

6/30/2000



**Grosse Pointe  
Public Schools**

*Excellence In Education  
Our Proven Tradition*

1921-1996

*Grosse Pointe Public Schools*

**MASTER AGREEMENT  
1995-2000**

*The Grosse Pointe Public School System*

*The Grosse Pointe Administrators Association*

389 St. Clair  
Grosse Pointe, Michigan 48230



**AGREEMENT**  
**BETWEEN THE**  
**THE GROSSE POINTE PUBLIC SCHOOL SYSTEM**  
**AND THE**  
**GROSSE POINTE ADMINISTRATORS ASSOCIATION**

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This Agreement entered into this 9th day of June, 1997, by and between the Board of Education of The Grosse Pointe Public School System, Wayne County, Michigan, hereinafter called the "BOARD" and the Grosse Pointe Administrators Association.

### *RECOGNITION*

(1) The BOARD hereby recognizes the Grosse Pointe Administrators Association, hereafter referred to as the "ASSOCIATION", as the exclusive bargaining representative pursuant to Act 379, P.A. 1965, as amended, for all full time principals, assistant principals, director of instructional services, and administrative assistant to the assistant superintendent of instructional services who are employed by the BOARD, and such other positions as may be mutually agreed upon between the parties, but excluding all other positions.

(1a) The term "administrator", when used herein, shall refer to all members of the bargaining unit represented by the Association.

### *ADMINISTRATIVE CONTRACTS*

(2) Administrative appointments are covered by multiple year contracts so that all eligible administrators have some limited tenure as administrators. The essential elements of the plan are as follows:

(2a) A one-year administrative period of probation in a new administrative position may be required. Additional years of administrative probation may be utilized if the circumstances warrant.

(2b) Once the administrative probationary period is satisfactorily served, a two year contract will be offered. However, in the event that an administrator receives an evaluation rating of unsatisfactory, he/she will not receive a contract extension as provided in paragraph 67 of the Agreement.

(2c) All contracts will be reviewed annually by June 30. A decision will be made at that time by the Superintendent of Schools, subject to approval by the Board of Education, relative to the renewal of that contract. Such information will be communicated immediately to the individual administrator.

### *REDUCTION OF ADMINISTRATIVE STAFF*

(3) In the event the Board decides to reduce the administrative staff, preferential status and priority for retaining any administrator in a position for which he/she is deemed qualified by the Superintendent of Schools shall be based upon the total number of years he/she has satisfactorily served the Grosse Pointe Public School System as an administrator. Additionally, one-half of the administrative experience outside of Grosse Pointe will be counted for seniority purposes.

(4) Administrators will be deemed qualified in their current administrative position and any other administrative position they have successfully held in Grosse Pointe for a minimum of one year as a contract administrator. This qualification will also require any necessary state certification where it is required

for the position. In addition, administrators may be deemed qualified for other administrative positions by the Superintendent of Schools.

(5) The areas for qualification shall be High School Principal, High School Assistant Principal, Middle School Principal, Middle School Assistant Principal, Elementary School Principal, Curriculum and Evaluation Associate, Director of Instructional Services and Administrative Assistant to the Assistant Superintendent of Instructional Services. A seniority list shall be published by October 1 of each year showing the seniority of each administrator in his/her areas of qualification. Administrators shall have until October 31 to contact the Director of Personnel/Labor Relations regarding any mistakes in the seniority list. After this date the list shall be deemed conclusively correct until the following October 1.

(6) In the event that a major proportion of operating revenue is lost due to a millage failure, the Board may declare that a financial emergency has occurred at a level that requires the layoff of administrators. In this circumstance administrative contracts may be rendered null and void on the June 30 following this declaration of financial emergency. In the event any portion of the lost millage is restored, any reduction of administrative staff will be conducted in accordance with paragraph 7.

(7) In the event of a reduction of administrative staff for reasons other than a financial emergency, an administrator will be given at least eight (8) months written notice prior to the effective date of the layoff. However, if written notice is given during the period from April 15 through April 30 only six (6) months notice of layoff will be required. Upon layoff of employment the administrator's individual contract will be terminated.

