of the administrative positions covered by this agreement are set down in Appendix A, which is attached to and included in this agreement.
- B. Administrators shall be on duty, attending to school business during the hours necessary to properly supervise and administrate his/her particular function within the school system as determined by his/her job description and responsibilities and as directed by the Superintendent. This shall include hours and/or days beyond the normal or beyond

Director of Transportation

- B. The Board will negotiate the placement of new positions in the bargaining unit and compensation as per Appendix B.

APPENDIX B

High school athletic director and junior high athletic director shall receive 4% and 2% respectively of the MA base as stipends.

WORK DAYS

Elementary Principal	215 days	43 weeks
Junior High Principal	220 days	44 weeks
High School Principal	225 days	45 weeks
Assistant Principal	215 days	43 weeks
Director of Community Services	225 days	45 weeks
Administrative Assistant	225 days	45 weeks
Athletic Director	215 days	45 weeks
*Director of Operations	240 days	48 weeks
*Director of Transportation	240 days	48 weeks
Elementary Assistant Principal	210 days	42 weeks
Special Ed Dir/School Psychologist	220 days	44 weeks

*The following shall be considered as paid holidays for the 48 week administrative positions covered under this agreement:

New Year's Eve Day	Labor Day
New Year's Day	Thanksgiving 2 days
Memorial Day	Christmas Day 2 days
July Fourth	Good Friday

ADMINISTRATOR SALARIES

ADMINISTRATOR	POSITION	DEGREE	97/98		98/99	
			STEP	SALARY	STEP	SALARY
Lisa Kiefer	H.S. Principal	MA + 30	Step 7	\$74,049		\$75,974
Rich Burdis	H.S. Asst. Principal	BA + 15	Step 6	\$64,350	Step 7	\$66,683
Carryl Promowicz	H.S. Asst. Principal	MA + 30	Step 3	\$67,997	Step 4	\$70,600
Rich Fedchenko	J.H. Principal	MA + 30	Step 7	\$72,403		\$74,285
John Ploof	J.H. Asst. Principal	MA	Step 3	\$62,457	Step 4	\$64,722
Ken Konesny	Elementary Principal	MA + 30		\$71,564		\$73,425
Monica Deloney	Elementary Asst. Prin.	MA + 30	Step 3	\$66,416	Step 4	\$68,824
Rick Murray	Elementary Principal	MA + 30		\$70,794		\$72,635
Sandy Krieger	Elementary Principal	MA + 30	Step 2	\$67,323	Step 3	\$69,765
Bill Coale	Elementary Principal	MA + 30	Step 1	\$66,657	Step 2	\$69,074

For 97-98 and 98-99, each administrator will receive a lump sum payment of \$400 at the beginning of the school year for in-county travel expenses in addition to present mileage reimbursement.

HIGH SCHOOL PRINCIPAL (MA + 30)

	94/95	95/96	96/97	97/98	98/99
BASE	\$63,329	\$65,229	\$67,186	\$69,067	\$70,863
STEP #1	\$63,962	\$65,881	\$67,858	\$69,758	\$71,571
STEP #2	\$64,602	\$66,540	\$68,536	\$70,455	\$72,287
STEP #3	\$65,248	\$67,205	\$69,222	\$71,160	\$73,010
STEP #4	\$65,900	\$67,877	\$69,914	\$71,871	\$73,740
STEP #5	\$66,559	\$68,556	\$70,613	\$72,590	\$74,477
STEP #6	\$67,225	\$69,242	\$71,319	\$73,316	\$75,222
STEP #7	\$67,897	\$69,934	\$72,032	\$74,049	\$75,974

SECONDARY ASSISTANT PRINCIPAL (MA)

	94/95	95/96	96/97	97/98	98/99
BASE	\$55,584	\$57,252	\$58,969	\$60,620	\$62,196
STEP #1	\$56,140	\$57,824	\$59,559	\$61,226	\$62,818
STEP #2	\$56,701	\$58,402	\$60,154	\$61,839	\$63,446
STEP #3	\$57,268	\$58,986	\$60,756	\$62,457	\$64,081
STEP #4	\$57,841	\$59,576	\$61,363	\$63,082	\$64,722
STEP #5	\$58,419	\$60,172	\$61,977	\$63,712	\$65,369
STEP #6	\$59,004	\$60,774	\$62,597	\$64,350	\$66,023
STEP #7	\$59,594	\$61,381	\$63,223	\$64,993	\$66,683

SECONDARY ASSISTANT PRINCIPAL (MA + 15)

	94/95	95/96	96/97	97/98	98/99
BASE	\$57,504	\$59,229	\$61,006	\$62,714	\$64,345
STEP #1	\$58,079	\$59,821	\$61,616	\$63,341	\$64,988
STEP #2	\$58,660	\$60,420	\$62,232	\$63,975	\$65,638
STEP #3	\$59,246	\$61,024	\$62,855	\$64,614	\$66,294
STEP #4	\$59,839	\$61,634	\$63,483	\$65,261	\$66,957
STEP #5	\$60,437	\$62,250	\$64,118	\$65,913	\$67,627
STEP #6	\$61,042	\$62,873	\$64,759	\$66,572	\$68,303
STEP #7	\$61,652	\$63,502	\$65,407	\$67,238	\$68,986

SECONDARY ASSISTANT PRINCIPAL (MA + 30)

	94/95	95/96	96/97	97/98	98/99
BASE	\$60,514	\$62,329	\$64,199	\$65,997	\$67,845
STEP #1	\$61,119	\$62,953	\$64,841	\$66,657	\$68,523
STEP #2	\$61,730	\$63,582	\$65,490	\$67,323	\$69,208
STEP #3	\$62,348	\$64,218	\$66,145	\$67,997	\$69,901
STEP #4	\$62,971	\$64,860	\$66,806	\$68,677	\$70,600
STEP #5	\$63,601	\$65,509	\$67,474	\$69,363	\$71,306
STEP #6	\$64,237	\$66,164	\$68,149	\$70,057	\$72,019
STEP #7	\$64,879	\$66,826	\$68,830	\$70,758	\$72,739

JUNIOR HIGH PRINCIPAL (MA)

