

6/30/96

**Administrative Council Agreement
BLOOMFIELD HILLS SCHOOLS**

July 1, 1993 through June 30, 1996

Bloomfield Hills Schools

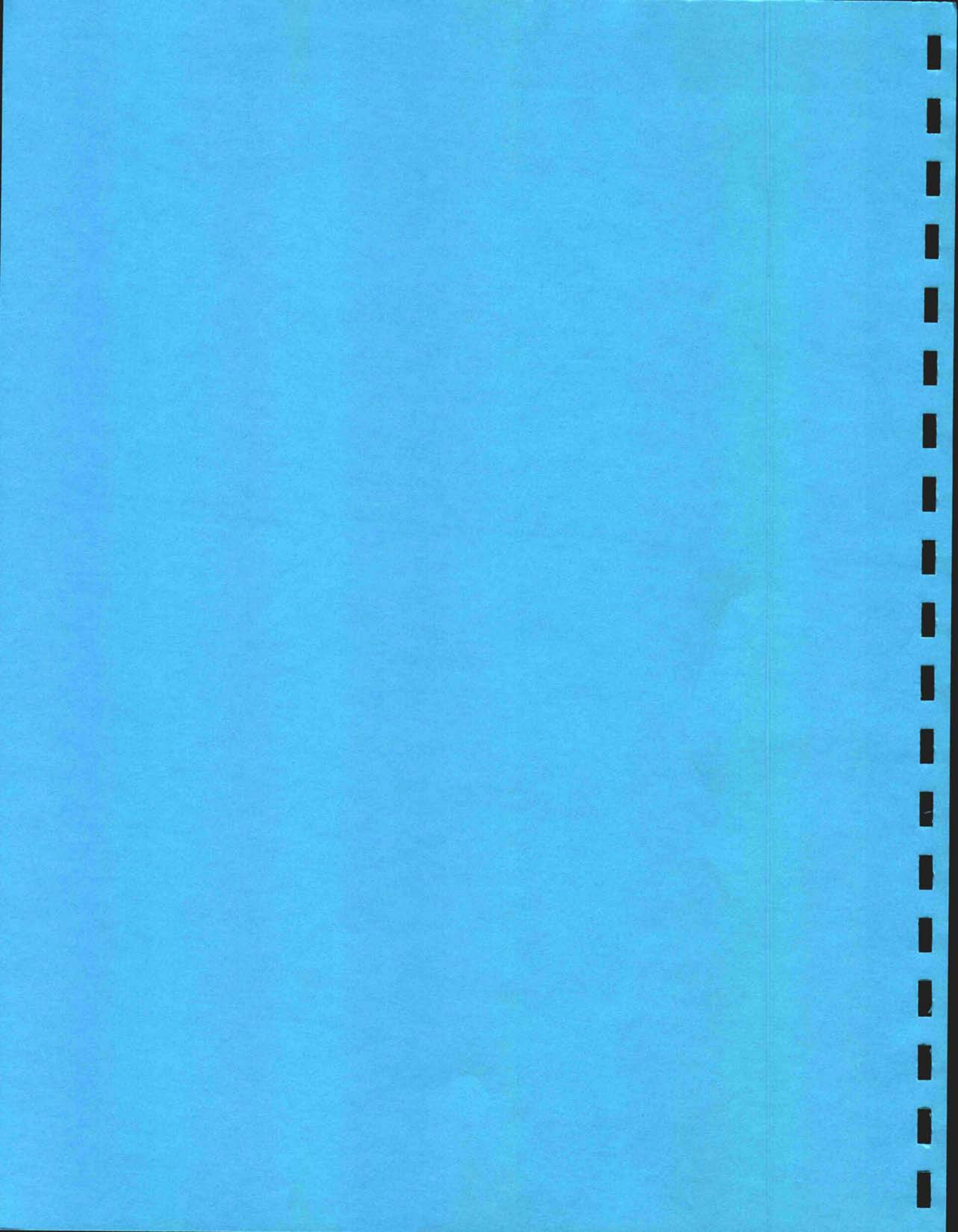


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ADMINISTRATIVE COUNCIL AGREEMENT
Employment Conditions & Procedures

General Provisions

Composition of Management Team

The Management Team of the Bloomfield Hills Schools consists of the Superintendent, Deputy Superintendent, Assistant Superintendents, Directors, Assistant Directors, Building Administrative Staff, Instructional and Non-Instructional Managers (hereinafter referred to as Management Team). The Administrative Council shall be the representative and spokesperson for the administrative staff, which includes Principals, Assistant Principals, Counselor/Supervisors, Farm and Nature Center Managers and Wing Lake Supervisor of Special Education (hereinafter referred to as Administrators or Administrative Staff).

