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6/30/90

AGREEMENT
between the
VAN BUREN PUBLIC SCHOOLS
and the
**VAN BUREN ADMINISTRATORS
AND SUPERVISORS ASSOCIATION**
1986-87 * 1987-88 * 1988-89 * 1989-90

Van Buren Public Schools

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ARTICLE I

RECOGNITION

1.1 Recognition of the Association

The Van Buren Board of Education recognizes the Van Buren Administrators and Supervisors Association as the bargaining agent for all classifications within the scope of the following clause, contingent upon the Van Buren Administrators and Supervisors Association accepting the following recognition clause as the definition of the bargaining unit.

All Principals at the High School, Junior High School, Middle School, or Elementary levels

All Assistant Principals at the High School, Junior High School, Middle School, or Elementary levels

Supervisor of Compensatory Education

Supervisor of Athletics

Supervisor of Instructional Materials

Supervisor of Special Services

Supervisor of Vocational Education

Supervisor of Adult and Community Education/Special Projects

Supervisor of Athletics/Special Projects

Supervisor of Instructional Materials Center/Community Education

Supervisor of Career Development

Supervisor of Guidance

Supervisor of Instructional Materials Center/Special Projects

Supervisor of Adult and Community Education

but excluding

Supervisor of Bookkeeping and Accounting

Supervisor of Buildings and Grounds

Supervisor of Cafeteria

Supervisor and Assistant Supervisors of Transportation

All Directors

All Assistant and Deputy Superintendents

Superintendent of Schools

And all other employees

1.2 Exclusive Collective Bargaining Agreement

The Board hereby expressly agrees that it shall not enter into any collective bargaining agreement with any administrator or with any other collective bargaining organization on behalf of administrators during the term of this Agreement.

1.3 Entire Agreement

This contract constitutes the sole and entire existing agreement between the parties in respect to rates of pay, wages, hours of employment, or other conditions of employment which have been negotiated into this contract. This contract is subject to amendment, alteration, or additions only by a subsequent written agreement between and executed by the Board and the Association. The waiver of any breach, term, or conditions of the Agreement shall not constitute a precedent in the future enforcement of its terms and conditions. To constitute a waiver of any breach, term, or condition of the Agreement, there must be written agreement between both parties.

1.3.1 If, in the opinion of the school district, it would not breach the confidentiality of the negotiating process, representatives of the administrative association will be advised of the teacher association's initial bargaining proposals. The administrative association may provide written reaction in a timely fashion to the bargaining proposals.

1.4 Definitions

In the application and interpretation of the provisions of this Agreement, the following definitions shall apply:

- a. Board shall mean the Board of Education of the Van Buren Public Schools or its designated agents.
- b. Association shall mean the Van Buren Administrators and Supervisors Association.
- c. Administrator shall mean any member of the bargaining unit.
- d. Superintendent shall mean the Superintendent of Schools of the Van Buren Public Schools or his designated agents.
- e. In the construction of the words used in this collective bargaining agreement, the use of the singular shall include the plural and the masculine shall include the feminine.
- f. Involuntary transfer shall mean transfer of any member of this bargaining unit without the affected administrator's written permission or request and without said administrator incurring any decrease in per diem salary. If an administrator is involuntarily transferred with a loss of pay, it shall be either a layoff (5.7) or discipline (5.4).

1.5 Special Conferences

Upon request of either the Superintendent or the Association, the parties will meet and discuss matters of mutual concern.

1.6 Creation of New Administrative Positions

1.6.1 In the event the Board establishes and places in use a new job description, a temporary salary shall be established by the Board and written notice of the rate and job description will be furnished to the Association officers.

1.6.2 If the Association objects to the proposed wage scale, it shall so notify the Board in writing, within ten (10) days following the date of notice and shall be subject to negotiations.

1.6.3 Upon agreement, or in the event the Board's proposed wage scale is not objected to by the Association within the time limits, the wage scale and job title shall be considered final and become a part of the Economic Appendix.

1.7 Change in Administrative Duties

Upon request, the Board or Superintendent shall meet and discuss with the Association regarding any major changes in job duties.

1.8 Effect on Existing Contracts

Individual written contracts issued to administrators shall be subject to this Agreement and each of the terms and conditions hereof shall control and supersede any provisions of such contracts in conflict herewith.

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ARTICLE II

MANAGEMENT'S RIGHTS

2.1 The Board retains the sole right and shall have the right to manage and conduct its obligations in accordance with the laws of the State of Michigan subject only to the condition that it shall not do so in any manner which constitutes an express violation of this Agreement. Without limiting to any extent the generality of the foregoing, the Board shall have the right to promulgate at any time and to enforce any reasonable rules, policies, and regulations which it considers necessary or advisable for the safe, effective, and efficient operation of the School District so long as they are not inconsistent herewith.

ARTICLE III

ASSOCIATION'S RIGHTS

3.1 Agency Shop

a. All administrators (as defined in the Recognition clause) shall, as a condition of continued employment, within twelve (12) days after the commencement of the school year or date of employment, if within the school year, either (1) tender the current membership dues to the Association, or (2) in the alternative, tender a representative fee to the Association in such an amount as the Association may prescribe (but in no event shall such amount exceed the current dues required of Association members).

b. Any member of the bargaining unit who has not paid the total amount of the Association dues or representation fee to the Association Treasurer within twelve (12) calendar days from the commencement of the school year (or date of employment if within the school year) must sign and deliver to the Board, or its designee, a statement authorizing deductions of dues or representation fee from the regular salary check.

1. Pursuant to such authorization, the Board shall deduct one-tenth (1/10) of such dues or representation fee once each month for ten months, beginning in September and ending in June of each year.

2. Administrators not rendering service nor receiving any salary during all or part of the school year shall have the yearly dues or representation fee reduced by one-tenth (1/10) for each full month where applicable.

3. Said authorization shall continue in effect from year to year unless revoked in writing.

c. After the conclusion of the prescribed time period, the Association may certify to the Board the name of any administrator who has failed to exercise one of the options set forth in "a" above. Such certification shall include a statement of the Association's good faith attempt to inform the administrator of the options available and of the administrator's refusal to exercise either of them.

d. After receiving the Association's certification, the Board shall notify such administrator, in writing, that his employment with the school district will be terminated at the conclusion of the current school year if such administrator does not exercise one of the options set forth in "a" above within thirty (30) days after receiving notification of dismissal from the Board. It is understood that the Association's certification to the Board must be received no later than ninety (90) days prior to the close of the current school year.

e. The Board, upon receiving a written and signed complaint from the Association indicating the administrator has failed to comply with this condition, shall process said complaint in accordance with the Teacher's Tenure Act, the charging party being the Association. If said administrator is of tenure teacher status, or in the event the administrator is of probationary teacher status, the Board shall immediately notify said administrator his services shall be discontinued in his capacity as administrator at the end of the school

year unless prior to employing a replacement administrator, the Board of Education shall receive written notification from the Association and the administrator that said dues have been paid in full and said complaint is withdrawn. It being recognized by the Association and any administrator employed under the terms of this contract that the Board has a reasonable right to proceed to replace an administrator against whom charges have been filed hereunder. The refusal of said administrator to contribute fairly to the cost of negotiation and administration of this and subsequent Agreements is recognized as just and reasonable cause for discharge from employment.

f. The Association agrees to indemnify and save the Board and its agents, and including each individual School Board Member, harmless against any and all claims, demands, costs, suits, or other forms of liability, and all court or administrative agency costs that may arise out of, or by reason of, action by the Board for the purpose of complying with this Agreement.

3.2 Organizational Leave Days

The Association shall be granted up to fourteen (14) days released time per year for use by administrators participating in professional organization activities and conferences. Any absence of a particular administrator will need to be approved by the immediate supervisor and Superintendent at least one (1) week in advance of the absence. Three (3) additional days may be granted by the Superintendent.

An administrator shall not be eligible to use more than two (2) consecutive Association Days. No more than six (6) administrators may be gone on Association leave days during any given day.

ARTICLE IV

EMPLOYMENT REQUIREMENTS

4.1 Professional Responsibility

Administrative work days and times shall be subject to modification to meet any unique needs as long as there is no increase in the total days of work as herein set forth. If the administrator is directed to work additional days beyond those herein stated, they will be allowed compensatory time or pay at the discretion of the Superintendent. In addition, it is acknowledged by the Association that to be periodically available (without pay) for consultation during times when work is not scheduled is a professional responsibility and a reasonable expectation of bargaining unit members. It is also acknowledged by central office that proper notification and the availability of the administrators in planning periodic meetings is a professional consideration and a responsibility of central office.