(8) Those who lose their positions by reduction of staff will be recalled to the first open administrative position for which they have prior successful Grosse Pointe administrative experience of at least one (1) year or are deemed qualified by the Superintendent, in order by administrative seniority, prior to the appointment of any candidates new to the school system.

(9) The right to be recalled from layoff shall last for a period of three (3) years from the date of layoff. The Board shall give written notice of recall from layoff by registered or certified letter to the administrator at his/her address as it appears on the Board's records which shall be conclusive when used in connection with layoffs, recall or other notice to the administrator. If an administrator fails to report to work within thirty (30) calendar days from the date of mailing of the recall letter, unless an extension is granted in writing by the Board, the administrator shall be considered a voluntary quit.

(10) If an administrator is given a notice of layoff, the Board will make an effort to secure a teaching position within the school system for which the affected administrator is certified and qualified, and, if successful, will pay the difference between his/her administrative salary and the teaching salary for a one year period from the date of notice. However, administrative benefits will not be continued past the effective date of layoff. If the Board is not able to secure a teaching position for the affected administrator, he/she will be laid off from employment with the school system.

(11) Exempt administrators who have held bargaining unit positions shall be granted seniority for time served in such positions, but shall not accrue any seniority while in an exempt position.

(12) During the period from the notice of layoff to the effective date of layoff an affected administrator will continue to receive all fringe benefits including the accrual of vacation time.

(13) The difference between administrator and teacher pay will be calculated by subtracting teacher base pay from administrator base pay. In both instances base pay consists of scheduled salary plus longevity pay.

(14) When the board is obligated to pay the difference between administrator and teacher pay, compensation received from E.P.E.D. activities will not be offset against administrator pay.

(15) When an administrator accepts a teaching position through a reduction of staff, the Board will reimburse that portion of the premium for optional life insurance which when combined with Board paid group life insurance will not exceed two times his/her scheduled administrative salary. It is understood that the administrator must apply and qualify for such optional life insurance.

(16) If an administrator accepts other employment during the period from the notice of layoff to the effective date of layoff all salary and benefits will cease upon the commencement of such other employment. If an administrator accepts a teaching position through a reduction of staff, salary will be paid in accordance with paragraph 10 and administrator benefits will cease upon the commencement of work for the teaching position.

### *WORK YEAR*

(17) All work years are in terms of calendar months. The school year officially begins July 1 and ends June 30 annually. Normally, an 11 month work year begins August 1 and terminates June 30. Exceptions will be noted in individual contracts.

### *GRIEVANCE PROCEDURE*

(18) The term grievance shall be interpreted to mean a complaint by an administrator that there has been a violation, misinterpretation or misapplication of this agreement.

#### STEP ONE

(19) An administrator may initiate a grievance by first discussing the matter with his/her immediate supervisor. The grievant may be accompanied by an Association representative. A grievance must be presented within 10 days immediately following the event or condition which gives rise to the grievance. Within 10 days after presentation of the grievance, the immediate supervisor shall give his/her answer orally to the administrator.

#### STEP TWO

(20) If the grievance is not resolved at Step One the administrator may reduce his/her grievance to writing and present it to the Superintendent or his designee. The grievance must be filed within 10 days after receipt of the oral answer at Step One. The grievance shall be on a form provided by the Board. The Superintendent or his designee shall schedule a meeting to discuss the matter and shall provide the administrator a written answer to the grievance within 10 days of the meeting.

#### STEP THREE

(21) If the matter is not satisfactorily resolved at Step Two the Association may invoke grievance mediation pursuant to the rules of the Federal Mediation and Conciliation Service or the Michigan

Employment Relations Commission. The parties may also mutually agree upon a private mediator. It is understood that recommendations of a mediator are not binding on either party and that all discussions in mediation are confidential and shall not be used as evidence in any other proceeding.

### *GENERAL PROVISIONS*

- (22) All references to "days" in this Article shall be regular work days.
- (23) Time limits may be extended by mutual agreement of the parties.
- (24) The Association may provide representation through its officers at Steps One and Two; legal counsel may be present at Step Three.
- (25) Grievances shall be processed during the administrator's non-working hours unless mutually agreed otherwise.