	94/95	95/96	96/97	97/98	98/99
BASE	\$56,877	\$58,583	\$60,341	\$62,030	\$63,643
STEP #1	\$57,446	\$59,169	\$60,944	\$62,651	\$64,280
STEP #2	\$58,020	\$59,761	\$61,554	\$63,277	\$64,922
STEP #3	\$58,600	\$60,358	\$62,169	\$63,910	\$65,572
STEP #4	\$59,186	\$60,962	\$62,791	\$64,549	\$66,227
STEP #5	\$59,778	\$61,572	\$63,419	\$65,195	\$66,890
STEP #6	\$60,376	\$62,187	\$64,053	\$65,846	\$67,558
STEP #7	\$60,980	\$62,809	\$64,694	\$66,505	\$68,234

JUNIOR HIGH PRINCIPAL (MA + 15)

	94/95	95/96	96/97	97/98	98/99
BASE	\$58,841	\$60,606	\$62,424	\$64,172	\$65,841
STEP #1	\$59,429	\$61,212	\$63,049	\$64,814	\$66,499
STEP #2	\$60,024	\$61,824	\$63,679	\$65,462	\$67,164
STEP #3	\$60,624	\$62,443	\$64,316	\$66,117	\$67,836
STEP #4	\$61,230	\$63,067	\$64,959	\$66,778	\$68,514
STEP #5	\$61,842	\$63,698	\$65,609	\$67,446	\$69,199
STEP #6	\$62,461	\$64,335	\$66,265	\$68,120	\$69,891
STEP #7	\$63,086	\$64,978	\$66,927	\$68,801	\$70,590

JUNIOR HIGH PRINCIPAL (MA + 30)

	94/95	95/96	96/97	97/98	98/99
BASE	\$61,921	\$63,779	\$65,692	\$67,531	\$69,287
STEP #1	\$62,540	\$64,416	\$66,349	\$68,207	\$69,980
STEP #2	\$63,166	\$65,061	\$67,012	\$68,889	\$70,680
STEP #3	\$63,797	\$65,711	\$67,683	\$69,578	\$71,387
STEP #4	\$64,435	\$66,368	\$68,359	\$70,273	\$72,101
STEP #5	\$65,080	\$67,032	\$69,043	\$70,976	\$72,822
STEP #6	\$65,730	\$67,702	\$69,733	\$71,686	\$73,550
STEP #7	\$66,388	\$68,379	\$70,431	\$72,403	\$74,285

ELEMENTARY PRINCIPAL (MA)

	94/95	95/96	96/97	97/98	98/99
BASE	\$55,584	\$57,252	\$58,969	\$60,620	\$62,196
STEP #1	\$56,140	\$57,824	\$59,559	\$61,226	\$62,818
STEP #2	\$56,701	\$58,402	\$60,154	\$61,839	\$63,446
STEP #3	\$57,268	\$58,986	\$60,756	\$62,457	\$64,081
STEP #4	\$57,841	\$59,576	\$61,363	\$63,082	\$64,722
STEP #5	\$58,419	\$60,172	\$61,977	\$63,712	\$65,369
STEP #6	\$59,004	\$60,774	\$62,597	\$64,350	\$66,023
STEP #7	\$59,594	\$61,381	\$63,223	\$64,993	\$66,683

ELEMENTARY PRINCIPAL (MA + 15)

	94/95	95/96	96/97	97/98	98/99
BASE	\$57,504	\$59,229	\$61,006	\$62,714	\$64,345
STEP #1	\$58,079	\$59,821	\$61,616	\$63,341	\$64,988
STEP #2	\$58,660	\$60,420	\$62,232	\$63,975	\$65,638
STEP #3	\$59,246	\$61,024	\$62,855	\$64,614	\$66,294
STEP #4	\$59,839	\$61,634	\$63,483	\$65,261	\$66,957
STEP #5	\$60,437	\$62,250	\$64,118	\$65,913	\$67,627
STEP #6	\$61,042	\$62,873	\$64,759	\$66,572	\$68,303
STEP #7	\$61,652	\$63,502	\$65,407	\$67,238	\$68,986

ELEMENTARY PRINCIPAL (MA + 30)

	94/95	95/96	96/97	97/98	98/99
BASE	\$60,514	\$62,329	\$64,199	\$65,997	\$67,713
STEP #1	\$61,119	\$62,953	\$64,841	\$66,657	\$68,390
STEP #2	\$61,730	\$63,582	\$65,490	\$67,323	\$69,074
STEP #3	\$62,348	\$64,218	\$66,145	\$67,997	\$69,765
STEP #4	\$62,971	\$64,860	\$66,806	\$68,677	\$70,462
STEP #5	\$63,601	\$65,509	\$67,474	\$69,363	\$71,167
STEP #6	\$64,237	\$66,164	\$68,149	\$70,057	\$71,879
STEP #7	\$64,879	\$66,826	\$68,830	\$70,758	\$72,597

ELEMENTARY ASSISTANT PRINCIPAL (MA)

	94/95	95/96	96/97	97/98	98/99
BASE	\$54,292	\$55,921	\$57,598	\$59,211	\$60,751
STEP #1	\$54,835	\$56,480	\$58,174	\$59,803	\$61,358
STEP #2	\$55,383	\$57,045	\$58,756	\$60,401	\$61,972
STEP #3	\$55,937	\$57,615	\$59,344	\$61,005	\$62,591
STEP #4	\$56,496	\$58,191	\$59,937	\$61,615	\$63,217
STEP #5	\$57,061	\$58,773	\$60,536	\$62,232	\$63,850
STEP #6	\$57,632	\$59,361	\$61,142	\$62,854	\$64,488
STEP #7	\$58,208	\$59,955	\$61,753	\$63,482	\$65,133

ELEMENTARY ASSISTANT PRINCIPAL (MA + 15)

	94/95	95/96	96/97	97/98	98/99
BASE	\$56,167	\$57,852	\$59,588	\$61,256	\$62,849
STEP #1	\$56,729	\$58,431	\$60,183	\$61,869	\$63,477
STEP #2	\$57,296	\$59,015	\$60,785	\$62,487	\$64,112
STEP #3	\$57,869	\$59,605	\$61,393	\$63,112	\$64,753
STEP #4	\$58,448	\$60,201	\$62,007	\$63,743	\$65,401
STEP #5	\$59,032	\$60,803	\$62,627	\$64,381	\$66,055
STEP #6	\$59,622	\$61,411	\$63,253	\$65,025	\$66,715
STEP #7	\$60,219	\$62,025	\$63,886	\$65,675	\$67,382

ELEMENTARY ASSISTANT PRINCIPAL (MA + 30)