4.2 Hours of Work

In order to obtain ultimate efficiency in the operation of the District's schools, and to provide the best possible educational program to the pupils served thereby, it is essential for administrators to work a schedule which reasonably permits the flexibility necessary for the achievement of such goals. Such a schedule will, on some occasions, involve work outside of the school building and frequently outside the regular school day. The professional discretion of the Superintendent and administrators in scheduling hours of work will be respected insofar as such discretion is reasonable and consistent with school programs and the aims aforesaid.

4.3 Evaluation and Administrators

The members of the administrative and supervisory staff and the Board of Education of the Van Buren Public Schools wish to provide for the children of the community the best possible opportunities for learning. It is acknowledged that administrative and supervisory performance, at all levels, is a key element in the operation of schools and programs and the effective delivery of educational services. To develop that administrative performance to its fullest extent, and to maintain it at a high level of excellence, requires a systematic process of evaluation. Therefore, the following evaluation procedures are established.

a. FREQUENCY - All administrators and supervisors employed by the school district, whether full- or part-time, will be evaluated according to these procedures at least once every two years. All first-year administrators and supervisors will be evaluated two times during that year.

b. TIMING - The first evaluation of all first-year administrators and supervisors will be completed between October 15 and November 15 of a given year. The second evaluation for first-year employees and the evaluation of all other experienced administrators and supervisors will be completed between February 15 and March 15 of a given year.

c. DEFINITION - "First-year" administrators and supervisors are those employees occupying a particular position for the first year. This definition applies whether the person was appointed to the position from outside the district, from teacher ranks inside the district, or from another administrative or supervisory position within

the district.

d. EVALUATOR - The evaluation of the members of the administrative and supervisory staff will be completed by the Superintendent of the Van Buren Schools and/or the Director of Instruction. However, assistant principals will be evaluated by their respective principals with input obtained from the Superintendent and/or the Director of Instruction prior to the completion of the evaluation. Furthermore, supervisors will be evaluated through the joint input of the Superintendent and/or Director of Instruction and principals to the degree they are effected by, or responsible for, a supervisor's program. The final evaluation and the degree of principal involvement will be the discretion of the Superintendent.

e. PRE-EVALUATION CONFERENCE - All administrators and supervisors will participate in a pre-evaluation conference prior to or shortly after the beginning of a school year. The conference will be individual unless a prior individual evaluation or pre-evaluation conference occurred in the last twelve (12) months.

f. AWARENESS - All incidents and conditions which are likely to have a negative or positive impact on the evaluation ratings of the administrators and supervisors are to be brought to the attention of the employee involved at the time of their occurrence or as soon thereafter as they might reasonably be assumed to become known.

g. SELF-EVALUATION - Prior to the completion of the evaluation form by the evaluator, the administrator or supervisor being evaluated will complete and submit his/her written self-evaluation. Both the evaluative rankings of the self-evaluation and the markings of the evaluator will be recorded on the final evaluation form.

h. COPIES - All evaluation forms and documents will be completed in duplicate. After completing and signing, one copy will be provided the administrator or supervisor. The remaining copy will become a part of the personnel file of the individual maintained at the Superintendent's Office.

i. POST-EVALUATION CONFERENCE - No evaluation will be deemed complete without a post-evaluation conference (or opportunity for one) in which both the employee being evaluated and the evaluator are permitted to question and discuss the evaluation.

j. REBUTTAL - Upon completion of the evaluation form and the post-evaluation conference, the employee being evaluated will sign the form to indicate receipt of a copy. However, if the employee disagrees with the content of the evaluation, he/she may, within thirty (30) calendar days, submit a narrative rebuttal which will be attached to the evaluation form in the official personnel file.

k. PROCESS REVIEW - A joint employee-employer committee will be formed each year for the purpose of reviewing and evaluating evaluation procedures and instruments. This committee will have the responsibility for developing improvements of the entire process when there is mutual agreement on the need.

4.4 Retirement

Each administrator shall retire no later than June 30th of the fiscal year (which shall mean July 1 - June 30) in which he reaches the age of seventy (70).

ARTICLE V

ADMINISTRATOR'S RIGHTS AND RESPONSIBILITIES

5.1 Open Personnel File

Each administrator shall have the right to review the contents of their own personnel file as maintained by the Superintendent or designee. If desired by the administrator, a representative of the Association may be present.

Administrators will be given copies of all materials placed in their files within five (5) working days with the exception of college placement bureau credentials or materials originating from the administrator. Administrators shall also have the right to place explanatory notes or letters in their personnel file pertinent to any written or printed materials and these notes or letters shall be attached to each file copy.

5.2 Pupil Assignments

It is recognized that it is within the scope of the building principals' duties to assign pupils within their buildings. Any such assignment shall be made in conformance with the Board of Education policies regarding the classification and promotion of pupils. It is specifically recognized that the final determination regarding placement of students rests with the Superintendent of Schools.

5.3 Staff Selection and Assignment

a. The Board recognizes the importance that administrators, where possible, have an opportunity to interview and make a recommendation concerning all full-time personnel, certified and non-certified, that are being considered for assignment to their buildings or departments. The decision of the Board as to filling of such positions shall, however, be final and non-grievable.

b. Each building principal shall have the right to make a recommendation regarding each staff member's assignment within his building. Such assignments shall be made in accordance with any other collective bargaining agreements which the Board has entered into and which speak to the subject of assignments, work schedules, transfers, etc. The decision of the Board as to the assignments shall, however, be final and non-grievable.

¹ 5.4 Termination and Discipline of Administrative Personnel

No administrator who has successfully completed his/her one-year administrative *probationary period in the Van Buren Public Schools will be suspended or terminated without just cause. An administrator who has been suspended or terminated shall be entitled to:

a. The specific reasons for termination or disciplinary suspension should be in writing within two (2) working days.

b. In accordance with the Open Meetings Act of 1977, an open or closed hearing before the Board of Education, at the administrator's request, within thirty (30) days after said request and the administrator will continue to be paid during this time. If the Association does not agree with the decision of the Board relative to

such suspension or termination, it may proceed immediately to the final step of the grievance procedure.

c. At any hearing(s) under this provision, the affected administrator shall be entitled to Association representation and legal counsel at his request.

d. It is understood that any termination shall be subject to the grievance procedure provided the Tenure Act does not prescribe a procedure or authorize a remedy.

No administrator who has successfully completed his/her one-year administrative probationary period in the Van Buren Public Schools will be disciplined without just cause. A written warning or reprimand shall be signed by the person taking the action and a copy of such document given to the administrator involved. A copy of the document also shall be placed in the administrator's personnel file.

No administrator who has successfully completed his/her one-year administrative probationary period in the Van Buren Public Schools shall be involuntarily transferred, as a result of a disciplinary action, with loss of pay without due process (as defined by the Administrative Due Process Act of 1979) and just cause.

5.5 Administrative Contracts

a. Administrators new to this bargaining unit shall serve a one-year administrative probationary period in the Van Buren Public Schools. After an administrator has satisfactorily completed a one-year administrative probationary period, he shall be granted a two-year contract.

b. Individual written contracts shall be subject to this collective agreement and be controlled by this Master Agreement. The Master Agreement (including layoff and recall) shall supersede the individual contracts, and all conflicts therein shall be governed by the collective contract.

c. Administrative contracts are renewable yearly. If a contract is not renewed, the employee shall be notified by registered mail or a hand-delivered letter by April 1. Individual contracts that are not renewed would then expire at the end of the individual's current contract.

d. The failure on the part of the employer to provide notice by April 1 would renew the contract for two years per Section 5.5, A, or three years, per Section 5.5, E.

e. After five (5) years of satisfactory administrative service in the Van Buren School District, the employee shall be granted a three-year contract.

5.6 Vacancies, Transfers, and Promotions

a. It is the policy of the Board to secure the best qualified person for each position. The Board recognizes that it is desirable in making assignments to consider the interests and aspirations of its administrators in accordance with their individual qualifications.

b. An administrator may apply for any position at any time. Requests by an administrator to be transferred to a different position in the

same classification or to a different classification shall be made, in writing, on forms furnished by the Board, a copy of which shall be filed with the Superintendent and one copy filed with the Association. The application shall set forth the reasons for transfer, the position sought, and the applicant's qualifications.