### *RIGHTS TO REPRESENTATION*

(26) When an administrator has a reasonable belief that discipline may result from an investigatory interview with a supervisor, the administrator has a right to have an Association Representative present at the meeting. The reasonableness of the apprehension or belief of the administrator that the meeting will result in disciplinary action is to be determined by objective standards.

### *VACATION ALLOWANCES*

- (27) Administrators shall be entitled to vacations on the following basis:

	With work year of	
	11 months	12 months
During 1st through 5th year of service	14 days	15 days
During 6th through 25th year of service	19 days	20 days
26th year and thereafter	23 days	25 days

(28) All school administrative service, wherever accumulated, and/or all Grosse Pointe service will be counted to establish years of service for vacation purposes.

(29) Vacation allowance is to be used in the year earned or during the immediate following six months. Therefore, vacation not used by December 31 will be forfeited unless special permission has been granted by the Superintendent to extend the date.

(30) Vacations are to be scheduled at the mutual convenience of the administrator and the school system. Advice to, and clearance with the Superintendent/Assistant Superintendent is required.

(31) Normally, the two weeks prior to the opening of school in the fall should not be requested as vacation time for principals and assistant principals. A clear statement as to one's whereabouts and availability in the month of August is to be on file for 11 month administrators before August 1.



(32) If, at separation from the school district, vacation allowances are overdrawn, adjustments to recover payments for unearned vacation will be made in the final settlement. The same principle will operate for those who have drawn regular salary in advance in excess of what has been actually earned and who separate from the school system before a year ends.

(33) Compensation at the administrator's daily rate will be paid for earned, unused vacation days at separation.

(34) Vacation days are not to be used by building administrators on the day preceding or the day following a student vacation period. Exceptions for unusual circumstances may be granted by the Superintendent/Assistant Superintendent.

### *PAID HOLIDAYS*

(35) Administrators will be eligible for paid holidays provided to all other employees, if they occur during the assigned working year.

### *SICK LEAVE*

(36) The Board of Education provides an unlimited sick leave program for personal illness or disability to the extent of approximately six school months (120 duty days) per illness or disability for administrators. Notification of illness must be made as soon as possible to the office of the Superintendent or Assistant Superintendent. A long-term disability insurance program covering illnesses or disabilities which exceed 120 duty days is provided by the Board.

### *LONG TERM DISABILITY*

(37) If sick leave of 120 duty days is completely used by an eligible administrator and disability continues, the Board has obtained an insurance policy whereby 66% of the base monthly earnings will be guaranteed under the conditions as set forth in the policy of the insurance carrier.

(38) If disabled before age 61, following the 120 duty days of sick or disability leave, benefits are payable to age 65. If the administrator is disabled between the ages of 61 and 62, the benefits are payable for four (4) years following the 120 duty days of sick or disability leave. If disabled between the ages of 63 and 64, the benefits are payable for three (3) years following the termination of the 120 days. At age 65 or older, the benefits are paid for two (2) years, or to age 70 following the 120 days. All benefits cease at age 70.

(39) The monthly benefit shall not be less than \$50 or more than \$5,500.00. All benefits, conditions and requirements shall be as set forth in the insurance carrier policy and as interpreted by the carrier.

(40) If and when the administrator returns to work for a sufficient length of time to re-qualify for benefits, the sick leave bank of 120 duty days will be re-established.

## *OTHER LEAVES*

(41) The Board will make reasonable provisions to extend paid leaves of absence to administrators for such leaves as are necessary. These provisions include leaves for such reasons as illness or death in the family, jury duty, court appearances, military duty, and personal business. Whenever possible, such leaves must have prior approval of the Superintendent/Assistant Superintendent.

(42) Extended leaves for such things as maternity, Peace Corps, Job Corps, sabbatical leave or for some special or unusual reason will be considered on an individual basis with a decision primarily based on the value such leave may bring to the school district.