	94/95	95/96	96/97	97/98	98/99
BASE	\$59,107	\$60,880	\$62,707	\$64,462	\$66,138
STEP #1	\$59,698	\$61,489	\$63,334	\$65,107	\$66,800
STEP #2	\$60,295	\$62,104	\$63,967	\$65,758	\$67,468
STEP #3	\$60,898	\$62,725	\$64,607	\$66,416	\$68,142
STEP #4	\$61,507	\$63,352	\$65,253	\$67,080	\$68,824
STEP #5	\$62,122	\$63,986	\$65,905	\$67,751	\$69,512
STEP #6	\$62,743	\$64,626	\$66,564	\$68,428	\$70,207
STEP #7	\$63,371	\$65,272	\$67,230	\$69,112	\$70,909

SPECIAL EDUCATION DIRECTOR/SCHOOL PSYCHOLOGIST (MA + 30)

	97/98	98/99
BASE	\$67,532	\$69,288
STEP #1	\$68,207	\$69,981
STEP #2	\$68,889	\$70,681
STEP #3	\$69,578	\$71,387
STEP #4	\$70,274	\$72,101
STEP #5	\$70,977	\$72,822
STEP #6	\$71,687	\$73,550
STEP #7	\$72,403	\$74,286

This agreement shall be effective as of July 1, 1997 and shall continue in effect for 3 years until the 30th day of June 1999.

Administrators' Association

Board of Education

Richard F. [Signature]

Gary [Signature]

Rich Murray, VP

Margaret [Signature]

John D. [Signature]

Chia A. Kiefer, Secretary

Dated this 17th day of November, 1997

3467

6/30/97

MASTER AGREEMENT
BETWEEN THE
MT. MORRIS BOARD OF EDUCATION
AND
THE MT. MORRIS ADMINISTRATORS EDUCATION ASSOCIATION

Dated: July 1, 1994 - June 30, 1997

MT. MORRIS CONSOLIDATED SCHOOLS

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This agreement entered into this July 1, 1994 between the Board of Education of the Mt. Morris Consolidated School District, hereinafter called the "Board" and the Mt. Morris Administrators' Education Association, hereinafter called the "Association."

Witnesseth

Be it understood that the parties have reached an understanding upon the following items, as a result of negotiations, and have hereby agreed as follows:

Article I

Recognition

The Board hereby recognizes the Association, IN ACCORDANCE WITH THE PUBLIC ACTS OF 1965, AS AMENDED, as the sole and exclusive bargaining agent for administrators whether under contract or on sabbatical leaves employed by the Board. The term "Administrator" when used hereinafter in this agreement shall refer to all administrators (excluding Central Office Administrators).

Definitions

- A. The term "Board" as used in this Agreement shall include and mean the members of the Mt. Morris Board of Education or any other persons designated as representatives by the Mt. Morris School Board.
- B. The term "Association" as used in this Agreement shall mean the Mt. Morris Administrators Education Association.

Article II

Administrators/Association Rights

- A. The Association shall have the right to use school buildings and facilities in conformity with the Board's governing policies and regulations.
- B. The Board agrees to furnish to the officers of the Association, in response to their reasonable written requests, copies of the Board's public records normally made available and which have passed the discussion state and which cover the financial resources of the District, budgetary allocations and expenditures, hours, wages, and conditions of employment of those employees covered hereunder that shall be required by the Association in fulfilling the obligations and responsibilities imposed on it by the terms of this Agreement. The Association agrees it shall likewise furnish the Board, upon receiving a written request, copies of all information, facts, and documents it possesses which have passed the

discussion state or that are available to the Association to assist the Board in fulfilling the obligations and responsibilities implied on it by the terms of this Agreement.

- C. The Board and Association agree that there shall be prompt and expeditious handling, at the local level, of a school-related complaint regarding an employee or a program or other employees and/or personnel he/she supervises. It is agreed that normally such complaints will be promptly referred to any employee affected, except in those instances where the nature and/or circumstances of the complaint indicate other handling procedures are in order. It is agreed that, if the complaint is not referred back to the affected employee, he/she, in those cases of school related complaints where it is determined such necessary action can be delayed, shall be given an opportunity to provide the necessary background information, either in person and/or by confidential memoranda, before any action is taken on the matter.
- D. An employee, by prior arrangement with the Superintendent or his/her designee, shall be able to examine all materials in his/her personnel file which accrue or originate after he/she is employed by the District. Henceforth, copies of any significant documents made part of his/her personnel file, not otherwise routinely made available, shall be given to him/her.

Article III

Board Rights and Security

- A. Nothing contained in this Agreement shall deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district, or local laws or regulations as they pertain to education.

Except as specifically abridged or modified by the express written terms of this Agreement, all of the rights, powers, and authority the Board had prior to the execution of this Agreement are retained by the Board.

- B. The Association shall not, at any time, authorize, sanction, condone, or acquiesce, nor will any employee take part in any strike, slowdown, sit-in, picketing, or in any way interfere with the operations of the Mt. Morris Consolidated School District. The Association further agrees that it will not request, support, recognize, or engage in any sanction activities. In the event of any such action, the Association, through its officers and other representatives, will immediately post notices as supplied by the Superintendent's office at any or all schools affected and other appropriate locations advising that such action is unlawful, in violation

of this Agreement, and unauthorized by the Association, and the Association shall advise such employees to immediately cease such action and return forthwith to their regular duties. The Association shall further take any and all other action reasonably within its power to bring the activity to an end. If the Association takes the foregoing steps and has not acted in violation of its obligations under the law and/or this Article, it shall not be liable in any way for such activities.

The Board shall have the right to discipline, including discharge, any employee for taking part in any violation of this provision. Prior to taking such action, the Board shall notify the Association of its intention and may also consult with the Association in connection therewith.

Article IV

Negotiations Procedure

- A. The Association's and Board's negotiating teams will commence discussions no later than February 1st of any given year and both parties agree that their representatives will have the necessary power and authority to make proposals, consider proposals and make concessions during the course of negotiations.
- B. It is understood that the Association will make the initial contact regarding the commencement of negotiations.
- C. It shall be the responsibility of each team to see that their proposals to be submitted will be printed with sufficient copies for all members present.
- D. It is understood that in the event that negotiations reach an impasse and a successor agreement has not been agreed upon by July 1st, the beginning of the new contract year, that both parties agree that Administrators will continue to work under the terms of the old agreement.

Article V

Compensation and Expenses

- A. The salaries of administrators covered by this agreement are established as per the formula found in Appendix B which is attached to and included in this agreement. Administrators shall receive a statement of wages based on projections of student enrollment made in June of the current school year. Any necessary adjustments in wages because of enrollment deviations from the projections will be made two weeks after the official fourth Friday count. The adjustments will be made in the regular check.