Applications will be kept on file and given due consideration should such a vacancy occur either during the school year or during the summer. A list of existing vacancies will be posted in each school building on the first Monday of the months of May and June. On the fifth day of school each year, all previously submitted applications for positions shall become null and void.

c. Whenever an opening with the bargaining unit for the coming school year arises by virtue of a newly created or vacated position, or whenever any opening in a supervisory or administrative position in the district arises, the district shall publicize the same by providing for the appropriate posting in every school building. No such opening shall be filled, except in the case of emergency, until such opening shall have been posted for at least ten (10) school days provided, however, that any such vacancy which occurs between June 15 and the beginning of the next school year shall not be posted but, rather, notification shall be sent to the Association and to any member of the bargaining unit who, prior to the termination of his work year, has expressed his interest in such a position and would be certified and qualified for such a position.

d. In filling all vacancies, the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the bargaining unit, and other relevant factors. Upon request, an administrator who has been denied a transfer or position shall be given the reasons for denial. All qualified applicants within the bargaining unit shall have priority in filling of vacancies. The decision of the Board as to the filling of such vacancies shall, however, be final and not be grievable.

e. In the event that an applicant from outside the bargaining unit is contracted to fill a newly created or vacated position after the school year has started, and a qualified administrator from this bargaining unit has applied for the position, it is understood that their assignment to that position shall be temporary and considered open to transfers once the current school year ends. The position shall be made known to the bargaining unit and priority in filling this position shall be from those applicants within this system considering the professional backgrounds and attainments of all applicants, the length of time each has been in this school system, and other relevant factors. The decision of the Board as to the filling of such vacancies shall, however, be final and not be grievable.

f. Vacancies that occur after the beginning of the school year may be filled by temporary appointment until the close of the school year. Seniority will accrue on a temporary position if the individual becomes permanently appointed to the position, or if the individual temporarily appointed to the position is already a member of this bargaining unit.

5.7 Layoff and Recall

a. It is specifically recognized that it is within the sole discretion of the Board to reduce its educational program, curriculum, staff, and number of positions. After such a decision has been

rendered by the Board, displaced administrators will be reassigned, on the basis of administrative seniority, to equal or lower-rated classifications which in the judgement of the Superintendent, they have the necessary certification to teach at the given level (elementary, secondary, special area) and administrative or supervisory experience at the given level or area to fill. Administrators for whom no administrative positions are available will be laid off from the administrative bargaining unit. Administrative seniority shall be defined as the number of years of continuous service as an administrator in the district. Administrators on layoff shall retain seniority as per section 5.7.7 of this agreement. Central office administrators shall accumulate administrative seniority as if they were working in the bargaining unit.

b. The Superintendent shall give notice to the affected administrators that their positions have been eliminated and/or service as an administrator eliminated.

c. Central office administrators shall be able to bump into the bargaining unit. Central office administrators shall be able to bump a principal, assistant principal, or supervisor, provided the individual central office administrator has (1) the necessary certification to teach at the given level, and (2) administrative or supervisory experience. Central office administrators may bump into this bargaining unit provided the members of this Association continue to maintain the right to bump into the teachers' bargaining unit.

d. A principal may bump into an equal or lower-rated classification provided he has (1) the necessary certification to teach at the given level, and (2) administrative or supervisory experience. Elementary principals will qualify for the position of junior high assistant principal, but not for the position of junior high school principal.

e. An assistant principal may not bump a principal. He may bump another assistant principal or a supervisor provided he has (1) the necessary certification to teach at the given level, and (2) administrative or supervisory experience.

f. A supervisor may bump another supervisor in a different title provided he has (1) the necessary certification to teach at the given level, and (2) administrative or supervisory experience.

g. To bump into a supervisor's position, an administrator must possess the necessary qualifications.

h. In applying the above provisions, if there are two or more positions the administrator may bump into, the Board will select the position to which he is to be assigned.

i. An administrator previously displaced due to reduction in staff, will be recalled to any vacant bargaining unit position if he has (1) the necessary certification to teach at the given level, and (2) administrative or supervisory experience at the given level.

j. To be eligible to be recalled or reassigned, the administrator must be capable of assuming the administrative duties within two (2) weeks. If he/she is on an approved medical leave, he/she must be able to assume the position within thirty (30) days. If an administrator requests a voluntary transfer to a teaching position, his/her administrative seniority shall be forfeited and all administrative

seniority severed with the Van Buren Public Schools. If the administrator is involuntarily transferred to a teaching position, his/her administrative seniority shall continue to accumulate for a period of time equal to previous administrative seniority. However, administrators shall retain seniority while on layoff only for a period of time equal to their accumulated administrative seniority that existed at the time of layoff. During this time period, administrative seniority shall not be broken while the administrator is on medical leave if he/she is unable to be recalled.

If an administrator has been appointed to a temporary position and is subsequently hired and continuously retained in that same or similar administrative position, then the seniority date of hire shall be the first date of appointment to the temporary position.

k. The seniority list for layoff and recall purposes shall be updated no later no later than February 1st. Administrators must update their certification and current experience by February 1st.

l. If an administrator is given notice that his position has been terminated due to a layoff, they may elect to return to the teachers' bargaining unit consistent with the teachers' contract.

m. Any administrator who is transferred as a result of the application of the layoff and recall process (5.7), shall not be considered as being involuntarily transferred.

n. It is further understood that if criteria are developed at the state or federal level that are required for the district to receive reimbursement for either the program or program personnel, then the x's on the administrative seniority list will be revised to reflect the required criteria.

5.7.1 The parties agree to up-date the seniority chart used for layoff and recall prior to signing the 1986-90 contract.

5.8 Voluntary Reduction

When an administrator voluntarily desires to be returned to the teachers' bargaining unit, he shall be considered for a vacancy in accordance with the teachers' contract.

5.9 Special Provisions for Administrators

a. Any administrator having tenure in an administrative position in the Van Buren Public Schools, upon a temporary or permanent appointment or promotion to a position in which the administrator does not have tenure, shall retain tenure in the position(s) that the administrator previously acquired tenure.

b. If an administrator has previously attained tenure in an administrative position in Van Buren, and is reassigned or promoted to a different position, and a vacancy occurs in the position in which the administrator previously obtained tenure, then that administrator shall be assigned to that position provided the administrator has followed the contract with regard to vacancies, transfers and promotions.

c. Any involuntary transfer of an administrator to another administrative position or to a teaching position shall be consistent with all provisions of this Agreement.

d. Any reassigned administrator shall maintain his rights as defined by the administrative contractual language covering layoff and recall.

5.10 Parent Complaints

In order to encourage the harmonious and expeditious resolution of parent complaints at the local level, the Board agrees that in the case of a complaint on the part of a citizen regarding an administrator, or a program, or an employee he supervises, that such citizen shall be requested, in most instances, to first discuss the matter fully, either by telephone or in person, with the administrator involved. It is understood and agreed that, if an administrator's decision is appealed to a higher authority, the administrator shall be given an opportunity to provide the necessary background information, either in person and/or by confidential memorandum. Every effort will be made to notify the building principal of a parental complaint before a decision is made.

ARTICLE VI

STAFF DEVELOPMENT AND CURRICULUM RESPONSIBILITIES

6.1 Curriculum Revision

It is agreed that is the legal responsibility of the Board to determine the curriculum and programs to be implemented within the school district. It is recognized that the training, expertise, and experience of professional school administrators makes them an invaluable resource which can be utilized by the Board as to curriculum and program development.

6.2 Professional Activities Allocation

a. The employer shall pay for membership in one professional organization (state an national) for each unit member. The Superintendent must approve the expenditure of funds for such purpose, his decision being final and non-grievable.

b. Upon application and approval of the Superintendent, one-half of the bargaining unit members shall be allowed to attend a state-level conference. Beginning with the 1988-89 school year, the employer shall provide for reimbursement of documented expenses up to \$375.00 per year. The Superintendent must approve the conference and the individuals attending, his decision being final and non-grievable.

c. Beginning with the 1988-89 school year, the employer shall provide for the reimbursement of documented expenses up to \$1,000.00 each for attendance of a national conference by no more than one-half of the bargaining unit members annually. The Superintendent must approve the conferences and the individual attending, his decision being final and non-grievable.

ARTICLE VII

LEAVES OF ABSENCE

7.1 Requests and Conditions for Leaves

Employees may request a leave of absence. Examples of such leaves would be as follows: personal hardship, professional leaves, and long-term leaves. The request shall specify the following particulars of the leave:

- a. Purpose
- b. Length
- c. Compensation, if any
- d. Fringe benefits, if any
- e. Incremental accrual, if any
- f. Return right to either:
 1. First vacancy
 2. Same position
 3. Any position at the discretion of the employer

If the leave is granted, the employer shall specify the terms. Any term(s) not specified in the employer's response is rejected.

7.2 Sick Leave

Sick leave allowance will be as follows: Ten (10) days per year for those with less than five (5) years in the system; fifteen (15) days per year for those with five (5) years of service or more. Accumulation of sick leave days is unlimited. These days may be used as follows:

- a. All sick leave days may be used for personal illness or quarantine.
- b. A maximum of five (5) sick leave days per year will be allowed in the case of an illness of a member of the immediate family when no other arrangements can be made. In this instance, "immediate family" shall be defined as spouse, children, parents, parents-in-law, grandparents, or other relatives living in the same household with the administrator.
- c. Sick leave shall not be charged for absences occurring during holidays, vacation, or snow days.

