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6/30/99

**AGREEMENT BETWEEN
THE MOUNT PLEASANT BOARD OF EDUCATION
AND
THE MOUNT PLEASANT ADMINISTRATORS ASSOCIATION**

**Effective Date: July 1, 1996
Termination Date: June 30, 1999**

Mount Pleasant Public Schools

11. 11

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GEORGE AND MARY
1000 7th Ave
New York, N.Y.

**AGREEMENT BETWEEN
THE MOUNT PLEASANT BOARD OF EDUCATION
AND
THE MOUNT PLEASANT ADMINISTRATORS ASSOCIATION**

This Agreement, by and between the Board of Education of Mount Pleasant Public Schools (hereinafter the "Board") and the Mount Pleasant Administrators Association (hereinafter called the "Association"), is entered into this **17th day of February, 1997.**



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ARTICLE I
RECOGNITION

SECTION A

The Board hereby recognizes the Association as the exclusive bargaining representative pursuant to Act 379, PA 1965, as amended for the following administrative positions: high school principal, middle school principal, elementary principal, assistant high school principal, assistant middle school principal, associate high school principal for vocational/technical education, director of athletics, coordinator for special needs (vocational education program,) director of special programs, director of adult and community education, principal for combined middle/high school education, director of transportation, director of special education, director of nutrition services, director of technology, and director of finance; but excluding the superintendent, assistant superintendents, business manager, substitute administrators, temporary administrators and all other employees.

SECTION B

When the Board creates any new administrative classification, the parties shall meet to bargain concerning the exclusion of that classification from the unit. Should the parties be unable to reach agreement, the dispute shall be settled pursuant to a unit clarification petition timely filed by the Association with the Michigan Employment Relations Commission.

SECTION C

The term "administrator", when used herein, shall refer to all members of the bargaining unit represented by the Association. References to male administrators shall include female administrators. The reference to "Board" shall include excluded administrators where appropriate.

ARTICLE II

BOARD RIGHTS

SECTION A

It is agreed that the Board hereby retains and reserves unto itself, without limitation and without prior negotiations with the Association, all the powers, rights and authority which ordinarily vest in and have been exercised by the Board, except those which are clearly and expressly relinquished herein by the Board. These rights include, by way of illustration and not by way of limitation, the right to:

1. Establish policies, manage and control the School District, its facilities, equipment and its operations and to direct its working forces and affairs.
2. Continue its policies and practices of assignment and direction of its personnel, determine the number of personnel and the scheduling of all personnel.
3. Hire all employees and, subject to the provisions of law, determine their qualifications and the conditions of their continued employment or their dismissal, discipline or demotion, and to promote, assign, transfer, and lay off employees, and to determine work hours and days. Determine fitness for continued employment and require medical examinations of employees by Board selection licensed physicians.
4. Following input from affected administrators when feasible, determine the services, supplies, and equipment necessary to continue its operations and to determine all processes, methods and means of providing its services and determine schedules and standards of operation, and the institution of new or improved methods.
5. The Board shall have the right to contract or subcontract the bargaining unit work to non-bargaining unit employees and/or assign bargaining unit work to non-bargaining unit employees.
6. Establish, modify or change any work, business or school hours or days.
7. Determine the number and location or relocation of its facilities and work stations.
8. Adopt rules and regulations.

9. Determine the financial policies, including all accounting procedures.
10. Determine the size of the administrative organization, its functions, authority, amount of supervision and structure of organization.

SECTION B

In the event of a claim of misinterpretation or misapplication of this Agreement, the integrity of this Article shall be preserved and provide the paramount premise for interpretation or application of this Agreement.

SECTION C

The exercise of the above powers, rights and authority by the Board and the adoption of policies, rules and regulations shall be limited only by the express terms of this Agreement.

ARTICLE III

ASSOCIATION RIGHTS

SECTION A

The Association shall have the right to use school buildings at reasonable hours for meetings, provided advance notification is received by the superintendent and such use falls within Board policy.