Education Standards

All administrators shall have a minimum of a master's degree or its equivalent. In the event an administrator updates their academic status, the Personnel Office shall be provided with an official copy of transcripts. The Superintendent may, subject to the approval of the Board of Education, retain administrators who do not hold the master's degree. Remuneration for such administrators will be separately established.

Evaluation

Evaluation in writing will be conducted for each administrator by the immediate supervisor. Administrator evaluation will be scheduled as defined.

1. Regular administrative staff will receive one formal evaluation during the school year.
2. Probationary or administrative staff in the first year of an assignment will receive two formal evaluations during the year.

Administrative Tenure

As defined in Article III, Section 1, of the Teacher Tenure Act, no Administrator assumes tenure in other than classroom position, but, rather, retains classroom tenure.

Professional Rights

If an Administrative Council position is eliminated through reorganization, the Council will be consulted. If a position is eliminated, the Superintendent will work with the Council and the individual affected in determining transfer options.

Administrators shall be accorded procedural due process.

The length of service for an administrator shall be as follows:

1. Upon completion of the two-year administrative probationary period, the administrator shall be credited with all continuous full-time employment in a teaching and/or administrative capacity for purposes of determining total length of service with the District.
2. In the event the administrator is transferred, reassigned, or reduced to a teaching position, the above-stated length of service will be credited to the administrator for employment and placement on the teachers' salary schedule. In such event, salary will be established by granting full years of experience for experience in education to the maximum allowable under the provisions of the applicable master agreement.
3. In addition to the placement on the teachers' salary schedule, as set forth in Paragraph 2, above, such administrator shall be credited with the length of service (as defined above) for other terms and conditions of employment, as specifically set forth in the teachers' collective bargaining agreement.
4. Upon completion of the administrative probationary period, such administrator shall be deemed to have tenure as a classroom teacher only, as per Article III, Section 1, of the Teacher Tenure Act, provided the administrator has the necessary certification, as defined by the State Board of Education and the Teachers Tenure Act.

Individual Administrative Contracts

Contract periods for employment have been made based on the need of the specific position. Administrators who serve other special functions with the school district beyond their contract term will be reimbursed based on the schedule for such special functions.

Contracts for administrators working 250 days or more have been designed so there are more work days for administrators than for teachers. Accordingly, an administrator working under a 225-day contract will work at least two weeks after and two weeks before the school year. Those administrators working under contracts of a longer duration will work a proportionately longer time, as scheduled with the immediate supervisor.

In the event the normal contract period is considered for modification through a reduction in days worked, such a change is subject to the approval of the Superintendent.

Vacation Provisions

Vacation Scheduling

Time of vacation is to be mutually agreed upon by the administrator and the immediate supervisor. Necessary administrative support will be provided as approved by the appropriate Division Head. Any exception to the vacation provision shall require the approval of the appropriate Division Head.

Vacation Days

Individuals employed in positions of 250 days or more per year with an effective date of July 1, 1985, or after, will have vacation and work schedule as defined below except that fifteen (15) days will be available for use during the first year; there will be no vacation payout upon termination for those individuals who assumed a position of 250-260 days per year after July 1, 1985.

Those individuals employed in administrative positions of 250-260 days per year prior to July 1, 1985 will be eligible for a vacation payout upon termination.

Vacation credit will be prorated to the nearest half day as of July 1, in cases of fractional years of employment in the District. In addition, vacation allowances for the various contracts and years of service may be taken as part of the contract period as follows:

Full-Year Vacation-Earning Schedule

Years of Service:	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	15	16	17	18	19	20

Work Year for Building Administrators

The work year for building administrators with less than a 250-day contract will be contingent on the years of service with the District, and are as follows:

<u>Contract Period</u>	<u>Years of Service</u>					
	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
High School Principal	230	229	228	227	226	225
Middle School Principal	225	224	223	222	221	220
Assistant HS Principal	226	225	224	223	222	221
Assistant MS Principal	217	216	215	214	213	212
Elementary Principal	213	212	211	210	209	208

Counselor/Supervisor Work Year

Counselor/Supervisor HS	200	200	200	200	200	200
Counselor/Supervisor MS	195	195	195	195	195	195

Holiday Work Schedules

Administrative staff holiday work schedules will be established by the Superintendent. The holiday schedule will be commensurate with the actual schedule developed for other employee groups, when possible.