7.3 On the Job Injury or Sick Leave

Absences directly resulting from on the job injuries or sickness as hereafter defined, for up to five (5) calendar years, shall not be chargeable to the administrator's leave bank. It being understood that any absence after five (5) years shall be chargeable. It is understood that an administrator must apply for worker's compensation in order to receive his salary without charge to his leave bank. The Board shall pay the difference between his scheduled salary and worker's compensation benefits. After five years, prorata sick leave shall be charged to the administrator's accumulated sick leave. Sickness is herein defined as measles, mumps, scarlet fever, or chicken pox in such case as the administrator may establish reasonable evidence that he contacted such disease as a direct result of employment. It is recognized that if the employer adopts an LTD plan with benefits to age seventy (70) (which is mutually acceptable), this section shall become null and void. Sick and personal business leave as well as time granted for salary schedule shall not accrue during an absence but

all other benefits shall continue.

7.4 Funeral Leave

When death occurs in the employee's immediate family, i.e. parent, step-parent, brother, sister, step-brother, step-sister, or grandparents, step-grandparents; parent, step-parent, brother, sister, grandparents, or step-grandparents of a current spouse, the employee will be permitted to use sick leave during the period commencing with the date of death and ending with the second calendar day after the day of the funeral not to exceed five (5) work days. The above limitations do not apply in the case of death of a spouse or children of the administrator.

A maximum of one (1) day of sick leave per funeral will be allowed to attend the funeral of other relatives or close friends not mentioned in the above paragraph.

7.5 Jury Duty

An administrator who is called and reports for jury duty shall be paid their full regular salary if they agree to and do turn over their jury pay (excluding mileage), for school work days to the district.

In order to receive payment, an employee must (1) give the district prior notice that they have been summoned for jury duty, and (2) furnish evidence satisfactory to the district that reporting for jury duty was performed on the days claimed.

7.6 Professional Business

The Superintendent or his designated agent may, at his discretion, approve administrative leave time for professional improvement. The request and response will be in writing if the absence is more than one day.

7.7 Child Care Leave of Absence

7.7.1 An administrator, either actively employed or on layoff status, who is pregnant or whose spouse is pregnant, shall be entitled, upon request, as provided below, to a child care leave.

7.7.2 Said administrator shall make such a request to the Superintendent, in writing, on the form(s) approved by the Board, thirty (30) calendar days prior to the anticipated date of birth or adoption. Included shall be either: a physician's statement certifying pregnancy or paternity, or a copy of the child's birth certificate, whichever is applicable.

7.7.3 An administrator who is pregnant may continue in active employment as long as she desires, provided she is able to perform her required functions.

7.7.4 An administrator adopting a child, one (1) year of age or less, shall be entitled, upon request, to a leave to commence during the first year after receiving de facto custody of the child, or prior to receiving such custody if necessary to fulfill the requirements for adoption.

An administrator acquiring a child, one (1) year of age or less, through marriage or assuming the legal responsibilities for a family,

shall be entitled, upon request, to a leave to commence at any time during the first year after acquiring said child or after the acquisition of the legal responsibilities for the family.

The appropriate form(s) must be completed and delivered to the Personnel Office at least thirty (30) days prior to the commencement of the leave.

7.7.5 An administrator requesting a child care leave, must elect one of the following leaves and only one leave will be granted per administrator per birth, adoption, acquisition of a child through marriage, or assumption of legal responsibilities for a family. The Board may, however, elect to bring an administrator back prior to the expiration of the leave by mutual consent.

- a. An unpaid leave for the remainder of the semester that the leave commenced.
- b. An unpaid leave for a complete semester.
- c. An unpaid leave for the remainder of the semester in which the leave commenced and the succeeding semester.
- d. An unpaid leave for two (2) complete semesters.

7.7.6 Leaves "a" through "d" above shall not commence within the first ten (10) paid days of a new semester. A leave shall begin on the first calendar paid day following the last day worked. Administrators on leave at the beginning of a new school year shall not be credited with any benefits that accrue on that day. Administrators shall not be paid for holidays and vacations immediately preceding or following a leave.

7.7.7 An administrator returning from a leave shall be reassigned to the position held at the time the leave commenced except when the position is no longer in existence or the administrator has insufficient seniority to retain that position when the number of positions have been reduce. In these instances, the administrator shall be placed in the position most similar to the one held when the leave commenced.

7.7.8 An administrator, upon resumption of active employment, shall have restored all benefits to which he was entitled at the time the leave commenced including, without limitation, unused sick leave days. If a leave is for less than sixty (60) working days, benefits shall accrue as though the leave had not occurred. If the unpaid leave is for more than sixty (60) working days, benefits shall not accrue. If a minimum of twelve (12) weeks are worked in any semester, time shall accrue for salary advancement.

7.7.9 During a child care leave of absence, the administrator shall maintain tenure rights if applicable only if the administrator had previously acquired tenure. Insurance benefits can be maintained on a self-pay basis.

7.7.10 Any pregnant administrator may elect to use her sick leave for the purpose of pregnancy-related illness and for disability. However, that individual may choose not to use her sick leave to cover such illness or disability. An administrator shall inform the employer of her pregnancy as soon as it is known, and provide doctor's (M.D. or

D.O. only) verification of such disability. The doctor's verification shall include the anticipated duration of the disability.

7.7.11 An administrator, while on a leave of absence, may purchase the insurance benefits provided for the bargaining unit as a member of his group at the rate determined by the insurance company provided said insurance carrier allows such purchase. If the above administrator misses two (2) payments for his fringe benefit package, the employer and Association will assume he no longer wishes to continue the option of group rates for fringe benefits.

7.7.12 The Board, at their sole discretion, may approve a leave of absence for reasons satisfactory to the employer, provided the leave is for one full school semester or year. A written request must be submitted and approved prior to the start of the leave or any extension thereof. Employees granted such a leave, shall, upon the expiration of the leave, return to active employment, provided that, the employee is eligible to return according to layoff and recall procedure. Employees who do not return to work at the expiration of their leave, shall forfeit all employment rights with the district.

7.8 Personal Business Days

Two (2) days in any one year will be allowed for "personal business", providing they do not fall on a day immediately preceding or following a holiday or vacation period. Personal business days should not be used to extend a vacation period or holiday. The administrator must receive permission from his immediate supervisor at least one day prior to a proposed personal business day. Any unused personal business days will be added to the accumulated sick leave at the end of each school year. The Superintendent, at his discretion, may approve additional days for unusual circumstances.

7.8.1 The Board agrees to guarantee members of the VBASA one (1) Compensation Day to be used as Personal Business Day contract language.

It is recognized that this Compensation Day shall be over and above all other accumulated Compensation Time as provided in Article 4.1.

7.9 Sabbatical Leave

In order to enhance the professional status of building administrators, the parties agree to the establishment of a Sabbatical Leave Policy.

- a. On the recommendation of the Superintendent, the Board of Education may, at his discretion, permit members of the Association to take Sabbatical Leave for the purpose of self-improvement and benefit to the school system through study or research.
- b. A maximum of one (1) administrator may be on leave at one time.
- c. The Board of Education policy fulfills the conditions outlined in General School Laws, State of Michigan, Section 340.572, revised.
- d. Application and Procedure for Leave
 1. A request and plan in writing must be submitted to the Superintendent by April 15 or October 15.

2. The Superintendent reviews the request and makes recommendations to the Board.
3. Board action will be taken.
4. Notification will be given to the applicant within sixty (60) days.
5. If the Sabbatical Leave is granted, the employee must provide verification, upon employer request, of commitment to and participation in the activity for which the Sabbatical was granted.

e. Description and Purpose of Leave

1. Qualified administrators holding a Life Certificate or Permanent Certificate and having completed two (2) years of successful administration may be permitted to choose between the two following alternatives:

	<u>Plan 1</u>	<u>Plan 2</u>
Minimum Consecutive Years of Service	~j	7
Length of Leave	1 Sem.	2 Sems.
Portion of Regular Salary Paid While on Leave	50%	50%

2. Purposes may include formal study, research and/or writing, and other reasons when, in the considered judgement of the Board, the professional competence of the staff members and general welfare of the Van Buren Schools will be significantly benefited.

f. Benefits

1. Increments and sick leave accrue during such leave.
2. Leave time shall count toward retirement in accordance with School Code.
3. All negotiated insurance benefits shall continue with full Board participation for Plan 1 (1 sem.) and 50% co-share participation for Plan 2 (2 sems.).

g. Return from Leave

Upon return from Sabbatical Leave, the employee shall be restored to his position or a position of like nature, seniority, status, and pay provided all regulations of Sabbatical Leave have been fulfilled.

ARTICLE VIII

EMOLUMENTS

8.1 Hospital Insurance

No administrator shall be eligible to receive health insurance coverage through the Van Buren Public Schools in addition to being covered by health insurance through any other source unless the administrator provides evidence that his/her coverage from another source is mandatory.