SECTION B

Duly authorized representatives of the Association shall be permitted to transact official Association business on school property at reasonable hours, provided that such activities do not occur within normal hours of school business and operations or the hours of management responsibilities of the administrators involved. This Section shall not preclude management responsibilities of the administrators involved. This Section shall not preclude the processing of grievances with Board representatives at mutually agreed upon times.

ARTICLE IV

ANNUAL WORK SCHEDULE

SECTION A

During the work year from July 1 through June 30, the number of days of work for each administrator shall be as set forth on the salary schedule. The dates of work shall be cooperatively scheduled with the Assistant Superintendent for Personnel and accompany the administrator's individual contract of employment. It is understood that all administrators will normally be at work when school is in session. Any deviations from the established schedule must have the approval of the Assistant Superintendent for Personnel and a copy of same placed on file with the administrator's individual contract of employment.

SECTION B

The number of days required for each administrative position is as follows.

1	High School Principal	230 Days
2	High School Assistant Principals	200 Days
1	Director of Athletics	210 Days
1	Associate Principal for Career/Technical Education	235 Days
1	Director of Adult and Community Education	230 Days
1	Intermediate School Principal	220 Days
1	Assistant Intermediate School Principal	200 Days
1	Combined Middle/High School Principal	210 Days
7	Elementary School Principals	200 Days
1	Director of Food Services	210 Days
1	Director of Transportation Services	210 Days
1	Director of Finance	52 Weeks*
1	Director of Technology	52 Weeks*
1	Director of Special Education	210 Days
1	Director of Special Programs	200 Days

* Includes paid vacation

SECTION C

Administrators required to work beyond the number of work days specified in their individual contracts of employment shall be reimbursed at a per diem rate or allowed to request compensatory time which may be granted by the Board. Should an administrator need to work beyond the regular contracted number of days to complete his assignment, he shall be required to receive permission from the Superintendent prior to commencing work.

SECTION D

All administrators shall work on the first two (2) inclement weather days per school year when school for students is canceled unless directed otherwise by the Assistant Superintendent for Personnel. Administrators shall not work on additional inclement weather days unless directed to do so. Administrators will normally be required to work on inclement weather make up days scheduled for students with no additional compensation.

ARTICLE V

STAFFING PROCEDURES

SECTION A

A vacancy shall be defined as a newly created position or a present position that has been permanently vacated and which will be filled by the Board.

SECTION B

Whenever any permanent vacancy in the bargaining unit shall occur, the Board shall publicize the same by appropriate posting and giving written notice of such vacancy to the president of the Association. The vacancy will remain posted for a minimum period of ten (10) calendar days and will not be permanently filled until the expiration thereof.

SECTION C

Interested bargaining unit members possessing the appropriate qualifications may apply in writing to the Assistant Superintendent for Personnel or a designee within the ten (10) day posting period, and shall be given an initial screening committee interview.

SECTION D

Vacancies will be filled with the applicant from within or outside the bargaining unit whom the Board considers to be the most qualified for the position. Bargaining unit employees who are qualified will be given consideration for the vacancy. The Board will consider certification, professional background and attainments of all applicants, years of service, quality of job performance, experience and other relevant factors. The decision of the Board will be final and not subject to the grievance procedure.

SECTION E

Administrators are subject to assignment and transfer at the discretion of the Board.

SECTION F

It is expressly understood that no bargaining unit member will gain tenure in any administrative position.

ARTICLE VI

EVALUATION

SECTION A

Administrators shall be evaluated as deemed appropriate by the Board. Administrators can expect to be evaluated on all relevant aspects of their employment. If an administrator's performance is less than satisfactory, the reason(s) shall be stated in the evaluation as well as suggestions for improvement. The Administrator shall be given a defined period of time to show improvement unless the actions of said administrator are subject to conditions outlined in Article VII. D.

SECTION B

Following each performance evaluation, which shall include a conference with the evaluator, the administrator shall sign and be given a copy of the evaluation. An administrator may submit additional comments to the written evaluation if he so desires within ten (10) calendar days. All written evaluations shall be placed in the administrator's personnel file.

SECTION C

No disciplinary action will be taken against an administrator based upon a complaint until the administrator has been apprised of the nature of the complaint in writing.