## *FAMILY MEDICAL LEAVE ACT (FMLA)*

(42a) The Board will grant up to twelve (12) weeks of family and medical leave during any twelve (12) month period to eligible employees in accordance with the Family and Medical Leave Act of 1993 (FMLA). All requests for such leave will be made to the Director of Personnel. When the need is foreseeable, notice will be given thirty (30) days before the start of the FMLA leave. If it is not possible for the employee to give thirty (30) days' notice, the employee must give as much notice as is practicable. Proper certification of the reason for the leave must be provided. An employee may be required to use all available leave time (i.e., sick leave, personal leave, and/or vacation leave) for all or part of the duration of the FMLA leave, with any balance of time being without pay. At the end of the FMLA leave, the employee will be returned to his/her position held prior to the leave.

## *EMOTIONAL AND MENTAL HEALTH*

(43) In a case of a Leave of Absence involving an emotional or mental health problem, the Board of Education shall determine such administrator's ability to return to duty.

(44) This determination may be based on an advisory opinion from a panel of three qualified physicians. In such cases, the panel of physicians shall consist of one physician selected by the administrator, one selected by the Board, and a third selected by the other two appointees.

(45) The recommendations of this panel (which shall be advisory only as to the matter) shall be placed in writing, with a copy made available to the administrator. The Board of Education will assume the payment of fees for the services of all three physicians in this regard.

## *INSURANCE BENEFITS*

### *HEALTH INSURANCE*

(46) The Board will provide all administrators with hospital and medical insurance. Such insurance will be comparable to Blue Cross-Blue Shield MVF2 with Master Medical Coverage (Option 2), a \$4.00 PPO prescription drug rider, and the VST, RPS and FAE-RC, Mandatory Second Opinion and Hospital Pre-Admission Review riders. In addition, the Board shall provide riders for routine mammography, PAP Test, and PSA. This plan will be written with a 100/200 deductible and a 90/10 co-pay.

(47) Upon receipt of proper documentation the Board will reimburse teachers who are in the process of satisfying their Master Medical deductible of \$100 per person or \$200 per family. However, reimbursement will be limited to \$50 per year for teachers having one person coverage and \$100 per year for teachers having two person or family coverage. Reimbursement will be made each year toward deductibles incurred from January 1 through December 31.

### *HEALTH INSURANCE INCENTIVES*

(48) Administrators will be offered incentives to switch health care coverage from the traditional Blue Cross program. The employee will be offered a cash incentive equal to 50% of the savings of the difference between the traditional Blue Cross and other types of health insurance programs offered by the District. The additional insurance programs are Blue Cross-Blue Shield PPO, Health Alliance Plan (an HMO), and Blue Cross-Blue Shield CMM 100.

(49) An administrator or his/her dependents shall not be double covered with health insurance.

(50) For those employees choosing not to enroll in any health insurance program, that individual will receive an annual \$2,200 incentive, distributed over 21 pays. In the event the employee returns to the District's health insurance program, the annual incentive will be prorated.

(51) An employee may change from the cash option in lieu of coverage to the hospitalization plan during open enrollment periods or by reason of a change in marital status, death of a spouse, or a loss of health insurance coverage by the spouse carrying such insurance. The changes will be made in accordance with the rules of the provider.

### *SECTION 125 OF IRS CODE*

(52) Notwithstanding any other provision of the contract to the contrary, the Grosse Pointe Public School System shall provide a cash option in lieu of health insurance. The employer shall formally adopt a qualified plan document which complies with Section 125 of the Internal Revenue Code. Said plan document shall be approved by the Association.

(52a) The amount of the cash option may be applied by the bargaining member to a tax sheltered annuity. To elect a tax sheltered annuity, the bargaining unit member shall enter into a salary reduction agreement.

(52b) The program will become effective July 1, 1997. Benefits currently being provided to bargaining unit members shall continue as is until the newly negotiated benefits program is in effect.

(52c) All cost relating to the implementation and administration of benefits under this program shall be borne by the Grosse Pointe Public School System.

### *OTHER INSURANCE COVERAGES*

(53) Each administrator will be provided group life insurance with a face value equal to twice the annual salary of that administrator, rounded off to the nearest thousand dollars.

(54) The Board will provide administrators full family optical insurance.