Consequently, each eligible administrator, as defined above and in Section 8.10 will select one (1) and only one of the four (4) following options:

1. Blue Cross/Blue Shield MVF 2, Master Medical Option 4, VAE/VST Rider, \$2.00 Drug Rider, with \$5,000 Life Insurance.
2. Super Med II with Blue Cross/Blue Shield Underwriter with MESSA Care Rider.
3. Catherine McAuley Health Maintenance Program including the \$2.00 prescription drug co-pay and extended mental health and chemical dependency coverage as outlined in the August, 1987, Catherine McAuley proposal.
4. Optional Plan
 - A. An additional \$10,000 life with AD & D.
 - B. Legal insurance (any legal insurance shall specifically provide that the insurance plan will not reimburse or pay contributions on behalf of any legal suit against the School District, the Board, its Employees or Agents).
 - C. TSA contribution of \$750.00.

TSA Contribution payable in December. Should an employee work only one (1) semester, his/her payment would be one-half (1/2) of the total amount. If an employee does not work the total year, an appropriate deduction based on a percentage of contractual work days may be made.

Hospital insurance shall be as provided by the Board for administrative staff from time to time but shall not be less than that provided the teachers.

8.2 Dental Insurance

The Board agrees to provide the following dental level of benefits without cost to each administrator and his/her eligible dependents:

Class I	80% to \$1,000.00 maximum
Class II	80% to \$1,000.00 maximum
Class III	80% to a lifetime maximum of \$800.00

The Board shall provide internal and external coordination of benefits.

The Board is obligated to provide a level of benefits as described in the 1987-90 MESSA Delta Dental Bargaining Briefs. The Board is not obligated to provide Plan D if the level of benefits are altered by MESSA from those listed above.

The carrier for this dental program shall be named by the Board.

Dental insurance shall be as provided by the Board for administrative staff from time to time but shall not be less than that provided the teachers.

8.3 Liability Insurance

The employer shall notify the Association of changes in the school's liability insurance. The employer currently has in effect a five million dollar umbrella policy. It's realized the employer may not be able to continue to obtain liability insurance but shall make every effort possible to maintain the current policy. Commencement and duration of coverage and amount and nature of benefits will be governed by the terms of the group insurance policy and rules and regulations of the carrier. The Board's only responsibility shall be for the payment of premiums.

8.4 Group Term Life Insurance

a. Life insurance in the amount of \$40,000.00 with Accidental Death and Dismemberment through June 30, 1984, beginning with July 1, 1984 will be increased to \$60,000.00 with Accidental Death and Dismemberment, beginning with July 1, 1985 will be increased to \$80,000.00 with Accidental Death and Dismemberment. Coverage shall be provided each administrator and fully paid for by the Board for the duration of this contract.

b. If the rules of the insurance will allow, the administrator may purchase additional life insurance at his own expense.

8.5 Mileage

Administrators shall be paid an allowance equal to the amount per mile allowed by the IRS for use of personal cars for field trips and other authorized school business.

8.6 Reimbursement for Personal Property

The Board shall provide reimbursement for all administrators for personal property loss or damage to administrators' property due to theft, fire, willful or malicious damage, or other acts of vandalism which are directly related to the administrator's professional assignment or duties. All claims, proofs in connection therewith, and other supporting documents shall be presented to the Superintendent. The Superintendent will recommend approval or disapproval and the decision of the Board shall be final and not subject to the grievance procedure.

8.7 Tax Sheltered Annuities

The Board will make available a tax deferred annuities program through five carriers. Anyone entering this system with a tax deferred annuities program, may have the option of continuing with his own program even though it is not one of the five carriers selected. The enrollment period of entering a tax deferred annuities program will be the first two weeks in October and February.

8.8 Individual Purchase of Additional Insurance Coverages

A member of the VBASA may purchase, at cost, additional insurance coverages granted members of other bargaining units so long as insurance company rules permit.

8.9 Long Term Disability

The Board of Education shall make available an accident and sickness benefit policy which will pay up to 60% of salary to a maximum of \$2,000.00 per month to each member of the bargaining unit who pays 40% of the premium and the Board agrees to pay the remaining percentage of the annual premium. Failure to pay the employee's portion of the premium by the member of the bargaining unit will render that individual ineligible for such policy. The insurance carrier is to be selected by the Board. Terms and conditions of the insurance policy shall govern as to all conditions of eligibility for benefits. During the period of this contract, there shall be no alterations in terms and/or conditions of this policy which would reduce the level of benefits.

8.10 Retirement Severance

An administrator retiring under the Michigan School Employees Retirement System and having fifteen (15) service years of in-district service, shall receive a one-time retirement grant. The retiree shall be paid fifteen (15) dollars per unused accumulated sick days to a maximum of 70 days with a maximum grant of \$1,050.

8.10.1 Early Notification of Termination

It is recognized that proper planning and staffing necessitates the knowing of vacant positions; therefore, individuals who unconditionally serve notice of termination or retirement for a succeeding school year by April 1 of the then current school year shall receive a termination bonus of \$750. Those persons who unconditionally serve notice of termination or retirement for a succeeding school year between April 1 and May 31 shall receive a \$500 bonus. Those individuals who unconditionally serve notice of termination or retirement for the succeeding year between June 1 and June 30 shall receive a \$300 bonus. No bonus under this subsection shall be paid an administrator serving official notice of retirement or termination for a succeeding year after June 30.

8.11 Fringe Benefit Clause

Vision and legal insurance shall be as provided by the Board for administrative staff from time to time, but shall not be less than that provided to teachers.

ARTICLE IX

GRIEVANCE PROCEDURES

9.1 Definitions

- a. A grievance shall mean a complaint by an administrator, or group of administrators, or Association in its own name, alleging that there has been a violation, misinterpretation, or misapplication of a specific provision of this Agreement.
- b. "Days" means "work days" as specified in the Grievance Procedures.
- c. The term "grievance" shall not apply to:
 1. Any matter for which another remedial procedure is prescribed by law or any rule or regulation of any state administrative agency.
 2. The termination of services of or failure to re-employ any probationary administrator. The probationary period shall be his first year as an administrator in the Van Buren School District.
 3. Any matter involving administrator evaluation.
 4. It is expressly understood that the grievance procedure shall not apply to those areas in which the Tenure Act prescribes a procedure or authorizes a remedy (discharge and/or demotion).

9.2 Written Grievances

Written grievances as required herein shall contain the following:

- a. It shall be signed by the grievant or grievants.
- b. It shall be specific.
- c. It shall contain a synopsis of the facts giving rise to the alleged violation.
- d. It shall cite the section or subsections of this contract alleged to have been violated.
- e. It shall contain the date of the alleged violation.
- f. It shall specify the relief requested.

9.3 Procedures

- a. Level One: An administrator alleging a violation of the express provisions of this contract shall, within five (5) days of its alleged occurrence, orally discuss the grievance with the Superintendent or designee in an attempt to resolve same.

The Superintendent, or his designee, will respond, in writing, within three (3) days of the discussion. If the administrator doesn't agree with the written response, he shall reduce the grievance to writing and proceed, within five (5) days to Level Two.

b. Level Two: A copy of the written grievance shall be filed with the Superintendent with the endorsement thereon of the approval or disapproval of the Association. Within five (5) days of receipt of the grievance, the Superintendent shall arrange a meeting with the grievant and/or his designated Association representative, at the option of the grievant, to discuss the grievance. Within five (5) days of the discussion, the Superintendent shall render his decision, in writing, transmitting a copy of the same to the grievant and the Association.

If no decision is rendered within five (5) days, or the decision is unsatisfactory to the grievant or the Association, the grievant or the Association may appeal same to the Board by filing a written grievance along with the decision of the Superintendent with the officer of the Board in charge of drawing up the agenda for the Board's meetings. The Board shall schedule a meeting to hear the matter not more than thirty (30) days from the appeal.

c. Level Three: Upon proper application as specified in Level Two, the Board shall allow the administrator or the Association an opportunity to be heard at the meeting for which the grievance was scheduled. Within five (5) days from the hearing of the grievance, the Board shall render its decision in writing.