SECTION D

Each administrator agrees to serve the district and perform faithfully those duties which are directed by the Board, or its designee, and to obey and fulfill the rules and regulations as established by state law and by the Board from time to time and to carry out its educational programs and policies.

ARTICLE VII

CONTRACT NON-RENEWAL AND DISCHARGE

SECTION A

All administrators shall be employed under written individual contracts, the terms of which shall be subject to and consistent with the terms of this Agreement. Failure of an individual administrator to execute an individual contract of employment shall relieve the Board and District of all obligations of employment to said administrator.

SECTION B

An administrator's individual contract of employment will normally be issued for a duration of two (2) years. However, during each of the first two years of employment as a new administrator in this district, or during each of the first two years when assigned to a different administrative position than that previously held; or whenever an administrator's evaluation reflects a need for improvement in performance and the Board determines that only a one- (1) year contract is merited, then the administrator's individual contract of employment shall be for a duration of only one (1) year.

SECTION C

An administrator's individual contract of employment shall be automatically renewed for an additional one- (1) year period unless he is provided notification of non-renewal of contract in writing at least sixty (60) days before its expiration date or the expiration date of any extension of his contract. Notice of non-renewal shall not be issued unless the administrator has first been provided with not less than thirty (30) days advance notice that non-renewal of his contract is being considered and a written statement of the reasons why non-renewal of his contract is being considered. After issuance of the written statement notifying the administrator that non-renewal of his contract is being considered, but before the actual notice of non-renewal is issued, the administrator shall be given the opportunity to meet with not less than a majority of the Board of Education of the District to discuss the reasons it is considering non-renewal. The non-renewal process is more particularly set forth in Public Act 183 of 1979 (MCLA 380.24.) This process shall not apply in cases of discharge or layoff.

SECTION D

An administrator shall be subject to discharge at any time during the term of his/her individual contract of employment for acts of moral turpitude, misconduct, insubordination, and/or violation of the terms of this Agreement. In the event of discharge during the term of an administrator's individual contract of employment (as opposed to non-renewal), the administrator will be provided with a written statement of reasons discharge is being recommended and be offered an opportunity for a hearing before the Board, either public or private at the administrator's request. A written decision will be issued by the Board specifying reasons for its determination. The Board may discharge for good cause.

SECTION E

Each administrator must possess valid certification and other qualifications required by law for continued employment. Each administrator must satisfy all C.E.U. requirements established by law or the Department of Education. If at any time the administrator fails to satisfy the requirements for the position assigned, the administrator's employment shall automatically terminate.

ARTICLE VIII

LAYOFF AND RECALL

SECTION A

It is hereby specifically recognized that it is within the sole discretion of the Board to reduce the education program and number of employees, including administrators, for financial reasons and otherwise. When the Board determines to reduce the number of administrators covered by this Agreement, the particular administrators to be laid off shall be determined by the Board based upon their experience, competency, qualifications, length of service, certification, and other relevant factors as determined by the Board. If all other factors are equal as determined by the Board, the administrator with the least length of service as an administrator shall be laid off.

SECTION B

No administrator shall be laid off pursuant to a reduction in staff unless he has been notified of said layoff in writing at least thirty (30) calendar days prior to the effective date of layoff. In the event of layoff, the administrator's individual contract of employment shall terminate and the Board shall have no obligation for further salary payment. The Board shall continue to provide insurance coverage until such time as the administrator obtains insurance coverage from another source, for three months, or the end of the contract year, whichever comes first.

SECTION C

Any administrator who is laid off shall have the right to recall to employment as an administrator based on certification, experience, competency, qualifications, length of service, and other relevant factors as determined by the Board. If all other factors are equal, the administrator with the greatest length of service as an administrator shall be recalled first. An administrator's eligibility for recall shall terminate if he resigns, fails to accept recall to a position for which he is certified within ten (10) calendar days of notice, or a period of time equal to his length of service in the bargaining unit, but not to exceed three (3) years from the effective date of layoff, has lapsed. The Board's notice of recall shall be transmitted by certified mail to the administrator's most recent address on file with the Board.