(55) The Board will provide administrators dental insurance (100/90/90) with a \$1,000 maximum per contract year for Class I and Class II Benefits and a \$900 lifetime maximum for Class III benefits.

(56) The Board will provide comprehensive liability insurance protection under the liability policy now carried by the Board for all administrators in its employ, with limits of \$500,000 per occurrence for all bodily injury and property damage with a \$5,000,000 Umbrella Liability Policy to supplement the same. In addition, the Board will provide liability insurance with respect to any claims for loss or damage not otherwise covered by liability or casualty insurance with respect to liabilities for policy-making activities with limits of \$5,000,000.

(57) All benefits, conditions, and requirements for the insurances provided in paragraphs 46-56 shall be as set forth in the insurance carrier policy and as interpreted by the carrier.

### *HEALTH INSURANCE COST CONTROLS*

(58) The Association agrees to explore and discuss with the District methods for possible cost controls when, in any one insurance year, health insurance premiums increase greater than five percent (5%).

(58a) In addition, the Association agrees to endorse a voluntary wellness and health awareness program. Possible wellness programs could include, but not be limited to, stress reduction, weight loss and control, smoking cessation, cholesterol improvements, CPR, flu prevention, hand hygiene, etc.

### *PERSONAL PROPERTY*

(59) It is the policy of the Board of Education to reimburse administrators up to \$200 for loss or damage to personal property which is normally used in the discharge of assigned duties and when reasonable care has been demonstrated. Such reimbursement is not made for ordinary wear or gradual deterioration of property, loss of money or whatever is covered by personal insurance carried by the administrator or by the Board.

### *DIRECT DEPOSIT*

(60) The Board agrees, upon written authorization of the administrator, to make available the opportunity for direct deposit of administrators' pay checks to the bank(s) and account(s) of their choice. Procedures for this process will be established by the Business Office and implemented within 60 days of the ratification of this document.

### *TRAVEL/CAR ALLOWANCE*

(61) Administrators will be reimbursed for the use of their private automobiles for business purposes upon written request, according to prescribed procedures set up by the Business Office. The

amount to be paid for each mile traveled will be determined each January and at the same amount allowed by the Internal Revenue Service for purposes of income tax deductions. Certain administrators may be awarded a monthly car allowance by the Board. Such an allowance is not to be paid while an administrator is ill or disabled.

### *PROFESSIONAL DUES*

(62) Upon a written request, an amount equal to the annual dues of the National Association of Elementary School Principals is available to administrators for dues to professional organizations approved by the Superintendent/Assistant Superintendent.

### *PHYSICAL EXAMINATION*

(63) Upon written request, reimbursement equal to the amount charged by the Health Preservation Services (HPS) or equivalent for its basic minimum examination is paid to administrators for an annual physical examination.

(63a) Every third year an administrator will be eligible for reimbursement equal to the amount charged by the Health Preservation Service or equivalent for its full comprehensive examination.

(63b) Direct billing to the school district will be honored for examinations given at HPS. Documentation for reimbursement, to include receipts or canceled checks, is necessary if examinations are given elsewhere.

### *VOLUNTARY RETIREMENT SUPPLEMENT*

(64) In the event a voluntary retirement supplement is provided to any other group within the school system, the Board of Education and representatives of the administrative staff shall develop a voluntary retirement supplement program for the administrative group.

### *EMPLOYMENT RESTRICTIONS*

(65) Competent administrative performance in The Grosse Pointe Public School System requires considerable stamina and dedication of purpose. Accordingly, administrators are not permitted to seek or to accept professional responsibilities which require time from regular duties and for which there is financial compensation unless such responsibilities have prior approval of the Superintendent. This clause does not apply during the "unscheduled month" of the work year for an eleven month administrator.

## EVALUATION

(66) Administrators will be evaluated in accordance with the process set forth in *Assessing Administrative Performance: Strategies for Improving the Learning Environment*.

