

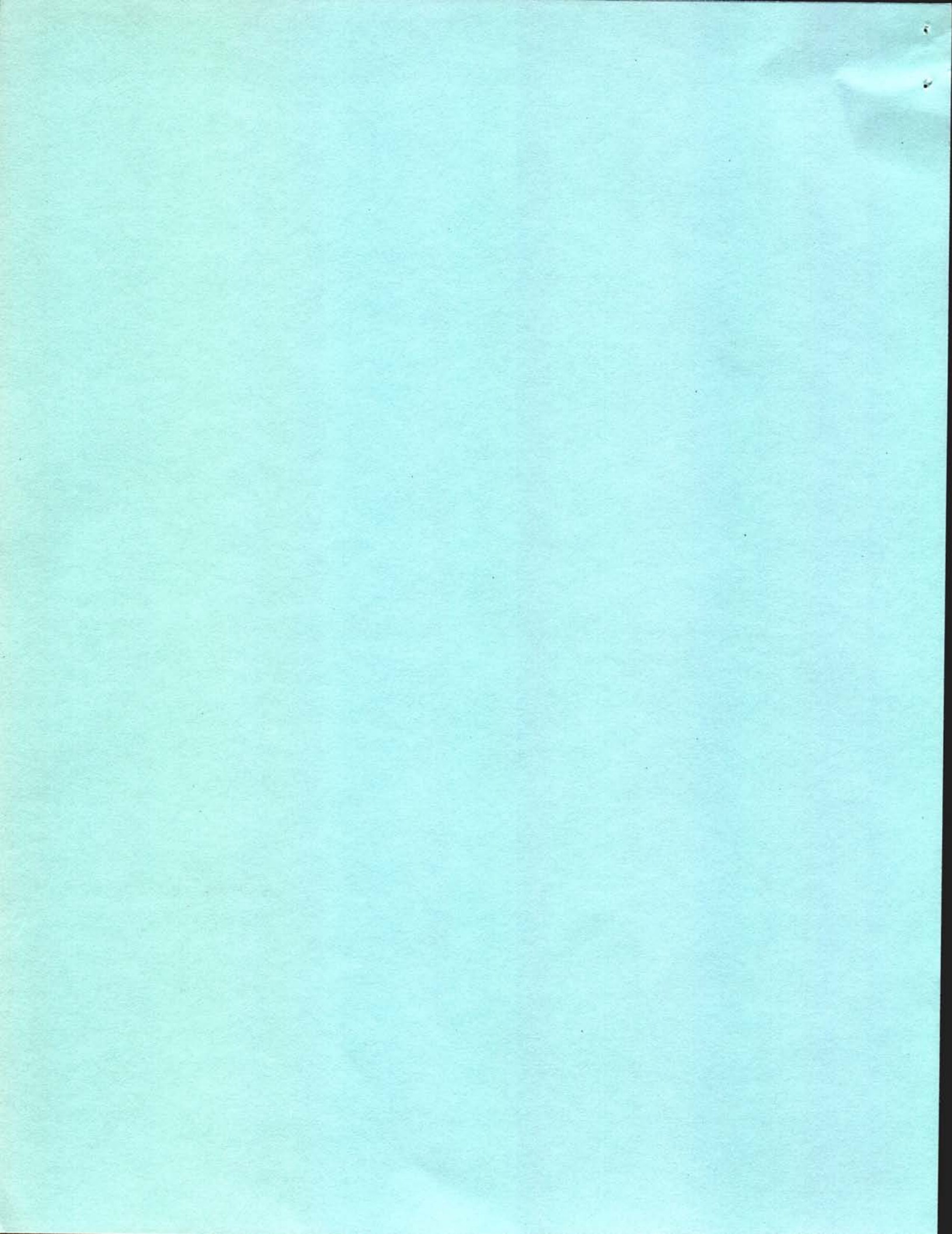
6/30/94

NORTHVIEW PUBLIC SCHOOLS  
EMPLOYMENT REGULATIONS

FOOD SERVICE DIRECTOR  
OPERATIONS & MAINTENANCE DIRECTOR  
TRANSPORTATION DIRECTOR

JULY 1, 1992 - JUNE 30, 1994

*Northview Public Schools*



**NORTHVIEW PUBLIC SCHOOLS**  
**DIRECTORS EMPLOYMENT CONDITIONS**

<u>Article</u>	<u>Table of Contents</u>	<u>Page</u>
I	CLASSIFICATION	1
II	CONTRACT YEAR	1
III	VACATION	1
IV	SALARY POLICIES AND SCHEDULES	1
V	SALARY SCHEDULE	2
VI	EVALUATION	2
VII	FRINGE BENEFITS	3
VIII	MILEAGE ALLOWANCE	4
IX	PAY PERIODS	4
X	RETIREMENT	5
XI	DURATION	5



**NORTHVIEW PUBLIC SCHOOLS**  
**DIRECTORS EMPLOYMENT CONDITIONS**

**I. CLASSIFICATION**

The following supervisory positions shall be covered by this Agreement.