ARTICLE IX

PAID LEAVES

SECTION A

At the beginning of the school year, each administrator shall be credited with ten (10) days sick leave per year for all administrators except the High School Principal, the Associate Principal of Career/Technical Education, the Technology Director, and the Finance Director who shall be credited with twelve (12) sick leave days per year, accruable to a maximum of one hundred twenty (120) days. Unused personal business leave days may be accrued at the rate of two (2) days per year to extend maximum sick leave accumulation to one hundred forty (140) days. If the administrator should become a teacher in the district, teacher sick leave policies will apply.

SECTION B

Up to five (5) days of accrued sick leave per fiscal year (July 1 through June 30) may be used for the critical illness of a member of the administrator's immediate family which shall be defined as the administrator's spouse, child, parent, or any relative who is a permanent resident of the administrator's household or is a dependent for tax purposes. Critical illness shall be defined as a serious emergency or life-threatening condition requiring the presence of the administrator.

SECTION C

An administrator may use up to two (2) days per fiscal year, not charged to sick leave, for personal business. These days shall not be accumulative except as indicated in Section A. The use of these days must be arranged in advance with the Assistant Superintendent for Personnel. An administrator planning to use a personal business day at least three (3) days in advance, except in cases of emergency. Personal business days shall not be taken the day before or the day following a holiday or vacation or during the first five (5) days or last five (5) days of the school year, unless approved by the Superintendent.

SECTION D

Each administrator will be granted five (5) days leave not charged to sick leave in the case of a death in the immediate family which shall be defined as parent, spouse, child. Two (2) days not charged to sick leave, will be granted for the death of grandparents, grandchildren, and siblings (including in-law and step-relatives.) One (1) day, not charged to sick leave, may be granted by the Assistant Superintendent for Personnel for the funeral of a person whose relationship to the administrator warrants such attendance. Additional days may be granted by the Superintendent.

SECTION E

Each fiscal year an administrator will be allowed one (1) professional day which may accumulate from year to year to a maximum of five (5) days. Subject to the prior approval of the Assistant Superintendent for Personnel, a professional day(s) may be used for any educational purpose. A written request shall be made at least five (5) days in advance of a planned professional day absence.

SECTION F

An administrator who is summoned and reports for jury duty, as prescribed by applicable law, shall receive regular compensation. Any compensation received for jury service (not to include expense reimbursement) shall be submitted to the Assistant Superintendent for Personnel or his designee.

SECTION G

Leave of absence with pay shall be granted for court appearances as a witness in any case in which the administrator's connection with the case stems from his employment with the Board, provided that the legal action is not instigated by or on behalf of the administrator or Association against the Board. Any witness fee paid to the administrator shall be submitted to the Assistant Superintendent for Personnel.

SECTION H

Worker's compensation will be the exclusive remedy for any work-related injury or disability provided worker's compensation is available.

ARTICLE X

UNPAID LEAVES AND PROFESSIONAL GROWTH

SECTION A

An administrator may be granted a leave of absence for up to one (1) year for personal reasons, including but not limited to, child care, study, family concerns, illness or disability extending beyond paid sick leave. The leave shall be without pay or fringe benefits. The granting of personal leave shall be at the Board's discretion. The terms of the leave, including the date of return to employment and the position to which the administrator would return, shall be specified prior to the leave being granted. A written request for an unpaid leave must be submitted to the Assistant Superintendent for Personnel at least eight (8) weeks prior to the time the leave is to commence unless an exception is granted.

SECTION B

Any administrator pursuing a program of professional growth may be permitted to arrange his working hours to accomplish the same as long as he is otherwise able to perform his duties and responsibilities, provided that said arrangement is submitted to the Superintendent in advance and receives his approval.

ARTICLE XI
GRIEVANCE PROCEDURE

SECTION A

A grievance shall be an alleged violation of the express terms of this Agreement.