(67) Beginning with the 1992-93 work year the rating standard, length of contract and weighting for salary purposes will be as follows:

Rating Standard	Length of Contract	Weighting for Salary
Attains Local Standards	1 year Extension	1.0
Needs Improvement	1 year Extension	0.75
Unsatisfactory	No Extension	0.0

## MOVEMENTS TO MAXIMUM

(68) Beginning with the 1992-93 work year movement to the maximum of the salary schedule will be as follows:

Year 1	Negotiated Salary
Year 2	1/5 of the difference between the administrator's salary after schedule adjustments and the maximum for his/her classification
Year 3	1/4 (Same procedure as year 2)
Year 4	1/3 (Same procedure as year 2)
Year 5	1/2 (Same procedure as year 2)
Year 6	100%

## LONGEVITY PAY

(69) Administrators will be eligible for longevity pay in accordance with the following schedule:

	Grosse Pointe Administrator Experience	Combined Grosse Pointe Experience	Amount 1996-97	Amount 1997-98	Amount 1998-99	Amount 1999-00
Beginning with	5th year	10th year	\$1,000	\$1,020	\$1,040	\$1,061
Beginning with	10th year	15th year	1,500	1,530	1,561	1,592
Beginning with	15th year	20th year	2,000	2,040	2,081	2,123

(70) Longevity pay will be calculated on July 1 each year and will be payable to qualified administrators beginning with the first paycheck thereafter.

## SALARIES

(71) Salaries for 1995-96, 1996-97, 1997-98, 1998-99, 1999-2000 will be paid in accordance with the following classification and compensation schedules:

Administrative Classification and Compensation Schedule  
(Bargaining Unit Administrators)

1995-1996

**Twelve-Month Employees**

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Curriculum/Evaluation Associate	\$64,162	\$70,517	\$76,870	\$83,227	\$89,582
Director, Instructional Service	\$68,849	\$75,672	\$82,495	\$89,317	\$96,140
High School Principal	\$71,702	\$78,813	\$85,918	\$93,030	\$100,138

**Eleven-Month Employees**

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Administrative Assistant, Special Education	\$56,187	\$61,751	\$67,312	\$72,878	\$78,441
Middle School Assistant Principal	\$57,517	\$63,214	\$68,909	\$74,604	\$80,301
High School Assistant Principal	\$59,000	\$64,844	\$70,688	\$76,532	\$82,374
Elementary Principal	\$60,284	\$66,259	\$72,231	\$78,205	\$84,175
Middle School Principal	\$62,784	\$69,007	\$75,229	\$81,448	\$87,673

(72) The twelve-month schedule is based on 261 workdays per year; the eleven-month schedule is based on 240 workdays per year; vacation days, which vary by incumbent, and holidays are included.

(73) This agreement shall continue in full force and effect for a period of four years, commencing on July 1, 1995 and ending on June 30, 2000.

Administrative Classification and Compensation Schedule  
(Bargaining Unit Administrators)

1996-1997

**Twelve-Month Employees**

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Curriculum/Evaluation Associate	\$65,445	\$71,927	\$78,407	\$84,892	\$91,374
Director, Instructional Service	\$70,226	\$77,185	\$84,145	\$91,104	\$98,063
High School Principal	\$73,136	\$80,389	\$87,637	\$94,890	\$102,140

**Eleven-Month Employees**

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Administrative Assistant, Special Education	\$57,310	\$62,986	\$68,658	\$74,335	\$80,009
Middle School Assistant Principal	\$58,668	\$64,478	\$70,287	\$76,096	\$81,907
High School Assistant Principal	\$60,180	\$66,141	\$72,102	\$78,063	\$84,022
Elementary Principal	\$61,490	\$67,584	\$73,675	\$79,769	\$85,858
Middle School Principal	\$64,039	\$70,387	\$76,734	\$83,077	\$89,426

(72) The twelve-month schedule is based on 261 workdays per year; the eleven-month schedule is based on 240 workdays per year; vacation days, which vary by incumbent, and holidays are included.

(73) This agreement shall continue in full force and effect for a period of four years, commencing on July 1, 1995 and ending on June 30, 2000.