- B. Administrators shall be paid in twenty-six (26) equal installments, as determined by the Board during the period stipulated for Administrator's performance under this agreement.
- C. Expenses incurred by an Administrator while representing the school district at any authorized meeting for lodging, meals, tips, transportation, etc. will be reimbursed at the IRS allowable rate.
- D. The Board shall provide the following health insurance coverages for a twelve month period for each member of the bargaining unit and his/her eligible dependents. In the event hospitalization insurance is not taken, a \$25 per month contribution will be made to a Tax Sheltered Annuity Plan.

The Board shall pay the annual deductibles of \$100 per family or \$50 per individual subscriber. Reimbursement requests may be submitted at any time during the calendar year and payments are issued on a quarterly basis.

In 93/94, the administrators may switch from Blue Cross to MESSA Super Care I with Board paid deductibles, if the 94/94 MESSA monthly premium is less than BC/BS in the "full family" category.

Blue Cross* - Comprehensive Hospitalization, semi-private, with the following riders:

- Rider D 45 NM (Additional hospital days)
- Rider IMB (Immediate maternity)
- Rider SA (Sponsored dependents)
- Rider Exact fill for persons with Medicare

Blue Shield* - MVF1 with the following riders:

- Rider MS (Removes deductible from x-ray and Lab costs)
- Rider OB (Immediate maternity)
- Rider SD (Sponsored dependents)
- Rider VST (Voluntary sterilization)
- Rider VAE/RC (First Aid emergency/Reasonable charge)
- Rider Exact fill for persons with Medicare

Prescription Drug* - Co-pay with the following rider:

- Rider PDEL (Sponsored dependents)

Master Medical Program* - Option IV and Exact fill with the following rider:

- Rider MMCPD (Removes drugs from Master Medical)

* The following riders pertain to all coverages within these categories:

- Rider DC (Dependent children 19-25)
- Rider COB (Coordinated benefits)

The Board shall pay the annual deductibles of \$100 per family or \$50.00 per individual subscriber. Reimbursement requests may be submitted at any time during the year with proper documentation. Payments are issued on a quarterly basis.

Effective the 93/94 school year, health insurance coverage may be switched from BC/BS to MESSA Super Care I with Board paid deductible, if the 93/94 MESSA monthly premium is less than BC/BS in the "full family" category.

- F. A major family dental plan shall be provided for members of the administrative organization. A major dental with \$25.00 deductible and 80% reimbursement will be provided.
- G. The Board shall provide a term life insurance policy in the face amount of one and one half (1½) times the annual salary plus \$4,000.
- H. At the beginning of each school year, each administrator shall be credited with 12 days leave allowance to be used for absence caused by illness or physical disability of the administrator. A maximum of 75 sick days may be accumulated by each administrator. Any unused sick days, including unused personal days (ref. Article VIII, B., 6) in excess of the 75 days maximum allowable accumulation, shall be paid at the rate of \$5 below the current daily sub teacher rate. Administrators shall receive a confirmation of their accumulated sick days with the first pay check of the school year.

At the end of each school year, all administrators may have any or all of their unused sick days paid off (a maximum of fifteen (15) days per year) at the rate of \$5.00 below the current daily sub teacher rate.

Future administrators selected from the ranks of the MMEA shall be allowed to carry over a maximum of 75 sick days. Those who have more than 75 sick days in the bank, will have the excess days paid off at the rate of \$5 below the current sub teacher rate.

The Board shall provide LTD (30 days exclusion) for each administrator. At the present time LTD will not compensate at a greater rate than the amount stated in their policy 66 2/3%.

- I. The Board shall provide a full family optical program for members of the bargaining unit, S.E.T. Plan 3 or equivalent.
- J. All benefits earned by the administrator will be paid to his designated beneficiary, in the event of his death. These benefits are accrued sick days, longevity and severance pay.
- K. Each administrator who has been employed by the Board for a

period of ten (10) consecutive years shall be eligible for severance pay upon death or retirement. Administrators shall receive \$200.00 per year for every year of service to the district.

- L. Each administrator shall receive an annual longevity payment in addition to his/her annual regular salary according to the following schedule:

Beginning with the	<u>94/95</u>	<u>95/96</u>	<u>96/97</u>
7th year	\$650	\$675	\$700
12th year	\$1300	\$1350	\$1400
15th year	\$1400	\$1450	\$1500
18th year	\$1500	\$1550	\$1600
23rd year	\$1600	\$1650	\$1700

Administrators must have completed six (6) years of in-district administrative experience to qualify. Administrators who are eligible for longevity payment as of the 1989/90 school year are grandparented from the above provision.

The longevity payment will be made the first regular pay date in July.

- M. Upon Appropriate written authorization from the administrator, the Board shall deduct from the administrator's salary, and make appropriate remittance for annuities, credit unions, savings bonds, charitable donations or city taxes. No new deduction programs will be placed with Board approval.
- N. Any administrator, upon voluntarily leaving the system shall be paid his/her accrued sick leave at the rate of \$5.00 below the current substitute teacher pay per day. In the event of the death of this administrator, his/her beneficiaries shall receive the accrued sick leave benefit.

Article VI

Hours and Assignments

- A. A list of the administrative positions covered by this agreement are set down in Appendix A, which is attached to and included in this agreement.
- B. Administrators shall be on duty, attending to school business during the hours necessary to properly supervise and administrate his/her particular function within the school system as determined by his/her job description and responsibilities and as directed by the Superintendent. This shall include hours and/or days beyond the normal or beyond

contractual provisions specifying days worked when deemed necessary.

- C. Administrators shall not be required to report during holidays when schools are closed. Administrators are expected to report for work or make every reasonable effort to be at their assignment on bad weather days. Building administrators will telephone the office of the Superintendent if they are going to be late.

Article VII

Vacancies, Promotions, Transfers, Terminations and Demotions

The Board and Association agree that all positions shall be staffed by the most competent and qualified persons that can be procured for them. The Association also agrees the Board shall have the right to make the final decision on the staffing of all positions covered by this agreement by any of the methods and procedures set forth below. Vacancies which occur within the administrative staff of the school district and which provide opportunity for promotion for present staff members shall be posted in each building. Such position shall be posted at least ten (10) working days prior to the filling of the vacancies. Administrative vacancies may be filled on an emergency basis until such procedure can be followed. Where in the judgement of the Superintendent the best interest of the school district would be served, appointments may be made by the Board without posting.