Compensable Leave Days

Use of Leave Days

At the beginning of every school year each administrator shall be credited with twelve (12) days leave to be used as follows:

1. Sick Leave
 - a. Personal illness of the employee.
 - b. Absence for critical illness in the family and/or to make arrangements for medical care (spouse, children, parents, brother, sister, grandparents, parents-in-law, or members of the same household).
2. Personal business not to exceed one (1) day per year may be used for legal business that cannot be conducted other than during a scheduled work day.
3. The administrator shall be entitled to two (2) personal days that do not require a written statement giving the specific reasons.
4. Absence for observance of religious holidays, not to exceed three (3) days per year.
5. Special leave for important and urgent matters that cannot be handled outside school hours or scheduled at any other time. Special leave days, however, will be at the discretion of the Division Head.
6. Funeral Leave: An administrator shall be allowed up to three (3) days for the purpose of attending to a death in the immediate family. For the purpose of this section, the immediate family shall be defined as spouse, child, parent, brother or sister, grandparents, parent-in-law, or a relative living and making his home in the administrator's household. Consideration may be given for other special circumstances at the sole discretion of the appropriate Division Head.

Leave Day Provisions

On leave days for personal business, personal, religious holidays, and special leave, as well as any other leave, whenever possible such leave must be requested in advance. This request shall include a statement that the leave request is for a purpose

authorized within this section, as set forth above. The administrator may be requested to set forth a specific reason for such leave.

The above leaves, with the exception of funeral leave, personal illness and illness in the family will be granted only to the extent that current leave days are available. Any exception to this condition requires the approval of the appropriate Division Head.

Leave Bank

For each successive July 1, unused current leave days will be added to the individual's bank. All days accumulated in this bank shall be for the sole purpose of the administrator's personal illness, funeral leave and family illness.

The leave bank shall be used in any school year only after the current leave days of that school year have been depleted, in accordance with the above current leave provisions.

Salary Continuation

Salary continuation for short-term disability purposes shall be paid to an administrator at 100% of current bi-weekly pay for a period of one year, after a waiting period of five (5) consecutive work days, during which the administrator's current leave and leave bank will be used, if available. However, the administrator will be allowed to maintain a minimum balance of twenty (20) earned days in the leave bank.

It is understood that the salary continuation benefit shall not be applicable to cover disabilities (illness or injuries) incurred prior to commencing employment with the Bloomfield Hills Schools.

After an administrator has received pay for one full year under the provisions of this section, the administrator shall be entitled to disability coverage under the terms of the long-term disability policy provided by the District (see Long-Term Disability, under Insurance Benefits).

Maternity-as-a-disability may be elected in compliance with the applicable provisions of the law.

Jury Duty

Administrators who are summoned for jury duty examinations and investigation must notify their immediate supervisor and the Personnel Office within twenty-four (24) hours of receipt of such notice. If such administrator then reports for jury duty, he shall be paid an amount equal to the difference between the amount of wages such administrator would otherwise have earned by working that day and the daily jury fee paid by the Court (not including travel allowances or reimbursement of expenses) for each day on which he reports for or performs jury duty and on which he

otherwise would have been scheduled to work. Such time spent on jury duty shall not be charged against leave days.

To be eligible for the jury duty pay differential, the administrator must furnish the Payroll/Benefits Office with a written statement from the appropriate public official listing amounts of pay received and the days on jury duty.

Workers' Compensation

1. In the event of any on-the-job injury, the administrator must notify the appropriate office as soon as possible, but in no event later than three (3) calendar days after the occurrence.
2. An administrator required to visit a doctor as a result of an on-the-job injury will be paid for such full work day without such time being charged against sick leave.
3. In the event an individual is absent from work due to a job-related accident, the individual will be paid, for a period not to exceed twelve months from the date of the accident, the difference between the full salary and such monies as may be received as Workers' Compensation benefits (loss-of-time benefits).
4. It is understood that no leave days shall be charged for absences related to a compensable job-related accident.
5. An individual required to go to the doctor as a result of an on-the-job accident will be paid for such work day without such time being charged against leave days, unless such injury was caused by horseplay or negligence of the involved employee. It is understood that visits other than the initial one at the time of the accident will be scheduled at times other than when the individual is scheduled to work, unless approved by the immediate supervisor.
6. Should the individual continue to be off work beyond a period of twelve months, short-term disability benefits, provided in the Salary Continuation section of the agreement will not be paid.
7. Benefits beyond one year shall be payable only under the terms of the Workers' Disability Compensation Act and LTD insurance coverage of the District. No District supplement will be made after twelve months.