SECTION B

An administrator alleging a grievance must submit a written grievance to the Assistant Superintendent for Personnel within twenty (20) calendar days of the occurrence of the condition giving rise to the grievance. Should an administrator fail to institute a grievance within the time limits specified, the grievance shall be considered untimely and will not be processed. The written grievance shall be signed by the grievant and shall specifically state: who is affected; what happened; when it happened; what specific part(s) of the contract is alleged to have been violated; and what specific remedy is requested.

SECTION C

Within twenty (20) days of receipt of the written grievance the Assistant Superintendent for Personnel shall meet with the grievant and an Association representative to discuss the grievance. The Assistant Superintendent for Personnel shall issue his disposition of the grievance in writing within ten (10) days of the meeting.

SECTION D

If the decision of the Assistant Superintendent for Personnel is not considered acceptable, the grievant must present the written grievance to the Superintendent within ten (10) days of receipt of the decision by the Assistant Superintendent for Personnel. The grievant must state the reason(s) why the decision of the Assistant Superintendent for Personnel was not considered acceptable. The Superintendent shall meet with the grievant and an Association representative within fifteen (15) days from the date of his receipt of the grievance. The Superintendent shall issue a decision in writing within ten (10) days of the meeting.

SECTION E

If the decision of the Superintendent is not considered acceptable, the grievant must present the written grievance to the Secretary of the Board within ten (10) days of receipt of the decision by the Superintendent. The grievant must state the reason(s) why the decision of the Superintendent was not considered acceptable. The Board shall meet with the grievant and an Association representative within thirty (30) days from the date of the Board's receipt of the grievance. The Board shall issue a decision in writing within ten (10) days of the meeting. The Board's disposition shall be final and binding.

SECTION F

Time limits shall be strictly observed and may be extended only by written mutual agreement. Should an administrator fail to appeal a decision within the specified time limit, all further proceedings on a previously instituted grievance shall be barred and shall be deemed an acceptance of the decision last issued.

SECTION G

Any individual administrator may discuss a concern or present a grievance without Association representation, and the concern or grievance may be resolved if the resolution is not inconsistent with the terms of this Agreement.

SECTION H

The Association will have no right to initiate a grievance involving the right of an administrator without his/her expressed approval in writing thereon.

SECTION I

All preparation, filing, presentation, or consideration of grievances shall be held at times other than when the administrator or participating Association representative are to be on the job. If the Board's representatives agree to meeting during regular working hours, the administrators involved shall be released for the time required.

ARTICLE XII

INSURANCE BENEFITS

SECTION A

The Board shall pay the cost of MESSA Super Care I for full-family medical and hospitalization group health insurance coverage for each participating full-time administrator (single, two-person, or full-family as appropriate.)

SECTION B

The Board shall provide a dental plan, program, or insurance coverage as determined by the Board for full-time administrators and their eligible dependents providing benefits generally comparable to the Travelers' Dental Insurance Plan which was in effect for the 1988-89 school year.

SECTION C

The Board shall provide a vision plan, program, or insurance coverage as determined by the Board for each full-time administrator and his/her entire family which provides benefits generally comparable to the MESSA VSP II Vision Insurance (July 1, 1989, plan specifications.)

SECTION D

The Board shall provide a long-term disability insurance plan through a carrier selected by the Board for all full-time administrators providing coverage generally comparable to the LTD plan in effect for the 1988-89 school year at a seventy percent (70%) benefit level. The benefits begin upon exhaustion of the employee's personal sick leave up to age sixty-five (65).

SECTION E

Administrators not electing health insurance coverage through the District will receive cash in the amount equal to \$2,037.86 for the 1996-97 fiscal year; \$2,158 for the 1997-98 fiscal year; and \$2,278 for the 1998-97 fiscal year. This amount will be paid in bi-weekly installments as part of the Administrator's regular pay check and will be subject to income and social security taxes. Such cash payment however, does not qualify as, and will not be reported as, compensation for Retirement (Michigan Public School Employees' Retirement System) purposes.

SECTION F

The Board shall provide life insurance coverage through a carrier selected by the Board in a benefit amount equal to one and one-half (1 ½) times the administrator's contractual salary.

SECTION G

The Board shall provide liability insurance in the amount of One Million Dollars (\$1,000,000) through a carrier to be determined by the Board.