Transfers

Any administrator has the right to request consideration for a transfer to an open position. Changes of assignments would normally take place before the beginning of a school year or semester.

- A. A request may be initiated with a written request directed to the Superintendent or his/her designee. A preliminary conference would be desirable, but not mandatory.
- B. An individual requesting consideration of a transfer should initiate such request by March 1 of any school year.
- C. Consideration will be given to the request and decisions made on the basis of:
 - 1. Needs within the district
 - 2. Qualifications
 - 3. Appropriate assignment available
 - 4. Individual desires
- D. The Superintendent will communicate with the association's

president before making final assignment.

- E. The final decision for a transfer and/or assignment rests with the Board of Education.
- F. Administrators who voluntarily have a change in assignment, shall be compensated at the appropriate rate of said assignment.

Involuntary Transfer

The Board and the Association agree that involuntary transfers should be avoided whenever possible. However, it is recognized that a variety of administrative experiences can be meaningful to an administrator under certain conditions. Also, the needs within a school district could best be fulfilled by assignment of specific individuals to an identified position. If the Board of Education determines that the staffing requirements warrant it, an employee may be given an involuntary shall not be made until the employee has been given the reasons for such action by the appropriate Board representative. The reason for the transfer will be placed in writing at the employee's request. At the employee's option, he/she may request and receive a meeting with the Superintendent to fully discuss the matter. Administrators who are given involuntary transfers shall be compensated either at the rate of the present position or the new position, whichever is higher.

Reduction in Force

- A. The Association recognizes the Board's right to reduce the number of administrative personnel.
- B. For the purpose of this article the term "reduce" shall refer to the involuntary transfer of an administrator to a position outside of the bargaining unit.
- C. An administrator shall retain his/her teacher tenure status as defined in the Michigan Tenure Act. No administrator shall be virtue of this agreement be deemed to have continuing tenure as an administrator.
- D. The sequence of administrative personnel shall be as follows:
 - 1. Administrators in acting capacity.
 - 2. If a further reduction in administrative staff becomes necessary, said reduction shall be accomplished by the Board's consideration of the following factors. Such consideration shall include, but not be limited to:
 - a. Annual administrative evaluations.

- b. Years of experience in the school district.
- c. Professional training and experience.
- d. Other provisions as established by law. The Board's decision and rationale shall be shared with all administrators affected.
- e. An administrator who has been reduced may apply for any future administrative position for which he/she is certified and qualified.
- f. Administrators who have been reduced shall retain all accumulated sick leave.
- g. An administrator who has been reduced or who voluntarily returns to the classroom shall have district-wide seniority for a teaching position for which he/she is certified and qualified.

Terminations and Demotions

- A. The Board, before affecting a termination or demotion, shall offer reasonable assistance and counsel to the employee to help correct inadequacies giving rise to the underlying reasons for the contemplated action.
 - 1. Two conferences shall be held between the employee and his/her immediate supervisor dealing with the clearly identified inadequacies.
 - 2. If the problem persists, a formal warning shall be issued to the employee which contains his/her specific inadequacies in writing. He/she shall be provided with an opportunity of no less than two months to rectify the stated inadequacies except in unusual cases.
 - 3. If the problem still persists, a formal review of the involved employee's performance shall be written out and presented to hem/her at a subsequent conference.

For a conference held under "3" above the involved employee, at his/her option, may be accompanied by a representative of the association.
- B. Written notice of termination or demotion must be presented to him/her at least ninety (90) days prior to the close of the employee's contract year.
- C. At his/her option the employee shall be granted a meeting with the Superintendent to fully discuss the matter.
- D. If an employee is demoted, the Board will reassign the employee to a permanent vacant position in a lower classification for which he/she possesses the qualifications.

Article VIII

Leaves of Absence

- A. Leave of absence with pay chargeable against the administrator's allowance shall be granted for the following reasons:
1. A maximum of FIVE days per school year for a critical illness in the immediate family. Critical shall be defined as requiring medical attention immediately.
 2. One day emergency illness in the family requiring an administrator to make arrangements for necessary medical or nursing care.
 3. Up to three (3) days for each occurrence for attendance at the funeral of persons whose relationship to the administrator warrants such attendance. This shall apply to both family and friends.
 4. Hardship cases will be reviewed by the emergency committee composed of two delegates of the Board of Education and two delegates from the Association.
- B. Leaves of absence with pay not chargeable against the administrator's allowance shall be granted for the following reasons:
1. A maximum of five (5) days if necessary for each death in the immediate family for the purposes of attending a funeral and any other matters related to the death. Days used must be consecutive and must include the day of the funeral service. Immediate family is defined as mother, father, spouse, brother, sister, children, grandchildren, aunts, uncles, mother-in-law, father-in-law, brother-in-law, sister-in-law and grandparents.
 2. An administrator called for jury duty shall be compensated his/her regular administrative salary. However, jury duty money received by the administrator shall be turned over to the Board of Education. A continuation of the administrator's pay for jury duty shall be limited to sixty (60) days in any one (1) school year.
 3. Court appearances as a witness in any court case connected with the administrator's employment, except when such case is filed by an individual administrator or the Association or union related activities.

4. Time for professional conferences may be allowed if approved by the Superintendent. The administrator planning to use a professional conference day shall notify the Superintendent at least one week in advance of his/her absence. Professional conference days shall be used for the purpose of (1) visitation to view other instructional techniques or programs, (2) conferences, workshops, or seminars conducted by colleges, universities, and the Administrative Association and/or affiliate departments thereof. Reimbursement of expenses shall be paid to the administrator when receipts are presented to the business office.
 5. Time necessary to take the Selective Service physical examination.
 6. At the beginning of every school year each administrator shall be credited with five (5) days to be used for the administrator's personal business. A personal business day may be used for any purpose at the discretion of the administrator. An administrator planning to use a personal leave day or days shall notify the Superintendent at least five (5) days in advance when possible. Personal leave shall not be taken immediately prior to any holiday or immediately following any holiday. Personal leave days shall not be used consecutively without the approval of the Superintendent. Only three (3) of these five (5) personal days, if unused, may be converted to the sick day bank at the end of the current school year.
- C. Leaves of absence without pay will be granted to administrators who have three (3) consecutive years as an administrator with the Mt. Morris School system. No more than one administrator in any one year will be granted leaves of absence without pay. Administrators must carry fifteen credits or the full time equivalent as defined by an accredited university per quarter or equivalent.
1. Study related to the administrator's licensed field. Limit one year.
 2. Study to meet eligibility requirements for a license other than that held by the administrator in the field or regular or special education. Limit one year.
 3. Study, research or special teaching assignment involving probable advantages to the school system. However, a joint committee of the Board of Education and Association representatives may decide whether the study, etc. is of great value whereby some portion of the leave may be paid by the Board, upon the agreement of its implementation,

when finished, in the Mt. Morris School. The regular salary increment occurring during such period shall be allowed. Limit one year.