Unpaid Leaves of Absence

Leaves of Absence - Without Pay and Without Salary Credit

1. **Protracted Illness:** Any administrator shall be entitled to a leave of absence in cases of protracted or extended illness. Such administrator must notify and apply for the leave within the first three (3) days of absence, whenever possible. Upon application to the Board, such leave shall be granted for up to

one year, except the Board may grant approval for an additional year upon written request.

2. Maternity Leave: For any female administrator, a maternity leave of absence shall be granted upon request. The administrator must present a physician's certificate on or before the fourth month of pregnancy stating the ability and advisability of her continuing to work and that her pregnancy does not create an "industrial risk," and that the administrator is able to fulfill her regular duties. The maternity leave shall expire on June 30th of the school year in which the leave is granted. Upon request, a maternal care leave shall be granted by the Board after the expiration of the maternity leave for a period of one year. A maternal care leave is non-renewable.

Maternity-as-a-disability as defined by the provisions of applicable law and the short-term disability provisions of compensable leave in this agreement is available to administrative staff as an option.

Those individuals who elect to terminate rather than request a leave of absence for maternity reasons shall comply with the provisions of this section, as defined for those who request a leave of absence for maternity reasons.

3. Public Office: Any administrator who has completed the probationary period who files proper application to campaign, or serve, in an elected public office, may be granted leave of absence for one year, except the Board may grant approval for an additional year upon written request.
4. A leave of absence may be granted for other experiences beneficial to the administrator's effectiveness, as approved by the Board.

Military Leaves

Administrators who have been inducted or enlist for military duty in any of the armed forces of the United States shall be granted leaves of absence for a period not to exceed three (3) months beyond their honorable discharge date. Full credit toward advancement on the salary schedule shall be granted.

Paid Leaves of Absence

Administrative Growth Leave

The administrative growth leave is designed to provide short-term, paid leaves to enhance administrators' personal and professional knowledge. Eligibility requirements include three years of District administrative service and final program approval by the Superintendent.

Insurance Benefits

Eligibility

It is understood that the Board will pay the premiums for the following coverages and benefits as defined in this article and in accordance with contract provisions for eligible members. It is further understood that insurance company regulations regarding qualification for benefits shall be fully complied with as a condition of receiving such benefits.

The following benefits are provided for all bargaining unit members and as such include no provision for reimbursement for those members who do not qualify or do not select such benefits except as provided for with a TSA payment in lieu of hospital-medical benefits.

Duplication of Hospital-Medical Coverage

There shall be no duplication of hospitalization insurance. The insured must notify the Payroll/Benefits Office of any personal hospitalization coverage or coverage from spouse's or other person's hospitalization insurance plan. It is agreed that individuals shall not knowingly cause the Board to provide hospitalization insurance coverage that is a duplication of such coverage already held by the individual. The Administrative Council shall encourage individuals to abide by this policy and shall assist the Board in its enforcement.

Life Insurance

The Board shall select the insurance carrier who will provide each administrator with a group term life insurance policy. Such program shall pay to the administrator's beneficiary, the sum indicated below upon death of the insured.

Principals and Assistant Principals	\$150,000
Counselor/Supervisors, Farm and Nature Center Managers	\$125,000

Life Option

It is additionally understood and agreed that there will be an optional administrative life insurance group for those individuals who wish to have a reduced life insurance amount. This optional coverage will provide \$50,000 group life and \$50,000 accidental death and dismemberment. The election of this option, available to all administrative staff each July 1, requires a written authorization and may require a physical examination in the event the policy with a greater face value is again desired.

Retirement Life

The Board shall pay the premium to provide group term life insurance in the amount of \$25,000 to age 65 for each administrator who retires within the provisions of the Michigan Public School

Employees Retirement System (MPSERS). The life insurance is discontinued upon the insured reaching age 65.

Accidental Death and Dismemberment

The Board will provide, without cost to the administrator, an accidental death and dismemberment insurance policy which shall pay to the administrator, or the administrator's designated beneficiary, an appropriate amount upon death or dismemberment in accordance with policy benefits determined by classification. (See schedule below for amounts.)