9.4 Miscellaneous

a. The failure of an aggrieved person to proceed from one step of the Grievance Procedure to the next step within the time limits set forth, shall be deemed to be an acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance.

b. Any party of interest may be represented at all meetings and hearings at any level of the grievance procedure by another building administrator or a representative of the Association or legal representative.

c. A grievance may be withdrawn at any step without prejudice.

d. The filing of a grievance shall in no way interfere with the right of the Board to proceed in carrying out its management responsibilities, subject to the final decision of the grievance.

e. The Association is not prohibited from processing a grievance in behalf of an employee or group of employees.

f. Should an employee fail to institute a grievance within the time limits specified, the grievance will not be processed. Should an employee leave the employ of the Board, all further proceedings on a previously instituted grievance shall be continued by the Association.

g. Any withholding of services or work stoppage authorized by the Association while grievance procedures are in the process, shall constitute the basis of immediate discontinuation of the grievance process for the duration of this Agreement.

h. No reprisals of any kind shall be taken by or against a building administrator participant in the grievance procedure for reason of such participation.

i. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.

j. It shall be the general practice of all parties of interest to process grievance procedures during times which do not interfere with assigned duties provided, however, in the event it is agreed by the Board to hold proceedings during regular working hours, a building administrator, Association President, or the Association President's designee participating in any step of the grievance procedure, with any representative of the Board, shall be released from assigned duties without loss of salary.

ARTICLE X

NO STRIKE CLAUSE

10.1 No administrator or the Association shall participate in or cause any strike nor shall any administrator or the Association participate in or cause any work stoppage nor shall any administrator refuse to carry out normal work assignments.

10.2 The Board shall not lock out any administrator during the term of this Agreement.

ARTICLE XI

MISCELLANEOUS

11.1 Residency

All administrators hired after the ratification of this Agreement who are not present employees of the Van Buren School District, agree to reside within the school district within one year after signing of their contract.

11.2 Severability Clause

If any term or condition of this Agreement is found to be contrary to law (Michigan or Federal), by a court of competent jurisdiction or by any other administrative agency having force of law, then such term or condition shall be null and void. Such determination shall not invalidate the remaining provisions of this Agreement.

11.3 Waiver

The parties mutually agree that the terms and conditions set forth in the Agreement represents 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 an amendment hereto.

11.4 Step and Scale Advancement

Step advancement shall only be credited at the beginning of each school year. Scale advancement shall only be credited at the beginning of each semester.

11.5 Experience Waiver

The employer may grant credit on the salary schedule to new employees for previous experience at the employer's sole discretion.

11.6 Personnel Policy GBM

Personnel Policy GBM, as adopted on June 16, 1980, shall in no way be applicable to current or future members of the V.B.A.S.A. bargaining unit. The adoption of that policy shall in no way prejudice the future bargaining positions of either the employer or the V.B.A.S.A. or past practice.

ARTICLE XII

EFFECTIVE DATES OF CONTRACT AND RATIFICATION

12.1 Duration of Agreement

a. This Agreement, executed this 9th day of May, 1988, is effective as of the 9th day of May, 1988, the day of Board ratification and shall remain in full force and effect until June 30, 1990. The parties agree to begin negotiations for a new Agreement sixty (60) days prior to June 30, 1990.

b. This Agreement may be amended at any time by the mutual written agreement of both parties. It is understood that any amendments agreed upon shall be reduced to writing and distributed by the Board to all members of the bargaining unit.

Any extension of this Agreement must be in writing and agreed upon by both parties.

c. The V.B.A.S.A. and the Van Buren Board of Education may reopen the contract to negotiate two articles (one article per side), (excluding from the reopener all of Article VIII and the salary schedule appendices).

12.2 Ratification

In witness whereof, we have set our hands to this Agreement with the intent that the execution hereof shall be deemed to be complete as of May 9, 1988.

BOARD OF EDUCATION
VAN BUREN PUBLIC SCHOOLS

Robert R. Fowler
Robert R. Fowler, President

Jere fy Dolph
Jere fy Dolph, Secretary

VAN BUREN ADMINISTRATORS
AND SUPERVISORS ASSOCIATION

Bruce Romant, **JU-*-**
Bruce Romant, Chief Negotiator

William Chizmar
William Chizmar, Neg. Team Member

Robert E. Crain
Robert Crain, Neg. Team Member

Jonathan Hale
Jonathan Hale, Neg. Team Member

William Sparrow
William Sparrow, Neg. Team Member

Appendix A

Administrative Work Calendar

It is understood that the administrators' schedule shall be the following number of work days:

<u>Positions</u>	<u>Work Days</u>
High School Principal	220
High School Assistant Principal	215
Junior High Principal	210
Middle School Principal	210
Junior High Assistant Principal	195
Middle School Assistant Principal	195
Elementary Principal	195
Athletic Supervisor	200
Special Services Supervisor	205
Vocational Education Supervisor	200
Compensatory Education Supervisor	200
I.M.C. Supervisor	195
Adult & Community Education/I.M.C. Supervisor	195
Athletic Supervisor/Special Projects	200
Career Development Administrator	200
Adult & Community Education/Special Projects	195
I.M.C./Special Projects Supervisor	195
Adult & Community Education Supervisor	195

ADMINISTRATORS' & SUPERVISORS' SALARY SCHEDULES
 1986-87 SCHOOL YEAR
 (6.0% Increase)

Sr. High Principal
220 Days

0 - 49,450
 1 - 49,950
 2 - 50,450
 3 - 50,950
 4 - 51,450
 5 - 51,950
 6 - 52,450

Sr. High Assistant
215 Days

0 - 44,350
 1 - 44,850
 2 - 45,350
 3 - 45,850
 4 - 46,350
 5 - 46,850
 6 - 47,350

Jr. High Principal
210 Days

0 - 45,850
 1 - 46,350
 2 - 46,850
 3 - 47,350
 4 - 47,850
 5 - 48,350
 6 - 48,850

Jr. High Assistant
195 Days

0 - 40,550
 1 - 40,950
 2 - 41,350
 3 - 41,750
 4 - 42,150
 5 - 42,550
 6 - 42,950

Elementary Principal
195 Days

0 - 41,700
 1 - 42,200
 2 - 42,700
 3 - 43,200
 4 - 43,700
 5 - 44,200
 6 - 44,700

Special Services Supv.
205 Days

0 - 41,150
 1 - 41,250
 2 - 41,350
 3 - 41,450
 4 - 41,550
 5 - 41,650
 6 - 41,750

Compensatory Education,
Vocational Education, &
Career Development Supv.,
200 Days

0 - 40,150
 1 - 40,250
 2 - 40,350
 3 - 40,450
 4 - 40,550
 5 - 40,650
 6 - 40,750

Athletic Supervisor
200 Days

0 - 41,550
 1 - 41,650
 2 - 41,750
 3 - 41,850
 4 - 41,950
 5 - 42,050
 6 - 42,150

I.M.C. Supervisor
195 Days

0 - 37,950
 1 - 38,050
 2 - 38,150
 3 - 38,250
 4 - 38,350
 5 - 38,450
 6 - 38,550

Adult & Community Ed./
Special Projects Supv.
195 Days

0 - 39,150
 1 - 39,250
 2 - 39,350
 3 - 39,450
 4 - 39,550
 5 - 39,650
 6 - 39,750

Administrators: Round off to the closest \$50. Reduce maximum for remainder of schedule by six (6) \$500 increments - except for Jr. High Ass't., use \$400 increments.

Supervisors: Round off to closest \$50. Reduce maximum by six (6) \$100 increments.

Add: \$1628 for M.A. + 15 graduate semester hours;
 \$3256 for 30 graduate semester hours or Ed.S. Degree.

ADMINISTRATORS' & SUPERVISORS' SALARY SCHEDULES

1986-87 4% UNSCHEDULED

Sr. High Principal
220 Days

0 - 1,978
1 - 1,998
2 - 2,018
3 - 2,038
4 - 2,058
5 - 2,078
6 - 2,098

Sr. High Assistant
215 Days

0 - 1,774
1 - 1,794
2 - 1,814
3 - 1,834
4 - 1,854
5 - 1,874
6 - 1,894

Jr. High Principal
210 Days

0 - 1,834
1 - 1,854
2 - 1,874
3 - 1,894
4 - 1,914
5 - 1,934
6 - 1,954

Jr. High Assistant
195 Days

0 - 1,622
1 - 1,638
2 - 1,654
3 - 1,670
4 - 1,686
5 - 1,702
6 - 1,718

Elementary Principal
195 Days

0 - 1,668
1 - 1,688
2 - 1,708
3 - 1,728
4 - 1,748
5 - 1,768
6 - 1,788

Special Services Supv.
205 Days

0 - 1,646
1 - 1,650
2 - 1,654
3 - 1,658
4 - 1,662
5 - 1,666
6 - 1,670

Compensatory Education,
Vocational Education, &
Career Development Supv.
200 Days