- D. A military leave of absence shall be granted to any administrator who shall be inducted or shall enlist for military duty in any branch of the armed forces of the United States. Upon return from such leave an administrator shall be placed at the same position on salary schedule as he/she would have been had he/she been employed in the district during such period.
- E. A leave of absence of up to two (2) years shall be granted to any administrator upon application for the purpose of serving as an officer of the Association or on its staff on a state or national level. Upon return from such leave, such administrator shall be placed at the next step on the salary schedule.
- F. A leave of absence not to exceed four (4) years shall be granted to any administrator upon application for the purpose of campaigning for and serving in a public office. Upon return from such leave, the administrator shall be placed at the next step on which she is unable to perform her job.
- G. A maternity leave of up to twelve months shall be granted to any administrator who becomes pregnant. Pregnancy related illness or disability shall be treated as any other illness or disability. The administrator may use sick leave for those work days on which she is unable to perform her job.
- H. A child care leave of up to one year shall be granted to any administrator who adopts a child if such leave is necessary to complete the adoption requirements.
- I. The Board agrees that an administrator returning from leave during the school year in which he/she left shall be returned to the same position he/she had prior to the leave. An administrator returning from the leave in a subsequent school year shall be placed in the same or similar position. Any person on leave must notify the Board by registered mail of his/her intent to return for the next school year by March 15 of the school year in which he/she is on leave or he/she may forfeit all recall rights. An administrator who make false application shall forfeit all rights to re-employment.

Article IX

Local, State, National Association Representation

- A. The Board agrees to pay local, state and national professional association dues for the administrators. forms will be furnished by the administrator.

1. Genesee County Elementary and Middle School Principals Association or Genesee County Secondary School Principals Association.
 2. Michigan Elementary and Middle School Principals Association or Michigan Association of Secondary School Principals.
 3. National Association of Elementary School Principals or National Association of Secondary School Principals.
- B. Administrators may be allowed to represent the School District at local and state and national association meetings with expenses reimbursed within budgetary limits as per Article V.

Article X

Evaluation of Teachers

A written evaluation of all non-tenure teachers will be submitted three times each year. A written evaluation of tenure teachers will be submitted once each two years unless:

1. There is a concern about the performance of the tenure teacher.
2. A written evaluation is desired by the principal or requested by the teacher.
3. A written evaluation is requested by the Superintendent or his/her designee.
4. If the staff member is transferred or reassigned to a new building, he/she will be evaluated during that first year.

Evaluation of Administrators

- A. The performance of all administrators shall be evaluated annually in writing. The evaluation of each employee shall be made only on the following criteria, except where performance tasks or goals are to be evaluated.
1. The requirements and expectations established by the Board and listed as Board policy and job specifications.
 2. General characteristics applicable to all employees, such as:
 - a. Educational leadership
 - b. Professional growth

- c. Human relations
- d. Cooperation
- e. Fiscal management
- f. Communication skills
- g. Dependability and enthusiasm
- h. Community relations
- i. Effectiveness in organizing and planning
- j. Development of subordinates
- k. Routine administrative responsibility

B. The Superintendent or his/her designee shall follow the procedure listed below in making the evaluations.

1. There shall be at least one conference with each employee before the official evaluation report is compiled. This conference to be completed on or before June 30th of teaching school year. Those employees who are also having performance tasks or goals shall receive a written interim report on February 15th.
2. The area in which there are inadequacies shall be identified, and the employee shall be offered reasonable assistance in those areas.
3. The employee shall be given a copy of the final evaluation and he/she shall sign it to indicate he/she has read it. He/she may also request that a copy of his/her own personal statement be submitted and attached for the official record.
4. When an employee does not agree with his evaluation, he/she may, at his/her option, meet with the appropriate Board representative and attempt to resolve that part of the evaluation with which he/she is not in agreement.

C. In the event an employee receives an overall below average or unsatisfactory designation in his/her evaluation, the Board may place the employee on probation and give him/her an opportunity to improve his/her performance. During this probationary period, the employee's salary for the coming year may be frozen at the salary level of the previous year if the employee remains in the same administrative position during the probationary period. In the event that an employee's performance remains below average or unsatisfactory, the Board of Education may demote the employee or terminate the employee's contract.

Article XI

Grievance Procedure and Arbitration

- A. The parties hereby agree to and adopt the following method and process for resolving all matters of dispute, problems, or differences that may arise during the term and based on the application or interpretation of the express written terms of this agreement, except as otherwise provided below and elsewhere.

It is agreed that Article XI shall not be applicable to or be utilized to question, protest, or influence any of the following:

1. Any Board decision or action based on Article III of this Agreement;
2. The decision, rule, regulation, policy, eligibility, benefit decision, or contract terms of any insurance carrier providing coverage described elsewhere in this Agreement;
3. Where the Board is without authority to take the action sought or legally it cannot act;
4. If an appeal can be made under the terms of the Michigan Act 4, 1973, (Extra Session);
5. The termination or failure to re-employ any probationary employee.

Nothing contained herein will be construed as limiting the right of an employee having a grievance to discuss the matter informally with the Board and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given opportunity to be present at such adjustment.

B. Step One

An employee or one (1) member of a group of employees may file a grievance with the appropriate Board representative within the ten (10) days immediately following the event or condition which gives rise to the grievance. A meeting shall be held to attempt to resolve the matter promptly within the five (5) days immediately following submission of the grievance. During this meeting all the known facts and the Agreement's written term(s) claimed to have been violated will be stated. The disposition of the grievance will be issued within the five (5) days immediately following the Step One meeting.

If the Step One grievance is submitted in writing, it will contain the aggrieved employee's signature, all the related facts, and the agreements written term(s) claimed to have been violated. The disposition to a Step One written grievance

will be entered on the same grievance form and be signed by the Board representative rendering it.

The aggrieved employee and his Association representative and two(2) Board representatives may be present at the Step One meeting.