<u>Classification</u>	<u>AD&D Amount</u>
Directors	\$50,000.00
Full Principals	\$50,000.00
Department Managers	\$50,000.00
All other administrators	\$25,000.00

Hospitalization Insurance

For each full time administrator who makes proper application to participate, the School District shall pay the premium for full-family, two-person or individual coverage, for the following Blue Cross/Blue Shield coverage or its equivalent: a Blue Cross/Blue Shield Preferred Provider Organization Plan (PPO), MVF-II, Master Medical Option V (\$150/\$300 annual deductible), with a \$5.00 co-pay for prescription drugs. The Blue Cross coverage agreement, inclusive of riders, is located on the last page of this agreement.

TSA Option - No Hospitalization

The employer will provide an optional TSA (Tax Sheltered Account - 403(b) qualified) plan in the amount of \$480/year for those individuals who do not elect the employer-provided hospital-medical insurance. This benefit will be initiated in a single payment at the end of each school year. Those individuals who have less than a full year of service will have the benefit prorated.

Dental

The Board shall pay the premiums that will provide each administrative staff member with a dental plan that will include basic care, prosthetics and orthodontic benefits. Coverage shall include: Class I (100%); Class II (100%); Class III and Class IV (60%). A \$1,000 orthodontic lifetime maximum per family member up to age 19 is included in Class IV.

Vision

The Board will pay the premium for a vision care program for those individuals who are full-time and other eligible employees.

The vision care program will provide a percentage of reimbursement for services in the areas of vision care in accordance with the coverage schedules provided by the carrier. The plan shall provide for an annual evaluation, eyeglasses and \$35 for frames.

Benefits - Less than Full Time

Each less-than-full-time or shared-time administrative staff member will have the premiums paid for the following coverages as elected by the individual:*

1. Each individual working a schedule of at least 75% but less than 100% will be eligible for up to full family hospital/medical, dental and vision insurance. In the event that health insurance is not elected, the defined TSA payment may be elected.
2. Each administrator assigned a schedule of less than 75% may elect single-subscriber health, dental and vision. In the event that no health plan is elected, the defined TSA payment may be elected.
3. Each administrator will be provided with short-term disability, long term disability and life insurance, as defined in the collective bargaining agreement.

*The proration of insurance benefits for less-than-full time staff will be effective for administrators assuming a less-than-full-time assignment effective August, 1994 or later.

Benefit Continuance

Individuals who complete the school year, except for those who retire, will have benefits provided through August of the year in which they terminate. An individual who terminates for retirement or other reasons, will have benefits through the end of the month in which they last worked.

Long-Term Disability

The Board of Education shall provide, without cost to the administrator, a Long-Term Disability Insurance plan. Such disability insurance shall provide benefits of 66 2/3% of the monthly earnings to the administrator who is unable to work due to extended sickness or injury. The benefits of this plan shall commence after twelve (12) months of such sickness or injury, or upon the termination of salary continuation provided under compensable leave days, whichever is longer. Benefits shall be payable until the administrator reaches age sixty-five (65).

For the purposes of Long-Term Disability coverage, monthly earnings shall be the administrator's regular salary at the time of the disability divided by twelve (12) months.

The amount received from the insurance company will be reduced by any primary remuneration for which the administrator is eligible during the benefit period from the employer, the Michigan Public School Employees' Retirement Fund, the Federal Social Security Act (both primary and dependent), the Railroad Retirement Act, Veterans' benefits or other such pensions.

Physical Examination

The Board of Education will reimburse each administrator for the cost of an annual physical examination in an amount not to exceed one hundred dollars (\$100.00) per year. Reimbursement will be made upon presentation of a physician's statement verifying payment made.

Payroll Procedures & Deductions

Payroll Procedure

1. Less-than-fifty-two week administrators shall be paid over twenty-six (26) paydays at their building, or elsewhere as provided, from the time they begin service on their new contract year. Pay dates are every other Friday, and the last pay in December and August of both years will be a double pay to cover a four (4) week period.
2. Should a regular pay date fall during a period when school is not in session, less-than-fifty-two-week administrators shall, if possible, receive their pay on the last day prior to recess.