SECTION H

If the administrator terminates employment or goes on an unpaid leave, paid insurance coverage will cease at the end of the last month worked.

SECTION I

It shall be the responsibility of the administrator to properly enroll in insurance programs available and make notification of any change in status in a timely fashion. All coverage and benefits are subject to policy or program terms and conditions.

SECTION J

Part-time administrators working at least half-time shall be eligible for plan, program, or insurance policy benefits on a prorated basis. The administrator must authorize payroll deduction for the balance of the costs. Any administrator working less than half-time shall not be eligible for paid insurance benefits.

ARTICLE XIII

ADDITIONAL BENEFITS

SECTION A

Termination Pay: Administrators who have completed at least ten (10) years of service with the Mount Pleasant Board of Education, and are retiring under the provisions of the Michigan School Employee Retirement Fund, shall receive terminal pay computed at Forty Dollars (\$40) for each year of service in the District up to twenty (20) years, after twenty (20) years and up to twenty-five (25) years of service in the District, the terminal pay shall be computed at Sixty Dollars (\$60) per year. The maximum for termination pay shall be One Thousand Five Hundred Dollars (\$1,500.) Administrators who are awarded extra Administrator Coordinator responsibilities pursuant to Article XVII shall not be entitled to termination pay.

SECTION B - **Conference Expenses**

Administrators' expenses for approved conference attendance shall be paid in full on an actual cost basis and substantiated by voucher.

SECTION C - **Travel Expenses**

Each administrator shall be reimbursed at the current IRS rate for use of personal vehicle operation while conducting job-related activities.

SECTION D - **Other Expenses**

Each administrator shall be reimbursed for expenses incurred for other job-related activities when approved and substantiated by voucher.

SECTION E - **Education Expenses**

1. The Board shall, as a condition of employment, require each administrator to complete an approved college course, workshop or seminar, every two (2) years. Full tuition for such approved course, workshop or seminar shall be reimbursed.
2. The Board shall pay Twenty-five Dollars (\$25) per semester hour to each administrator who successfully completes college graduate-level courses that have not been submitted for full reimbursement to meet the Board requirement for continued employment.

SECTION F - Holidays

New Year's Day, Memorial Day, Independence Day, Labor Day, Good Friday, Thanksgiving Day, the day after Thanksgiving Day, and Christmas Day. When any designated holiday falls on the weekend, the Friday before or the Monday after shall be considered as the holiday, whichever is more applicable, based upon the scheduling of school. All schedules must be in keeping with the Board adopted school calendar.

SECTION G - Physical Examination

The Board agrees to pay, once every three (3) years, the cost of a complete physical examination for the administrator.

SECTION H - Professional Dues

The Board agrees to pay the dues for one State or National professional organization.

SECTION I

The Board agrees to pay the re-certification fee when an administrator's position is changed by the District.

SECTION J

The Board agrees to pay a five percent (5%) retirement contribution for each administrator.

ARTICLE XIV

AGREEMENT NOT TO STRIKE

The Association recognizes that strikes by public employees are contrary to law and public policy. The Board and Association subscribe to the principle that differences shall be resolved by appropriate and peaceful means, in keeping with the high standards of the profession, without interruption of the school program. Accordingly, the Association and each individual administrator agree that they will not direct, instigate, participate in, encourage, or support any strike, slowdown, work stoppage, picketing, or sit-in against the District or Board by any employee or group of employees.

ARTICLE XV

EXTENT OF AGREEMENT

SECTION A

The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written and signed amendment hereto.

SECTION B

Should any provision of this Agreement be declared invalid by a court of competent jurisdiction, said provision shall not be deemed valid except to the extent permitted by law, but all other provisions shall remain in full force and effect.

SECTION C

This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. All rules, regulations, and practices of the employer which are not contrary to the provisions of this contract shall remain in full force and effect.

SECTION D

The Board and the Association agree that they shall meet upon request by either party to discuss matters relevant to the administration of this Agreement. The party requesting this conference will advise the other party of the matter to be discussed. Said conference shall not replace bargaining or the grievance procedure.