Step Two

If the grievance is not settled at Step One, it shall be submitted in writing to the Superintendent at Step Two, on the form provided above in Step One, within the five (5) days immediately following the rendering of the Step One disposition. A meeting shall be held within the five (5) days immediately following submission of the grievance. The Step Two disposition of the grievance will be issued in writing within the five (5) days immediately following the Step Two meeting. A designee, other than the Board representative rendering the disposition in Step One, may function for the Superintendent in the event of his unavailability.

The aggrieved employee and an Association representative may be present at the Step Two meeting unless otherwise mutually agreed.

After this, the Association\on may submit, in writing, its position on the grievance to the Board of Education for its review.

Article XII

Protection of Administrators

- A. If any administrator is complained against or sued as a consequence of his/her having acted in a legal fashion on behalf of and at the direction of the district, the district shall render assistance, including legal direction, to the administrator in connection with the handling of such incidence arising out of the performance of his/her assigned school duties when the performance is within the limits of the district policy or rules. It shall be the responsibility of the administrator to bring any such complaints to the attention of the district in writing within twenty-four hours upon notification of the complaint or suit.
- B. In the event any criminal action is instituted against a member of the Association for any act or omission in the performance of his/her duties and such proceedings be dismissed or result in final disposition in favor of such member of the Association, the Board shall reimburse that person for reasonable counsel fees and expenses of the trial. (Not to exceed \$500.)
- C. The District shall render legal counsel fees in the amount of fifteen hundred dollars (\$1500) after the administrator has exhausted the maximum legal fee benefits of his/her professional association.

Article XIII

- A. In order to insure a smooth operation of the school district it is understood that individual members of the Association who are not on probation shall receive two year continuing contracts.
- B. Degree Advancement and Salary Change:
1. An administrator, to be placed on the BA, plus 15 or MA at the start of the school year, must have evidence in the business office by the second Friday of the current school year that said administrator has obtained 15 semester hours, MA, MA + 15, MA + 30 or their equivalent.
 2. Any administrator receiving credits during a semester, placing him/her at a higher credit level on the salary schedule, shall be placed on the higher schedule at the start of a new semester. Evidence of earned credits shall be presented to the business office by the first Friday of April and by the first Friday of December. The new salary will be retroactive to the beginning of the semester.
- C. An administrator will not suffer loss of sick days or compensation resulting from a disability received in the performance of his/her job or participation in or attendance at any school related activity or school sponsored activity, unless the disability shall be permanent rendering the administrator unable to return to work. The Board reserves the right to select the physician and medical facility to determine the extent of the individual disability. Any combination of L.T.D., retirement, social security, workman's compensation cannot exceed 66 2/3% of the administrator's regular pay. The cost of living provision of the Social Security Act is an exception to this rule.

APPENDIX A

- A. The following is a list of those administrative positions covered by this agreement. The mere listing of the following positions does not imply that all positions must be filled or that positions cannot be eliminated in accordance with contractual or legal procedures.

Senior High Principal
Senior High Assistant Principal
Junior High Principal
Junior High Assistant Principal
Elementary Principal
Elementary Assistant Principal
Community Services Director
Administrative Assistant
Athletic Director
Director of Operations

Director of Transportation

- B. The Board will negotiate the placement of new positions in the bargaining unit and compensation as per Appendix B.

APPENDIX B

- A. An average salary of the twenty-one districts in Genesee County for each of the administrative positions within the bargaining unit shall be established as of the last day of the first semester annually. Where the county average is exceeded, the said administrator shall be compensated at either the county average or his/her preceding year's salary whichever is greater.
- B. The following positions shall receive pay stipends as listed below:

	94/95	95/96	96/97
K-6 Curriculum Director	4% of MA Base	N/A	N/A
Chapter I Director	4% of MA Base	N/A	N/A
H.S. Athletic Director	4% of MA Base	4% of MA Base	4% of MA Base
J.H. Athletic Director	2% of MA Base	2% of MA Base	2% of MA Base

WORK DAYS

Elementary Principal	215 days	43 weeks
Junior High Principal	220 days	44 weeks
High School Principal	225 days	45 weeks
Assistant Principal	215 days	43 weeks
Director of Community Services	225 days	45 weeks
Administrative Assistant	225 days	45 weeks
Athletic Director	215 days	45 weeks
*Director of Operations	240 days	48 weeks
*Director of Transportation	240 days	48 weeks
Elementary Assistant Principal	210 days	42 weeks

*The following shall be considered as paid holidays for the 48 week administrative positions covered under this agreement:

New Year's Eve Day	Labor Day
New Year's Day	Thanksgiving 2 days
Memorial Day	Christmas Day 2 days
July Fourth	Good Friday

SALARY

NAME	94/95 SALARY	94/95 COUNTY AVERAGE	95/96 SALARY
BICKEL	\$65,900	\$72,787	\$68,556
BURDIS	\$57,268	\$65,298	\$59,576
PROMOWICZ	N/A	\$65,298	\$62,953
SUNDAY	\$65,730	\$69,365	\$68,379
FEDCHENKO	\$62,971	\$65,298	\$65,509 (\$67,032)**
KONESNY	\$67,587	\$64,914	\$67,587**
DELONEY	\$59,107	\$62,102	\$61,489
MURRAY	\$64,914	\$64,914	\$64,914*
KRIEGER	na	\$64,914	\$59,229

*95/96 salary pending establishment of 95/96 county average.

**Actual for 95/96

HIGH SCHOOL PRINCIPAL (MA + 30)

	94/95	95/96	96/97
BASE	\$63,329	\$65,229	\$67,186
STEP #1	\$63,962	\$65,881	\$67,858
STEP #2	\$64,602	\$66,540	\$68,536
STEP #3	\$65,248	\$67,205	\$69,222
STEP #4	\$65,900	\$67,877	\$69,914
STEP #5	\$66,559	\$68,556	\$70,613
STEP #6	\$67,225	\$69,242	\$71,319
STEP #7	\$67,897	\$69,934	\$72,032

JUNIOR HIGH PRINCIPAL (MA)

	94/95	95/96	96/97
BASE	\$56,877	\$58,583	\$60,341
STEP #1	\$57,446	\$59,169	\$60,944
STEP #2	\$58,020	\$59,761	\$61,554
STEP #3	\$58,600	\$60,358	\$62,169
STEP #4	\$59,186	\$60,962	\$62,791
STEP #5	\$59,778	\$61,572	\$63,419
STEP #6	\$60,376	\$62,187	\$64,053
STEP #7	\$60,980	\$62,809	\$64,694

JUNIOR HIGH PRINCIPAL (MA + 15)