Payroll Deduction

The Board will make voluntary payroll deductions from the salaries of administrators according to the following list, and any other voluntary deductions, as approved by the Board. All authorizations for payroll deductions will be made on one form, and shall be as follows:

1. United Foundation
2. Credit Union
3. Tax Sheltered Accounts (those approved by the Board)
4. Municipal Income Taxes of Pontiac and Detroit for those administrators who have submitted written authorization for said deduction.
5. United States Savings Bonds

Tax Sheltered Accounts - Advance Purchase

All administrators are entitled to a tax sheltered account (403(b) qualified) salary deduction on the first pay of their salary year up to 10% of their contract amount if they elect such deduction on a timely basis. This amount will be allowed in addition to any amount otherwise authorized by the administrator for bi-weekly deduction during the pay year.

The administrator must arrange for the deduction with their TSA carrier, and the one-time deduction authorization received in the Payroll/Benefits Office at least ten days prior to the first pay date of the new salary year.

Contract & Compensation

Salary Structure

Salaries of administrators covered by this agreement shall be as defined in the administrative salary schedule.

Length of Contract

The Board of Education recognizes that job security and high morale on the part of its administrative staff will increase their productivity and impact favorably upon the members of the teaching staff and, thus, result in improved student learning.

Toward this end, the Board enters into a multi-year contract with non-probationary administrators. This agreement gives each administrator additional job security, thus, increasing the individual's opportunity to develop professionally.

The Board, however, also recognizes that job security can have a negative effect upon a non-productive staff member and, in such cases, immediate steps must be taken to correct such non-productive actions--even if it involves placing that administrator on probation with written recommendations for improvement. Acts such as insubordination will not be tolerated and, depending upon the nature of the offense, can lead to immediate dismissal. It is understood that the president and other officers of the Administrators' Association can be helpful in improving a peer's performance, and, toward that end, the president will be made aware of unsatisfactory performance on the part of any member of this group.

The Board of Education further recognizes that the administrators of the District hold the same high aspirations of conduct and performance that the Board holds for them, and the two parties will work cooperatively in their mutual efforts to attain and maintain educational excellence for students.

Terms of Employment

Subject to the limitations listed below, the Board of Education agrees that each administrator will be employed for a term of two years, and continuing from year to year thereafter unless notification is given by either party, to comply with laws as provided in Act 451, PA 1976, as amended by Act 183, PA 1977.

1. Administrative Staff Layoffs, Reassignments, & Personnel Reductions: Upon written notice and in accord with the procedures of the above statute, staff changes due to layoffs, reassignments, and/or personnel reductions, the administrator's contract shall be terminated.
2. Unsatisfactory Performance: A program of assistance shall be instituted as soon as practicable, but no later than February 1.

If after one year of such assistance program, the administrator's performance is not satisfactory, then, upon written notice, and in accord with the procedures of the above statute, employment may be terminated.

3. Professional Conduct: The administrator agrees to perform the administrator's contract and the employment duties and functions required of all personnel of the school district in a manner that encourages quality in the educational process and fulfills the standard professional conduct. In the event of acts of misconduct, as opposed to unsatisfactory performance, said administrator may be terminated after written charges, notice, and an opportunity to have the charges reviewed with the Superintendent and/or the Board of Education.
4. Probationary Period: It is hereby understood and agreed that all new administrators shall serve a probationary period of two years. Said administrator shall be evaluated during the probationary period and a satisfactory evaluation is necessary for continuation of the administrator's contract and employment as an administrator.

Professional Reimbursement

Administrative Growth Fund

The Administrative Growth Fund, in the amount of \$36,000.00, shall be used for the reimbursement of professional memberships, conference expense, and tuition reimbursement.

1. Conferences: The Board of Education recognizes the importance of state and national conferences and school visitations and agrees to pay expenses incurred while attending conferences and visitations, subject to prior approval by the administrator's immediate supervisor and Administrative Growth Fund budgetary constraints.
2. Tuition Reimbursement: The Board of Education recognizes the value of advanced graduate courses in a specialized field as beneficial to the administrator and the school district and agrees to pay for books and tuition, subject to prior approval by the administrator's immediate supervisor and Administrative Growth Fund budgetary constraints.

Other Reimbursements

1. Professional Organization Membership: Dues paid to professional educational organizations will be reimbursed. This fund will be capped, at a total maximum for all reimbursements, at \$4000 for the year.

Requests for reimbursements must be made on or before September 30 of the current school year for which dues have been paid. Requests for reimbursement shall be made to the Administrative Council president using a designated form. In the event reimbursement requests exceed the capped figure for the year, a

proration will be initiated to determine the amount of each reimbursement.