ARTICLE XVI

NEGOTIATIONS PROCEDURES

SECTION A

At least sixty (60) days prior to the termination of this Agreement either party may give the other party notice, by registered mail, of its desire to terminate, modify, or amend this Agreement. Upon receipt of this notice, the parties will promptly make arrangements to commence negotiating a successor Agreement. In the event that neither party gives notice to the other of its intention to terminate, modify, or amend this Agreement, at least sixty (60) days prior to the expiration date, then the Agreement shall automatically be extended on the same terms for another year, and similarly, from year to year thereafter with the same notification requirements.

SECTION B

Neither party in any negotiations shall have any control over the selection of the negotiation or bargaining representatives of the other party. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.

SECTION C

There shall be two (2) signed copies of any final agreement. One (1) copy shall be retained by the Board and one (1) copy shall be retained by the Association.

ARTICLE XVII

ADMINISTRATOR COORDINATOR RESPONSIBILITIES

SECTION A

Any administrator who has been employed in the District at least ten (10) years (at least seven (7) of which must have been as an administrator) and who has working knowledge of the Mt. Pleasant School District's policies, practices and curriculum may apply for a two-year extra assignment to perform Administrator Coordinator responsibilities with specific assignment by the Board of Education to confer, do research, prepare materials and perform regular responsibilities of the position to which he is assigned. The additional Administrator Coordinator responsibilities would be performed at a time when the administrator is not otherwise performing his regular administrator responsibilities. The extra work would be performed for up to fifty (50) hours per fiscal year. The administrator will be paid Two Thousand Five Hundred Dollars (\$2,500) per year for performance of such extra responsibilities.

Interested administrators shall apply in writing to the Superintendent by April 1. Selection shall be made by the Board of Education in its discretion by April 25. The final determination of such selection is vested in the Board. No administrators shall be granted this assignment more than once.

ARTICLE XVIII

DURATION OF AGREEMENT

This Agreement shall be effective as of **July 1, 1996**, and shall remain in full force and effect until **June 30, 1999**.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their representatives.

FOR THE BOARD

Kathleen Howell
Diane M Block

2-17-97
Date

FOR THE ASSOCIATION

[Signature]
Katherine Hoyle
Roger A. Gilbert

2-17-97
Date

RE: Appendix A

1996-97 Salary Schedule increased by 2.2%
1997-98 Salary Schedule increased by 2.5%
1998-99 Salary Schedule increase to be determined by May 1998
and a 1.5% Step added for 1998-99.

**APPENDIX A
ADMINISTRATIVE SALARY SCHEDULE
1996-1997**

	1	2	3	4	5
M. S. Assistant Principal (200 Days)	46,358	48,507	50,657	51,417	52,177
H.S. Assistant Principal (200 Days)	46,358	48,507	50,657	51,417	52,177
Elementary Principal (200 Days)	48,441	51,938	54,133	54,945	55,757
Director - Special Needs (200 Days)	45,663	47,582	49,501	50,243	50,985
Director - Athletics (210 Days)	47,946	49,961	51,974	52,754	53,534
Director - Special Education (210 Days)	47,946	49,961	51,974	52,754	53,534
Director - Nutrition Services (210 Days)	29,276	30,399	31,523	31,995	32,468
Principal - Oasis School (210 Days)	49,975	53,583	55,848	56,685	57,523
Supervisor - Transportation (210 Days)	29,276	30,399	31,523	31,995	32,468
Director - Special Programs (220 Days)	51,827	54,004	56,179	57,022	57,866
Principal - Middle School (220 Days)	53,856	57,180	60,500	61,408	62,315
Director - Adult Education (220 Days)	55,747	59,032	62,313	63,249	64,183
Principal - High School (230 Days)	58,304	62,441	66,578	67,578	68,575
Principal - Voc/Tech (235 Days)	58,553	62,441	66,325	67,320	68,315
Director - Finance (52 Weeks)*	38,774	39,145	41,749	42,375	43,000
Director - Technology (52 Weeks)*	40,880	45,990	51,100	56,210	61,320