0 - 1,606
1 - 1,610
2 - 1,614
3 - 1,618
4 - 1,622
5 - 1,622
6 - 1,630

Athletic Supervisor
200 Days

0 - 1,662
1 - 1,666
2 - 1,670
3 - 1,674
4 - 1,678
5 - 1,682
6 - 1,686

I.M.C. Supervisor
195 Days

0 - 1,518
1 - 1,522
2 - 1,526
3 - 1,530
4 - 1,534
5 - 1,538
6 - 1,542

Adult & Community Ed./
Special Projects Supv.
195 Days

0 - 1,566
1 - 1,570
2 - 1,574
3 - 1,578
4 - 1,582
5 - 1,586
6 - 1,590

Add: \$65 for MA +15 graduate semester hours

Add: \$130 for MA +30 graduate semester hours
or an Ed.S Degree

ADMINISTRATORS' & SUPERVISORS' SALARY SCHEDULES
1987-88 SCHOOL YEAR
(6.0% Increase)

Sr. High Principal
220 Days

0 - 52,600
1 - 53,100
2 - 53,600
3 - 54,100
4 - 54,600
5 - 55,100
6 - 55,600

Sr. High Assistant
215 Days

0 - 47,200
1 - 47,700
2 - 48,200
3 - 48,700
4 - 49,200
5 - 49,700
6 - 50,200

Jr. High Principal
210 Days

0 - 48,800
1 - 49,300
2 - 49,800
3 - 50,300
4 - 50,800
5 - 51,300
6 - 51,800

Jr. High Assistant
195 Days

0 - 43,150
1 - 43,550
2 - 43,900
3 - 44,350
4 - 44,750
5 - 45,150
6 - 45,550

Elementary Principal
195 Days

0 - 44,400
1 - 44,900
2 - 45,400
3 - 45,900
4 - 46,400
5 - 46,900
6 - 47,400

Special Services Supv.
205 Days

0 - 43,650
1 - 43,750
2 - 43,850
3 - 43,950
4 - 44,050
5 - 44,150
6 - 44,250

Compensatory Education,
Vocational Education, &
Career Development Supv.,
200 Days

0 - 42,600
1 - 42,700
2 - 42,800
3 - 42,900
4 - 43,000
5 - 43,100
6 - 43,200

Athletic Supervisor
200 Days

0 - 44,100
1 - 44,200
2 - 44,300
3 - 44,400
4 - 44,500
5 - 44,600
6 - 44,700

I.M.C. Supervisor
195 Days

0 - 40,250
1 - 40,350
2 - 40,450
3 - 40,550
4 - 40,650
5 - 40,750
6 - 40,850

Adult & Community Ed./
Special Projects Supv.
195 Days

0 - 41,550
1 - 41,650
2 - 41,750
3 - 41,850
4 - 41,950
5 - 42,050
6 - 42,150

Administrators: Round off to the closest \$50. Reduce maximum for remainder of schedule by six (6) \$500 increments - except for Jr. High Ass't., use \$400 increments.

Supervisors: Round off to closest \$50. Reduce maximum by six (6) \$100 increments.

Add: \$1726 for M.A. + 15 graduate semester hours;
\$3451 for 30 graduate semester hours or Ed.S. Degree.

Appendix B 2.2

ADMINISTRATORS' & SUPERVISORS' SALARY SCHEDULES

1987-88 3% UNSCHEDULED
(Computed on the 1986/87 Salary)

<u>Sr. High Principal</u> 220 Days	<u>Sr. High Assistant</u> 215 Days	<u>Jr. High Principal</u> 210 Days
0 - 1,484	0 - 1,331	0 - 1,376
1 - 1,499	1 - 1,346	1 - 1,391
2 - 1,514	2 - 1,361	2 - 1,406
3 - 1,529	3 - 1,376	3 - 1,421
4 - 1,544	4 - 1,391	4 - 1,436
5 - 1,559	5 - 1,406	5 - 1,451
6 - 1,574	6 - 1,421	6 - 1,466

<u>Jr. High Assistant</u> 195 Days	<u>Elementary Principal</u> 195 Days	<u>Special Services Supv.</u> 205 Days
0 - 1,217	0 - 1,251	0 - 1,235
1 - 1,229	1 - 1,266	1 - 1,238
2 - 1,241	2 - 1,281	2 - 1,241
3 - 1,253	3 - 1,296	3 - 1,244
4 - 1,265	4 - 1,311	4 - 1,247
5 - 1,277	5 - 1,326	5 - 1,250
6 - 1,289	6 - 1,341	6 - 1,253

Compensatory Education,
Vocational Education, &
Career Development Supv.,
200 Days

0 - 1,205
1 - 1,208
2 - 1,211
3 - 1,214
4 - 1,217
5 - 1,220
6 - 1,223

Athletic Supervisor
200 Days

0 - 1,247
1 - 1,250
2 - 1,253
3 - 1,256
4 - 1,259
5 - 1,262
6 - 1,265

I.M.C. Supervisor
195 Days

0 - 1,139
1 - 1,142
2 - 1,145
3 - 1,148
4 - 1,151
5 - 1,154
6 - 1,157

Adult & Community Ed./
Special Projects Supv.
195 Days

0 - 1,175
1 - 1,178
2 - 1,181
3 - 1,184
4 - 1,187
5 - 1,190
6 - 1,193

Add: \$49 for MA +15 graduate semester hours

Add: \$98 for MA +30 graduate semester hours
or an Ed.S. Degree

ADMINISTRATORS' & SUPERVISORS' SALARY SCHEDULE
1988-89 SCHOOL YEAR
(6.0% Increase)

Sr. High Principal
220 Days

0 - 55,950
1 - 56,450
2 - 56,950
3 - 57,450
4 - 57,950
5 - 58,450
6 - 58,950

Sr. High Assistant
215 Days

0 - 50,200
1 - 50,700
2 - 51,200
3 - 51,700
4 - 52,200
5 - 52,700
6 - 53,200

Jr. High Principal
210 Days

0 - 51,900
1 - 52,400
2 - 52,900
3 - 53,400
4 - 53,900
5 - 54,400
6 - 54,900

Jr. High Assistant
195 Days

0 - 45,900
1 - 46,300
2 - 46,700
3 - 47,100
4 - 47,500
5 - 47,900
6 - 48,300

Elementary Principal
195 Days

0 - 47,250
1 - 47,750
2 - 48,250
3 - 48,750
4 - 49,250
5 - 49,750
6 - 50,250

Special Services Supv.
205 Days

0 - 46,300
1 - 46,400
2 - 46,500
3 - 46,600
4 - 46,700
5 - 46,800
6 - 46,900

Compensatory Education,
Vocational Education, &
Career Development Supv.,
200 Days

0 - 45,200
1 - 45,300
2 - 45,400
3 - 45,500
4 - 45,600
5 - 45,700
6 - 45,800

Athletic Supervisor
200 Days

0 - 46,800
1 - 46,900
2 - 47,000
3 - 47,100
4 - 47,200
5 - 47,300
6 - 47,400

I.M.C. Supervisor
195 Days

0 - 42,700
1 - 42,800
2 - 42,900
3 - 43,000
4 - 43,100
5 - 43,200
6 - 43,300

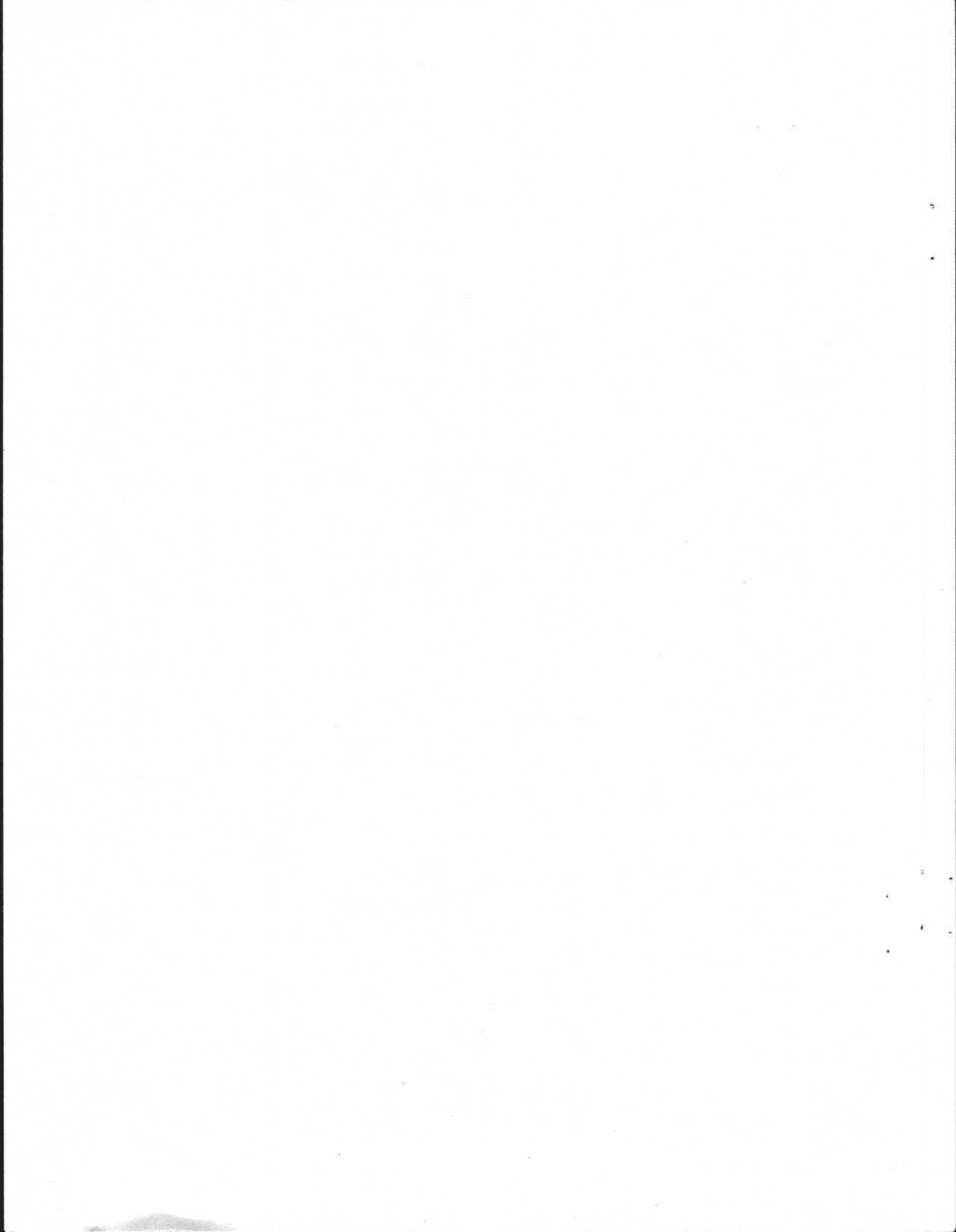
Adult & Community Ed./
Special Projects Supv.
195 Days