2. Mileage: Administrators required in the course of their work to drive personal automobiles shall receive the approved IRS rate, effective July 1 each year. The allowance shall be given for use of personal cars for business of the District, as approved by the appropriate director.
3. Seminar Reimbursements: Those staff members who attend seminars or Management Academy classes at hours other than scheduled work hours shall be eligible for reimbursement from the Oakland Schools. For attendance at Academy classes or seminars during scheduled working hours, reimbursement will be made to the Bloomfield Hills Schools General Fund in consideration of District-paid wages during this time.

Severance

The severance program is available as defined in the schedule listed below for those administrative staff members who have a minimum of twelve years of administrative service to the Bloomfield Hills Schools, and who are eligible for retirement benefits according to the rules of the MPSERS. Eligibility will be based upon one of three categories for administrative service of 12, 15 or 18 years. Years between categories will place the individual in the lower category for eligibility purposes.

Eligibility for severance payment will be premised upon receipt, by the Personnel Office, of a written resignation from the individual, confirmation in writing of eligibility to retire per the MPSERS and a retirement application.

Years of Administrative Service
Bloomfield Hills Schools

<u>12</u>	<u>15</u>	<u>18</u>
\$19,000	\$21,500	\$25,000

Management staff with service in another Bloomfield Hills Schools employee group having a severance benefit, who are eligible for retirement per the above provisions, except for the years-of-service requirement, may use total years of service to the District. Use of the total years of service to the Bloomfield Hills Schools will be considered in determining eligibility for severance benefits of the group of which the individual was previously a member. Eligibility for the severance program of a group other than management staff will be premised on total compliance with that group's provisions.

An individual will have access to only one District-paid severance provision.

A.

ADMINISTRATIVE SALARY SCHEDULE

1993/94 School Year

Years in Position

	0	1	2	3	4	5
HS Principal	\$83,475	\$85,465	\$87,475	\$89,070	\$90,280	\$92,155
MS Principal	\$74,885	\$76,770	\$78,740	\$80,215	\$81,280	\$83,720
Elem. Prin	\$71,195	\$72,715	\$74,935	\$76,555	\$77,785	\$80,655
HS Asst Prin	\$71,360	\$72,375	\$74,743	\$75,920	\$76,730	\$78,965
MS Asst Prin	\$69,005	\$70,675	\$72,315	\$73,780	\$75,030	\$76,650
HS C/S	\$53,310	\$55,535	\$57,820	\$60,926	\$63,170	\$67,925
MS C/S	\$53,090	\$55,435	\$57,704	\$60,755	\$63,025	\$67,620
Supv Spec Ed.	\$74,885	\$76,770	\$78,740	\$80,215	\$81,280	\$83,720
Farm Manager	\$59,195	\$60,030	\$62,865	\$64,685	\$66,930	\$68,960

1994/95 School Year

Years in Position

	0	1	2	3	4	5
HS Principal	\$84,725	\$86,745	\$88,785	\$90,405	\$91,635	\$93,535
MS Principal	\$76,010	\$77,920	\$79,920	\$81,420	\$82,500	\$84,975
Elem. Prin	\$72,265	\$73,805	\$76,060	\$77,705	\$78,950	\$81,865
HS Asst Prin	\$72,430	\$73,460	\$75,865	\$77,060	\$77,880	\$80,150
MS Asst Prin	\$70,040	\$71,735	\$73,400	\$74,885	\$76,155	\$77,800
HS C/S	\$54,110	\$56,370	\$58,685	\$61,840	\$64,120	\$68,945
MS C/S	\$53,885	\$56,265	\$58,570	\$61,665	\$63,970	\$68,635
Supv Spec Ed.	\$76,010	\$77,920	\$79,920	\$81,420	\$82,500	\$84,975
Farm Manager	\$60,085	\$60,930	\$63,810	\$65,655	\$67,935	\$69,995

1995/96 School Year

Years in Position

	0	1	2	3	4	5
HS Principal	\$85,995	\$88,045	\$90,115	\$91,760	\$93,010	\$94,940
MS Principal	\$77,150	\$79,090	\$81,120	\$82,640	\$83,740	\$86,250
Elem. Prin	\$73,350	\$74,910	\$77,200	\$78,870	\$80,135	\$83,094
HS Asst Prin	\$73,515	\$74,560	\$77,005	\$78,215	\$79,050	\$81,350
MS Asst Prin	\$71,090	\$72,810	\$74,500	\$76,010	\$77,300	\$78,965
HS C/S	\$54,920	\$57,215	\$59,565	\$62,770	\$65,080	\$69,980
MS C/S	\$54,695	\$57,110	\$59,450	\$62,590	\$64,930	\$69,665
Supv Spec Ed.	\$77,150	\$79,090	\$81,120	\$82,640	\$83,740	\$86,250
Farm Manager	\$60,985	\$61,845	\$64,765	\$66,640	\$68,955	\$71,045