Administrative Classification and Compensation Schedule  
(Bargaining Unit Administrators)

1997-1998

**Twelve-Month Employees**

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Curriculum/Evaluation Associate	\$66,754	\$73,366	\$79,975	\$86,589	\$93,201
Director, Instructional Service	\$71,631	\$78,729	\$85,828	\$92,926	\$100,024
High School Principal	\$74,599	\$81,997	\$89,390	\$96,788	\$104,183

**Eleven-Month Employees**

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Administrative Assistant, Special Education	\$58,456	\$64,245	\$70,031	\$75,822	\$81,610
Middle School Assistant Principal	\$59,841	\$65,768	\$71,693	\$77,618	\$83,545
High School Assistant Principal	\$61,384	\$67,463	\$73,544	\$79,624	\$85,702
Elementary Principal	\$62,719	\$68,936	\$75,149	\$81,364	\$87,575
Middle School Principal	\$65,320	\$71,795	\$78,268	\$84,739	\$91,215

(72) The twelve-month schedule is based on 261 workdays per year; the eleven-month schedule is based on 240 workdays per year; vacation days, which vary by incumbent, and holidays are included.

(73) This agreement shall continue in full force and effect for a period of four years, commencing on July 1, 1995 and ending on June 30, 2000.

Administrative Classification and Compensation Schedule  
(Bargaining Unit Administrators)

1998-1999

Twelve-Month Employees

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Curriculum/Evaluation Associate	\$68,089	\$74,833	\$81,575	\$88,321	\$95,065
Director, Instructional Service	\$73,063	\$80,304	\$87,544	\$94,784	\$102,025
High School Principal	\$76,091	\$83,636	\$91,177	\$98,724	\$106,267

Eleven-Month Employees

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Administrative Assistant, Special Education	\$59,626	\$65,530	\$71,432	\$77,338	\$83,242
Middle School Assistant Principal	\$61,038	\$67,083	\$73,127	\$79,170	\$85,216
High School Assistant Principal	\$62,612	\$68,813	\$75,015	\$81,216	\$87,416
Elementary Principal	\$63,974	\$70,314	\$76,652	\$82,992	\$89,327
Middle School Principal	\$66,627	\$73,231	\$79,834	\$86,434	\$93,039

(72) The twelve-month schedule is based on 261 workdays per year; the eleven-month schedule is based on 240 workdays per year; vacation days, which vary by incumbent, and holidays are included.

(73) This agreement shall continue in full force and effect for a period of four years, commencing on July 1, 1995 and ending on June 30, 2000.

Administrative Classification and Compensation Schedule  
(Bargaining Unit Administrators)

1999-2000

Twelve-Month Employees

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Curriculum/Evaluation Associate	\$69,451	\$76,330	\$83,206	\$90,088	\$96,967
Director, Instructional Service	\$74,525	\$81,910	\$89,295	\$96,680	\$104,065
High School Principal	\$77,613	\$85,309	\$93,001	\$100,698	\$108,392

Eleven-Month Employees

Classification	Minimum	1/4	Midpoint	3/4	Maximum
Administrative Assistant, Special Education	\$60,818	\$66,841	\$72,860	\$78,885	\$84,907
Middle School Assistant Principal	\$62,259	\$68,425	\$74,589	\$80,754	\$86,920
High School Assistant Principal	\$63,864	\$70,189	\$76,515	\$82,841	\$89,165
Elementary Principal	\$65,253	\$71,721	\$78,185	\$84,651	\$91,113
Middle School Principal	\$67,959	\$74,695	\$81,430	\$88,162	\$94,900

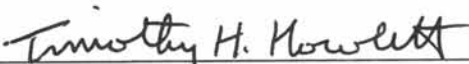
(72) The twelve-month schedule is based on 261 workdays per year; the eleven-month schedule is based on 240 workdays per year; vacation days, which vary by incumbent, and holidays are included.

(73) This agreement shall continue in full force and effect for a period of four years, commencing on July 1, 1995 and ending on June 30, 2000.


IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives the day and year first above written.