Hours Beyond Masters

MA+15	1,132
MA+30	1,991
MA+45	2,852

Longevity

After 5 years	769
After 10 years	1,534
After 15 years	2,303
After 20 years	3,070
After 25 years	3,841

*Includes Paid Vacation

**APPENDIX A
ADMINISTRATIVE SALARY SCHEDULE
1997-1998**

	1	2	3	4	5
M. S. Assistant Principal (200 Days)	47,517	49,720	51,924	52,702	53,482
H.S. Assistant Principal (200 Days)	47,517	49,720	51,924	52,702	53,482
Elementary Principal (200 Days)	49,652	53,236	55,487	56,318	57,151
Director - Special Needs (200 Days)	46,805	48,772	50,738	51,499	52,259
Director - Athletics (210 Days)	49,145	51,211	53,273	54,072	54,873
Director - Special Education (210 Days)	49,145	51,211	53,273	54,072	54,873
Director - Nutrition Services (210 Days)	30,008	31,159	32,311	32,795	33,280
Principal - Oasis School (210 Days)	51,224	54,923	57,244	58,102	58,961
Supervisor - Transportation (210 Days)	30,008	31,159	32,311	32,795	33,280
Director - Special Programs (220 Days)	53,122	55,354	57,584	58,488	59,312
Principal - Middle School (220 Days)	55,203	58,609	62,013	62,943	63,873
Director - Adult Education (220 Days)	57,141	60,508	63,871	64,830	65,787
Principal - High School (230 Days)	59,762	64,002	68,243	69,267	70,290
Principal - Voc/Tech (235 Days)	60,017	64,002	67,983	69,003	70,022
Director - Finance (52 Weeks)*	39,743	40,123	42,792	43,435	44,075
Director - Technology (52 Weeks)*	41,902	47,140	52,378	57,615	62,853

Hours Beyond Masters

MA+15	1,161
MA+30	2,041
MA+45	2,924

*Includes Paid Vacation

Longevity

After 5 years	788
After 10 years	1,572
After 15 years	2,360
After 20 years	3,147
After 25 years	3,937

**APPENDIX A
ADMINISTRATIVE SALARY SCHEDULE
1998-1999**

	1	2	3	4	5	6
M. S. Assistant Principal (200 Days)	47,517	49,720	51,924	52,702	53,482	54,284
H.S. Assistant Principal (200 Days)	47,517	49,720	51,924	52,702	53,482	54,284
Elementary Principal (200 Days)	49,652	53,236	55,487	56,318	57,151	58,008
Director - Special Needs (200 Days)	46,805	48,772	50,738	51,499	52,259	53,043
Director - Athletics (210 Days)	49,145	51,211	53,273	54,072	54,873	55,696
Director - Special Education (210 Days)	49,145	51,211	53,273	54,072	54,873	55,696
Director - Nutrition Services (210 Days)	30,008	31,159	32,311	32,795	33,280	33,779
Principal - Oasis School (210 Days)	51,224	54,923	57,244	58,102	58,961	59,846
Supervisor - Transportation (210 Days)	30,008	31,159	32,311	32,795	33,280	33,779
Director - Special Programs (220 Days)	53,122	55,354	57,584	58,488	59,312	60,202
Principal - Middle School (220 Days)	55,203	58,609	62,013	62,943	63,873	64,831
Director - Adult Education (220 Days)	57,141	60,508	63,871	64,830	65,787	66,774
Principal - High School (230 Days)	59,762	64,002	68,243	69,267	70,290	71,344
Principal - Voc/Tech (235 Days)	60,017	64,002	67,983	69,003	70,022	71,073
Director - Finance (52 Weeks)*	39,743	40,123	42,792	43,435	44,075	44,736
Director - Technology (52 Weeks)*	41,902	47,140	52,378	57,615	62,853	63,796

Hours Beyond Masters

MA+15	1,161
MA+30	2,041
MA+45	2,924

Longevity

After 5 years	788
After 10 years	1,572
After 15 years	2,360
After 20 years	3,147
After 25 years	3,937

*Includes Paid Vacation