0 - 44,100
1 - 44,200
2 - 44,300
3 - 44,400
4 - 44,500
5 - 44,600
6 - 44,700

Administrators: Round off to the closest \$50. Reduce maximum for remainder of schedule by six (6) \$500 increments - except for Jr. High Ass't., use \$400 increments.

Supervisors: Round off to closest \$50. Reduce maximum by six (6) \$100 increments.

Add: \$1830 for M.A. + 15 graduate semester hours;
\$3658 for 30 graduate semester hours or Ed.S. Degree.



Appendix B 3.2

ADMINISTRATORS¹ & SUPERVISORS' SALARY SCHEDULES

1988-89 2% UNSCHEDULED
(Computed on the 1987-88 Salary)

Sr. High Principal
220 Days

0 - 1,052
1 - 1,062
2 - 1,072
3 - 1,082
4 - 1,092
5 - 1,102
6 - 1,112

Sr. High Assistant
215 Days

0 - 944
1 - 954
2 - 964
3 - 974
4 - 984
5 - 994
6 - 1,004

Jr. High Principal
210 Days

0 - 976
1 - 986
2 - 996
3 - 1,006
4 - 1,016
5 - 1,026
6 - 1,036

Jr. High Assistant
195 Days

0 - 863
1 - 871
2 - 879
3 - 887
4 - 895
5 - 903
6 - 911

Elementary Principal
195 Days

0 - 888
1 - 898
2 - 908
3 - 918
4 - 928
5 - 938
6 - 948

Special Services Supv.
205 Days

0 - 873
1 - 875
2 - 877
3 - 879
4 - 881
5 - 883
6 - 885

Compensatory Education,
Vocational Education, &
Career Development Supv.,
200 Days

0 - 852
1 - 854
2 - 856
3 - 858
4 - 860
5 - 862
6 - 864

Athletic Supervisor
200 Days

0 - 882
1 - 884
2 - 886
3 - 888
4 - 890
5 - 892
6 - 894

I.M.C. Supervisor
195 Days

0 - 805
1 - 807
2 - 809
3 - 811
4 - 813
5 - 815
6 - 817

Adult & Community Ed./
Special Projects Supv.
195 Days

0 - 831
1 - 833
2 - 835
3 - 837
4 - 839
5 - 841
6 - 843

Add: \$35 for MA +15 graduate semester hours

Add: \$69 for MA +30 graduate semester hours
or an Ed.S. Degree

ADMINISTRATORS¹ & SUPERVISORS' SALARY SCHEDULES

1989-90 SCHOOL YEAR
(7.0% Increase)

Sr. High Principal
220 Days

0 - 60,100
1 - 60,600
2 - 61,100
3 - 61,600
4 - 62,100
5 - 62,600
6 - 63,100

Sr. High Assistant
215 Days

0 - 53,900
1 - 54,400
2 - 54,900
3 - 55,400
4 - 55,900
5 - 56,400
6 - 56,900

Jr. High Principal
210 Days

0 - 55,750
1 - 56,250
2 - 56,750
3 - 57,250
4 - 57,750
5 - 58,250
6 - 58,750

Jr. High Assistant
195 Days

0 - 49,300
1 - 49,700
2 - 50,100
3 - 50,500
4 - 50,900
5 - 51,300
6 - 51,700

Elementary Principal
195 Days

0 - 50,750
1 - 51,250
2 - 51,750
3 - 52,250
4 - 52,750
5 - 53,250
6 - 53,750

Special Services Supv.
205 Days

0 - 49,600
1 - 49,700
2 - 49,800
3 - 49,900
4 - 50,000
5 - 50,100
6 - 50,200

Compensatory Education,
Vocational Education, &
Career Development Supv.
200 Days

0 - 48,400
1 - 48,500
2 - 48,600
3 - 48,700
4 - 48,800
5 - 48,900
6 - 49,000

Athletic Supervisor
200 Days

0 - 50,100
1 - 50,200
2 - 50,300
3 - 50,400
4 - 50,500
5 - 50,600
6 - 50,700

I.M.C. Supervisor
195 Days

0 - 45,750
1 - 45,850
2 - 45,950
3 - 46,050
4 - 46,150
5 - 46,250
6 - 46,350

Adult & Community Ed./
Special Projects Supv.
195 Days

0 - 47,250
1 - 47,350
2 - 47,450
3 - 47,550
4 - 47,650
5 - 47,750
6 - 47,850

Administrators: Round off to the closest \$50. Reduce maximum for remainder of schedule by six (6) \$500 increments - except for Jr. High Asst., use \$400 increments.

Supervisors: Round off to closest \$50. Reduce maximum by six (6) \$100 increments.

Add: \$1958 for M.A. +15 graduate semester hours; \$3914 for 30 graduate semester hours or Ed.S. Degree.

LETTER OF UNDERSTANDING

The following total dollar amounts (equal to 4, 3, and 2 percent of unscheduled salary for each administrator) shall be placed in a deferred compensation plan mutually agreeable to V.B.A.S.A. and the Van Buren Board of Education.

This plan will allow for employee participation and be implemented immediately after ratification of this agreement. Legal and/or incidental costs necessary for the successful implementation of this plan shall be paid by the Board.

<u>NAME</u>	<u>AMOUNT</u>
Binder	\$3,717
Chizmar	4,374
Colletta	3,845
Crain	3,808
Forsyth	3,918
Green	4,374
Greene	2,274
Gross	4,078
Hale	4,374
Houston	4,104
Larabell	4,374
Loyd	3,922
Nagy	4,013
Priest	4,374
Richendollar	4,752
Romant	4,467
Sparrow	4,752
Stapleton	4,374
Tabor	5,080
Williamson	4,318

LETTER OF UNDERSTANDING

The fifteen (15) days worked by administrators/supervisors, between October 7, 1987, and October 27, 1987, shall be considered additional work days beyond those contractually agreed upon and shall be compensated by per diem pay based on the newly negotiated 1987-88 pay scale.

If V.B.A.S.A. members wish to use compensation days in lieu of receiving pay for any of the fifteen days, arrangements and approval must be made through the Superintendent's Office. Commitment to the number and dates to be used will be required within one week after ratification of this agreement, with payment following on the first available pay period.

Administrators employed during the 1987-88 school year shall receive a one-time credit of two additional sick days as a compensation time correction which will appear as an addition to the 1988-89 sick bank accumulation.

RETROACTIVITY

The parties agree that scheduled salary improvements, including increases in applicable stipends, reflected in the newly negotiated 1986-87 and 1987-88 salary schedules included herein, shall be considered to have been earned and applied retroactively for members of the bargaining unit during those years and shall be paid within four weeks following mutual ratification of this agreement.

It is further agreed that an opportunity will be made available for V.B.A.S.A. members to make a one-time lump-sum contribution from any retroactive or per/diem pay into an established T.S.A.

With the exception of the above salary considerations, all other portions of agreement shall become effective upon ratification.