	94/95	95/96	96/97
BASE	\$58,841	\$60,606	\$62,424
STEP #1	\$59,429	\$61,212	\$63,049
STEP #2	\$60,024	\$61,824	\$63,679
STEP #3	\$60,624	\$62,443	\$64,316
STEP #4	\$61,230	\$63,067	\$64,959
STEP #5	\$61,842	\$63,698	\$65,609
STEP #6	\$62,461	\$64,335	\$66,265
STEP #7	\$63,086	\$64,978	\$66,927

JUNIOR HIGH PRINCIPAL (MA + 30)

	94/95	95/96	96/97
BASE	\$61,921	\$63,779	\$65,692
STEP #1	\$62,540	\$64,416	\$66,349
STEP #2	\$63,166	\$65,061	\$67,012
STEP #3	\$63,797	\$65,711	\$67,683
STEP #4	\$64,435	\$66,368	\$68,359
STEP #5	\$65,080	\$67,032	\$69,043
STEP #6	\$65,730	\$67,702	\$69,733
STEP #7	\$66,388	\$68,379	\$70,431

SECONDARY ASSISTANT PRINCIPAL (MA)

	94/95	95/96	96/97
BASE	\$55,584	\$57,252	\$58,969
STEP #1	\$56,140	\$57,824	\$59,559
STEP #2	\$56,701	\$58,402	\$60,154
STEP #3	\$57,268	\$58,986	\$60,756
STEP #4	\$57,841	\$59,576	\$61,363
STEP #5	\$58,419	\$60,172	\$61,977
STEP #6	\$59,004	\$60,774	\$62,597
STEP #7	\$59,594	\$61,381	\$63,223

SECONDARY ASSISTANT PRINCIPAL (MA + 15)

	94/95	95/96	96/97
BASE	\$57,504	\$59,229	\$61,006
STEP #1	\$58,079	\$59,821	\$61,616
STEP #2	\$58,660	\$60,420	\$62,232
STEP #3	\$59,246	\$61,024	\$62,855
STEP #4	\$59,839	\$61,634	\$63,483
STEP #5	\$60,437	\$62,250	\$64,118
STEP #6	\$61,042	\$62,873	\$64,759
STEP #7	\$61,652	\$63,502	\$65,407

SECONDARY ASSISTANT PRINCIPAL (MA + 30)

	94/95	95/96	96/97
BASE	\$60,514	\$62,329	\$64,199
STEP #1	\$61,119	\$62,953	\$64,841
STEP #2	\$61,730	\$63,582	\$65,490
STEP #3	\$62,348	\$64,218	\$66,145
STEP #4	\$62,971	\$64,860	\$66,806
STEP #5	\$63,601	\$65,509	\$67,474
STEP #6	\$64,237	\$66,164	\$68,149
STEP #7	\$64,879	\$66,826	\$68,830

ELEMENTARY PRINCIPAL (MA)

	94/95	95/96	96/97
BASE	\$55,584	\$57,252	\$58,969
STEP #1	\$56,140	\$57,824	\$59,559
STEP #2	\$56,701	\$58,402	\$60,154
STEP #3	\$57,268	\$58,986	\$60,756
STEP #4	\$57,841	\$59,576	\$61,363
STEP #5	\$58,419	\$60,172	\$61,977
STEP #6	\$59,004	\$60,774	\$62,597
STEP #7	\$59,594	\$61,381	\$63,223

ELEMENTARY PRINCIPAL (MA + 15)

	94/95	95/96	96/97
BASE	\$57,504	\$59,229	\$61,006
STEP #1	\$58,079	\$59,821	\$61,616
STEP #2	\$58,660	\$60,420	\$62,232
STEP #3	\$59,246	\$61,024	\$62,855
STEP #4	\$59,839	\$61,634	\$63,483
STEP #5	\$60,437	\$62,250	\$64,118
STEP #6	\$61,042	\$62,873	\$64,759
STEP #7	\$61,652	\$63,502	\$65,407

ELEMENTARY PRINCIPAL (MA + 30)

	94/95	95/96	96/97
BASE	\$60,514	\$62,329	\$64,199
STEP #1	\$61,119	\$62,953	\$64,841
STEP #2	\$61,730	\$63,582	\$65,490
STEP #3	\$62,348	\$64,218	\$66,145
STEP #4	\$62,971	\$64,860	\$66,806
STEP #5	\$63,601	\$65,509	\$67,474
STEP #6	\$64,237	\$66,164	\$68,149
STEP #7	\$64,879	\$66,826	\$68,830

ELEMENTARY ASSISTANT PRINCIPAL (MA)

	94/95	95/96	96/97
BASE	\$54,292	\$55,921	\$57,598
STEP #1	\$54,835	\$56,480	\$58,174
STEP #2	\$55,383	\$57,045	\$58,756
STEP #3	\$55,937	\$57,615	\$59,344
STEP #4	\$56,496	\$58,191	\$59,937
STEP #5	\$57,061	\$58,773	\$60,536
STEP #6	\$57,632	\$59,361	\$61,142
STEP #7	\$58,208	\$59,955	\$61,753

ELEMENTARY ASSISTANT PRINCIPAL (MA + 15)

	94/95	95/96	96/97
BASE	\$56,167	\$57,852	\$59,588
STEP #1	\$56,729	\$58,431	\$60,183
STEP #2	\$57,296	\$59,015	\$60,785
STEP #3	\$57,869	\$59,605	\$61,393
STEP #4	\$58,448	\$60,201	\$62,007
STEP #5	\$59,032	\$60,803	\$62,627
STEP #6	\$59,622	\$61,411	\$63,253
STEP #7	\$60,219	\$62,025	\$63,886

ELEMENTARY ASSISTANT PRINCIPAL (MA + 30)

	94/95	95/96	96/97
BASE	\$59,107	\$60,880	\$62,707
STEP #1	\$59,698	\$61,489	\$63,334
STEP #2	\$60,295	\$62,104	\$63,967
STEP #3	\$60,898	\$62,725	\$64,607
STEP #4	\$61,507	\$63,352	\$65,253
STEP #5	\$62,122	\$63,986	\$65,905
STEP #6	\$62,743	\$64,626	\$66,564
STEP #7	\$63,371	\$65,272	\$67,230

This agreement shall be effective as of July 1, 1994 and shall continue in effect for 3 years until the 30th day of June 1997.

Administrators' Association

Board of Education

Robert F. Sunday
Peggy C. O'Rourke

Gay West
[Signature]

Dated this 16 day of November, 1995