- Food Service Director
- Operations & Maintenance Director
- Transportation Director

**II. CONTRACT YEAR**

Food Service Director	42 weeks
Operation & Maintenance Supervisor	52 weeks
Transportation Supervisor	52 weeks

**III. VACATION**

Food Service Director	1 week per year
Operation & Maintenance and Transportation Directors	
1 - 5 years	2 weeks per year
6 - 10 years	3 weeks per year
11 years or more	4 weeks per year

**IV. SALARY POLICIES AND SCHEDULES**

**Placement**

Placement on the Salary Schedule will be determined by the Assistant Superintendent based on prior experience. Normally placement will be at Step 3 or lower as a starting salary

**Advancement**

Advancement on the Salary Schedule will be based on competence and performance as determined by the Board of Education, upon recommendation of the Assistant Superintendent. All Directors whose work is

satisfactory will advance one level each year until the stated maximum has been reached.

V. SALARY SCHEDULE

Food Service Director

<u>STEP</u>	<u>1992/93</u>	<u>1993/94</u>
Step 1	\$ 25,192	\$ 26,325
Step 2	\$ 26,748	\$ 27,951
Step 3	\$ 28,303	\$ 29,576
Step 4	\$ 29,858	\$ 31,201
Step 5	\$ 31,880	\$ 33,314

Transportation Director

Step 1	\$ 30,939	\$ 32,332
Step 2	\$ 32,874	\$ 34,353
Step 3	\$ 34,807	\$ 36,373
Step 4	\$ 36,740	\$ 38,393
Step 5	\$ 38,674	\$ 40,415

VI. EVALUATION

Directors shall be evaluated by the Assistant Superintendent at least once each year. Evaluation will serve a dual purpose:

1. To provide a sound basis for performance improvement.
2. To provide an objective measure of the Director's effectiveness.

Directors will be kept fully informed of his/her status at all times. Anyone whose contract renewal is in doubt will normally be so notified in writing by the Assistant Superintendent by April 1.

VII. FRINGE BENEFITS

Health Insurance

Operation & Maintenance Director	Full Family
Transportation Director	Full Family
Food Service Director	Full Family

Dental Insurance (Includes \$5,000 Life)

Operations & Maintenance Director	Full Family
Transportation Director	Full Family
Food Service Director	Full Family

Long Term Disability

All Directors

Sick Leave

Operation & Maintenance Director	12 days/yr.
Transportation Director	12 days/yr.
Food Service Director	10 days/yr.

Accumulate to 80 days.

Life Insurance\*

Operation & Maintenance Director	\$ 45,000
Transportation Director	\$ 45,000
Food Service Director	\$ 35,000

\*In addition to amount included if subscribing to dental policy.

Vision

The Board will provide a SET Ultra-Vision Plan for each Director who elects such coverage by completing and signing the appropriate application.

Longevity

Each full-time employee completing their tenth (10th) full year of continuous employment shall receive longevity pay as follows in the last regular pay in June.

Eleven (11) years                      \$500.00

VIII. MILEAGE ALLOWANCE

Authorized necessary travel will be reimbursed at the current rate allowed by I.R.S.

IX. PAY PERIODS

The directors annual salaries will be paid in twenty-six (26) approximately equal payments, with payroll checks issued every other Friday beginning with the first pay period following the commencement date of the Director's individual contract.

X. RETIREMENT

Section A The Board of Education may require retirement of any director whose physical or mental health, as determined by a qualified physician, makes it impossible for the employee to meet the normal obligations of his/her regular assignment. The expense of this medical examination shall be assumed by the Board of Education.

Section B After five (5) years of continuous employment a director who reaches the age of retirement to qualify for benefits under the Michigan Public School Employees' Retirement System and severs his/her employment with the Northview Public Schools, the Board shall pay the director his/her choice of either:

1. Based on years of service with Northview Public Schools the director will receive one (1) percent (%) of their final year salary (contract year) for each year of service up to a maximum of twenty (20) percent.

OR



2. If applicable, an early retirement incentive program provided by Board policy. All terms and conditions will be determined by Board policy.

**XI. DURATION**

This contract is effective July 1, 1992, and expires June 30, 1994. The Board will review the future employment relations in a timely manner.