Board of Education  
The Grosse Pointe Public School System  
Wayne County, Michigan

Grosse Pointe Administrators Association

  
By: Tim Howlett, President

  
By: Caryn Wells, President

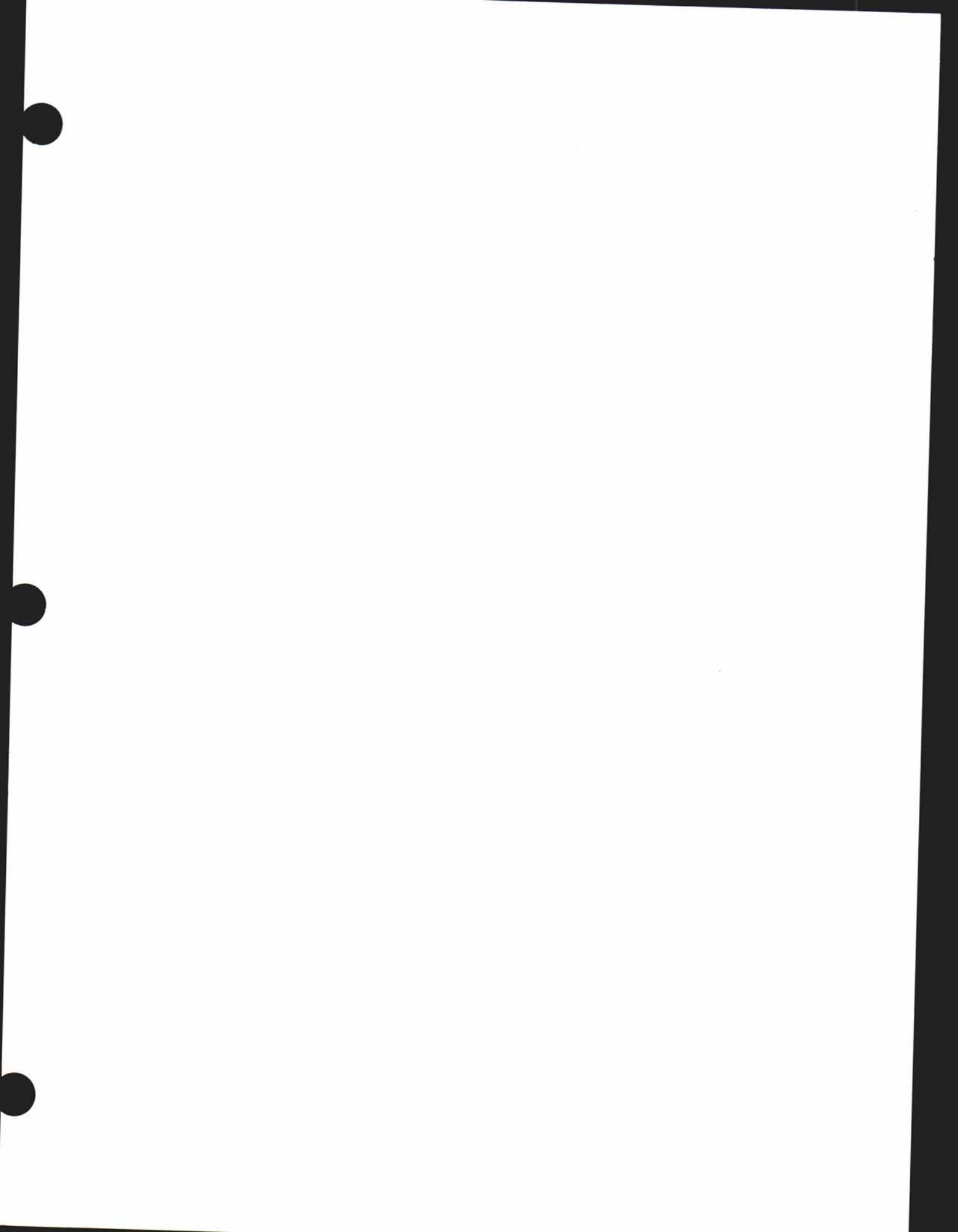
  
Jack Ryan, Secretary

  
Leo Warras, Chief Negotiator

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This document has been prepared by the  
*Personnel Department of*  
*The Grosse Pointe Public School System.*  
It has been published in  
Garamond Type, 11 point.