B. PPO Differential

In addition to the above salary, the administrative staff will receive as salary, a lump sum payment in December, 1994, which will represent the difference in cost between a Preferred Provider Organization Plan (PPO) and the traditional health care coverage provided to the teaching staff for the 1994/95 school year. In December, 1995, the administrative staff will also receive as salary, a lump sum payment which will represent the difference in cost between a PPO and the traditional health care coverage provided to the teaching staff for the 1995/96 school year. (Those employees who have selected a tax sheltered account (TSA) in lieu of receiving health care benefits, will receive the difference in cost between a PPO and the traditional health care coverage less the \$480.00 TSA they have selected.) The payment for the PPO differential will terminate at the conclusion of this contract and will not be included in future contracts.

C. Degree Differential

The degree differential for administrative staff will be modified to provide an improved degree differential comparable to that provided for instructional staff, as follows:

	MA+30	Doctorate
1993-94	2000	2750
1994-95	3000	4250
1995-96	3000	4250

Duration of Agreement

This agreement shall be effective as of July 1, 1993, and shall continue in full force and effect until June 30, 1996. agreement

IN WITNESS WHEREOF, the parties hereto have executed this agreement by their duly-authorized representatives this 12th day of July, 1994.

Board of Education

Sharon A. Tosch
President

Joyanne A. von Ende
Secretary

AMM Doyle
Superintendent

Administrative Council

Sandy Amsnick
President

David S. Symington
Vice President

7/94



**ADDENDUM TO BLUE CROSS AND BLUE SHIELD OF MICHIGAN
GROUP OPERATING AGREEMENT
COVERAGE AGREEMENT**

This Document will supplement the Group Operating Agreement between Blue Cross and Blue Shield of Michigan (formerly Hospital Service-Michigan Medical Service) and

Bloomfield Hills Board of Education Bloomfield Hills Michigan

(NAME) (CITY) 2/1/93 (STATE)

It is agreed that coverage available (see Item #5 of Group Operating Agreement) on and after _____ to the and enrolled persons in this group are described by the following Certificates, Riders, or such revisions of same as may in the future.

Comprehensive Semi-Private Hospital Care Certificate **BLUE CROSS CERTIFICATES** 0959-7

(If none, indicate none)

BLUE CROSS RIDERS

D45NM 2288-9

(If none, indicate none)

CC 2286-3

OPC 2290-5

BLUE SHIELD CERTIFICATES

MVF II Preferred Group Benefit Certificate 1880-4

(If none, indicate none)

Description Drug Group Benefit Certificate \$5.00 9560-0

BLUE SHIELD RIDERS

Plus 15 6701-1

(If none, indicate none)

FAE-RC 0218-8

ML 1892-9

Reciprocity

BLUE CROSS AND BLUE SHIELD CERTIFICATES

Master Medical Supplemental Benefit Certificate Option V 4834-8

(If none, indicate none)

BLUE CROSS AND BLUE SHIELD RIDERS

DC 4656-5 SAT-II 4081-6 APDBP 7851-0 BMT 4398

(If none, indicate none)

RAPS-2 7057 MMC-PTB 5366 HHN 5227

GLE-1 9930-9 Trust 15 6908-8 MMC-PD 4786-0 CNM 6600

SD 4651-6 PTB 5687 XTEJ 7103 MMC-PDC 4788-6

COB-3 0540-5 PD-MAC 5013-8 MMXTMJ 7106 SOT-PE 9909-3

FOR BLUE CROSS AND BLUE SHIELD OF MICHIGAN

Marcia Reeves ED/Bllg
(ENROLLMENT REPRESENTATIVE)

FOR: Bloomfield Hills Board of Education

Group #67201/663-Administrators

BY:

TITLE:

DATE:

12/17/92

DEC 17 92

OTTB BWCMB B110 AND MACOMB B110

ASST Supt

DEC 16, 1992

(UNDERWRITER)
DATE:

