

# AGREEMENT

between

IONIA PUBLIC SCHOOLS

and

IONIA ADMINISTRATORS ASSOCIATION

**2017-2021**

Updated February 18, 2021

## TABLE OF CONTENTS

### ARTICLE

---

	Preamble	1
1.	Recognition	1
2.	Board Rights and Security	1
3.	Association Rights	2
4.	Administrator Rights	2
5.	Vacancies, Promotions, and Transfers	3
6.	Individual Contracts	3
7.	Creation of Positions	4
8.	Work Schedule	4
9.	Professional Growth	5
10.	Protection of Administrators	6
11.	Leaves	6
12.	Grievance Procedure	8
13.	Validity of Agreement	9
14.	Benefits	9
15.	Administrative Salary Schedule (2017-2018)	12
	Administrative Salary Schedule (2018-2019)	13
	Administrative Salary Schedule (2019-2020)	14
	Administrative Salary Schedule (2020-2021)	15
16.	Duration of Agreement	17
	Letters of Agreement	Attached

## **PREAMBLE**

This Agreement is entered into by and between the Board of Education of Ionia Public Schools (hereinafter the Board) and the Ionia Administrators Association (hereinafter the Association).

## **ARTICLE 1 - RECOGNITION**

The Board hereby recognizes the Association as the exclusive bargaining representative pursuant to Act 379, P.A. 1965, as amended, for all administrative employees including principals, assistant principals, but excluding the superintendent/assistant superintendent, and all central office positions.

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

## **ARTICLE 2 - BOARD RIGHTS AND SECURITY**

The Board of Education and its Executive Officer, the Superintendent of Schools, reserve and retain full rights, authority, discretion and powers in the proper discharge of their respective duties and responsibilities to control, supervise and manage the Ionia Public School District and its staff, certified and non-certified under governing law, ordinance, rules and regulations as set forth in the Constitution and laws of the State of Michigan and of the United States. Such rights include, by way of illustration and not by way of limitation, the right to:

1. Supervise and direct the management and administration of the school system, its facilities, business, equipment, operations and properties.
2. Determine the qualifications, select, promote and transfer all administrators, subject only to the provisions of law.
3. Assign all personnel and determine the number of personnel and the schedules for said personnel.
4. Determine the number, function, authority and organization of its administrative and support staff.
5. Determine the initial pay rate, work schedule, function and authority for any new administrative position.
6. Establish programs and direct the development of courses of instruction and provision of special activities as deemed necessary or advisable by the Board.

7. Determine class schedules, class size, hours of instruction and assignment of staff with respect thereto.
8. Select textbooks, teaching aids and materials.
9. Determine services, supplies and equipment necessary for the operation of the District and to establish financial policies and procedures.
10. Determine the number, location and utilization of its facilities including buildings, departments and offices and divisions thereof.
11. Determine the workday.

The exercise of the foregoing powers, rights, duties and responsibilities by the Board and the adoptions of policies, rules regulations, practices and procedures in the furtherance thereof, shall be the prerogative of the Board except and unless limited by express provision of this Agreement.

Administrators shall comply with all policies of the Board and shall comply with such written rules, regulations, orders and procedures as are considered necessary to the implementation of said policies and to the operation of the District.

### **ARTICLE 3 - ASSOCIATION RIGHTS**

- A. The Association shall have the right to use school buildings and facilities for Association business upon notification to the Superintendent in accordance with District policy.
- B. The Association shall have the right to use the district's interschool mail service for communications to its members.
- C. The Board agrees to furnish to the Association, in response to written requests, verified and/or Board approved information concerning the finances of the District, in addition to information available under the Freedom of Information Act and/or the Public Employment Relations Act. (The Association will reimburse the Board for expenses incurred in furnishing information and/or making records available as per Board established policy.)

### **ARTICLE 4 - ADMINISTRATOR RIGHTS**

- A. All administrators shall be accorded, in regard to their personnel file, those rights to examine, copying and comment provided by law. Upon written notification and without interruption of their work schedule, the administrator may exercise these

rights, with an Association representative present, if so requested. A representative of the Superintendent's office shall be present.

- B. Each building principal shall control student discipline within his/her building consistent with the law unless otherwise limited by Board's policies and procedures concerning the discipline of students.
- C. The Board and Superintendent will support the actions of administrators when said actions are within the scope of the administrator's authority and are consistent with Board policy.
- D. Each building principal shall have the right to make the determination regarding each pupil's assignment within his/her building as long as this determination is made in accordance with the Board's policies concerning the classification and promotion of students. The Superintendent has the authority to make final determination regarding pupil assignments.

#### **ARTICLE 5 - VACANCIES, PROMOTIONS, and TRANSFERS**

- A. An administrator temporarily transferred shall be paid at his/her current rate or the rate of the new assignment, whichever is higher, for the duration of such assignment.
- B. The Board retains the right to transfer administrators throughout the term of this agreement.

#### **ARTICLE 6 - INDIVIDUAL CONTRACTS**

##### **A. Initial Contracts**

The length (term of years) of an administrator's individual contract at the time of initial hire shall not exceed two (2) years.

Not later than the conclusion of the administrator's second full year of employment with the District, consideration shall be given to issuance of a two (2) year continuing contract. If the administrator's performance, as determined by the Superintendent, meets minimum requirements, a two (2) year continuing contract will normally be offered to the administrator.

##### **Continuing Contracts**

Thereafter, administrators shall receive two (2) year contracts of employment, which the Board in its discretion may choose not to renew for a subsequent term, upon notice to the administrator prior to the end of the first year of the two (2) year contract. All individual administrator contracts of employment shall be made subject to the specific and express terms of this Agreement. Such contracts shall expressly deny the granting of tenure in the administrative capacity.

- B. The administrator must hold all certificates and credentials required by law, (including applicable provisions of the School Code of 1976) the State School Aid Act, Michigan Department of Education Regulations and/or by the District to serve in the position assigned. Further, the administrator must possess proper credentials required for the School District to maintain accreditation at the educational level supervised by the administrator. If at any time an administrator fails to hold appropriate certificates and credentials, (as defined above) for the position assigned, the administrator's employment shall be immediately terminated and the District shall have no liability for any further payments or obligations under any contract of employment with said administrator.

#### **ARTICLE 7 - CREATION OF POSITIONS**

- A. It is agreed that before any rates of pay, wages, hours or other conditions of employment are established for a new administrative position within the bargaining unit the parties shall engage in collective bargaining. Interim wages, hours and working conditions may be established by the Board, but said wages, hours and working conditions shall not establish the status quo and any wages, hours or conditions of employment established through bargaining shall be given full retroactivity.

#### **ARTICLE 8 - WORK SCHEDULE**

- A. During each year of this agreement, the administrator shall work the number of days designated for his/her position classification.

Administrators are not required to report to work as normally scheduled on days when school is postponed or cancelled due to inclement weather, unless notified by the Superintendent to the contrary. Inclement weather days shall count toward the individual's contractual obligations unless the days and/or hours must be made up to meet State days and hours requirements.

- B. During the school year, Elementary principals, Welch High School Principal, Asst. M.S. principal, and Asst. H.S. principal will follow the school calendar concerning holidays and will be available to work as needed. The High School and Middle

School principals will follow the administrative calendar concerning holidays and will be expected to work on days when students and teachers are present. Exceptions must be pre-approved by the Superintendent.

- C. Administrators who are requested to work days other than those set forth in Section A of this article shall be paid at the per diem rate or at the request of the administrator may be granted compensatory time as arranged with the Superintendent.
- D. The per diem rate shall be the salary of the administrator divided by his/her number of working days as set forth in Section 1.
- E. All principals shall be allowed a thirty (30) minute duty free lunch period. Such lunch period will not be scheduled and will be taken at a time to be determined by the principal involved. Principals will supervise student lunches and are to be available for emergency situations that may require the administrator's immediate attention. When it becomes necessary for the administrator to be absent during the lunch period, to attend meetings and other related school matters, the administrator will be responsible for seeing that the lunch period is adequately supervised.
- F. The procurement of substitute employees is the primary responsibility of central office personnel. However, principals may be requested to procure substitute employees when central office personnel are unable to do so.

#### **ARTICLE 9 - PROFESSIONAL GROWTH**

- A. An administrator who engages in a program of professional growth may be permitted to arrange his/her working hours to accomplish the same as long as he/she is otherwise able to perform his/her duties and responsibilities, provided that said arrangements are submitted to the Superintendent and receives his/her approval.
- B. The Board recognizes the importance of state and national conventions/conferences and school visitations, and agrees to pay approved expenses incurred by administrators while attending approved conferences and visitations as determined by the Superintendent when financially feasible.
- C. Annual membership dues for one State and one National Professional Organization shall be paid by the Board. Should any portion of said dues be expended for purposes of negotiations or other purposes contrary to the best interest of the Board, it is hereby agreed that said commitment of the Board paid dues shall be immediately considered null and void.

- D. Subject to the prior approval of the Superintendent, administrator shall be eligible for graduate tuition reimbursement for up to three (3) classes per year, providing the administrator receives at least a grade of 2.5 or higher.

**ARTICLE 10 - PROTECTION OF ADMINISTRATORS**

- A. If an administrator is injured while acting in a legal manner within the scope of employment as an administrator, expenses incurred for medical, surgical and hospital care in excess of those covered by hospitalization insurance provided by the Board will be the responsibility of the Board.
- B. Administrators shall report to the Superintendent's office all cases involving serious abusive conduct and/or torts or assaults suffered by them in connection with their employment.
- C. If any administrator, while acting in a legal manner as an administrator within the jurisdiction of his/her assignment, is complained against or sued, the Board's Attorney will be available for legal advice. It shall be the responsibility of the administrator to bring any such complaint to the attention of the Board, in writing as soon as possible.
- D. All administrators covered by this agreement shall be covered under the District's Comprehensive General Liability Policy or other appropriate group liability policies up to one million dollars (\$1,000,000) in coverage.
- E. An administrator temporarily absent from his/her duties as a result of an assault or suit while employed in school activities, and the assault or suit is related to performance of duties, shall receive full pay and shall not have the absence charged against his/her sick leave accumulation.
- F. The Board shall reimburse any administrator up to two hundred fifty (\$250.00) during the course of one year for the damage or destruction of clothing and/or watches, jewelry and eye glasses having a value of ten dollars (\$10.00) or more, provided such damage or destruction occurs on school premises, is connected with the execution of his/her assigned responsibilities and was not occasioned by the negligence of the affected administrator and loss is not covered by existing insurance or reimbursed from other sources.

**ARTICLE 11 - LEAVES**

Each full-year administrator shall be credited with twelve (12) sick leave days each year, beginning on July 1. Elementary principals, Welch High School Principal, Assistant M.S. principal and Assistant High School principal shall be credited with eleven (11) sick leave days each year, beginning on July 1. Such days may



accumulate to a total of one hundred ninety (190) days. Administrators shall be given full credit for accumulated sick days they have accumulated while employed by the Ionia Public Schools. Unused sick leave days expire without compensation upon termination of employment. Administrators are expected to be at work on days when students and/or teachers are scheduled to be in school. Sick leave days may be utilized for the following reasons and subject to the following conditions:

1. Personal Illness or Disability - The administrator may use all or any portion of his/her leave to recover from any of his/her own illness or disability.
2. Death in the Immediate Family - The administrator may take a maximum of five (5) days per death. Immediate family shall be interpreted as mother, father, spouse, parent of spouse, brother, sister, child, grandparents, grandchild, or other dependents in the immediate household of the administrator.
3. Other Deaths - The administrator may take a maximum of three (3) days Funeral leave to attend the funeral of persons whose relationship to the administrator warrants attendance, providing arrangements are made with the Superintendent.
4. Personal Business Leave - Two (2) Personal Business Leave days shall be granted at the discretion of the Administrator. Any additional days for matters of an urgent nature which cannot be transacted at any other time may be granted upon the approval of the Superintendent.
5. Family Illness - The administrator may use accumulated sick leave for the illness of the administrator's spouse, child residing at home or for other immediate family members upon approval of the Superintendent.
6. Leaves of absence without pay or benefits up to one (1) year in duration may be granted at the discretion of the Board upon written request. Request for renewal of such leave shall also be at the discretion of the Board. Written requests shall minimally include the reason for the leave, along with the requested beginning and ending date of the leave. Upon return from an approved leave, the administrator shall be reinstated to the position held prior to the leave. At least sixty (60) days prior to the date a leave is scheduled to expire an administrator shall notify the District with written notice of intent to return. Failure to supply such written notice will be considered a voluntary resignation.
7. In the event an employee is summoned for jury duty, a special leave of absence shall be granted for that purpose, provided the employee presents the court order, subpoena, or summons, if one is issued, to the immediate supervisor as far enough in advance as possible. He/she shall be at work at

all reasonable times when not serving as a juror. The regular pay for such employee shall continue at the same basic rate as if he had worked continuously on his regular shift. Checks received by the employee for jury duty shall be signed and remitted to the Board of Education. No deduction of leave time shall be made under these circumstances.

8. Administrators entitled to military leave shall be granted all rights and privileges required by law.
9. When Worker's Compensation is paid, the Board will pay the difference, if any, between that compensation and the administrator's regular salary for the length of leave time for which he is eligible under this Article. Such difference will be deducted from the employee's accumulated sick leave credits on a pro rata basis until the accumulated sick leave credit has been exhausted. Upon exhaustion of accumulated sick leave days, the employee shall receive only the amount provided by Worker's Compensation. If the Worker's Compensation paid is a result of battery upon the administrator acting in the line of duty, there shall be no deduction of leave time.

#### **ARTICLE 12 - GRIEVANCE PROCEDURE**

- A. A grievance is a written claim or allegation that there has been a violation, misinterpretation or misapplication of the terms of this agreement.
- B. Any administrator with a grievance or the Association on its own behalf may file a written statement of the grievance with the Superintendent within ten (10) working days from the initial time of the incident giving rise to the grievance or within ten (10) days of the time the administrator had or should have had knowledge of the incident giving rise to the grievance, whichever is later.
- C. Within ten (10) working days of receipt of the grievance, the Superintendent shall meet with the administrator or his/her representative in an effort to resolve the grievance. The Superintendent shall render his decision in writing and shall deliver one copy thereof to the grievant or his representative within ten (10) working days of such meeting.
- D. Should the administrator be dissatisfied with the disposition of the Superintendent or if no disposition is forthcoming within the time period allowed, the grievance may be appealed to the Board by filing it with its Secretary, within five (5) working days of the Superintendent's disposition or end of the time period if no disposition. The Board shall review the grievance, affording the administrator an opportunity to be heard, and render its decision within thirty (30) working days from receipt of the grievance.

### **ARTICLE 13 - VALIDITY OF AGREEMENT**

- A. The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in an amendment hereto.
- B. Should any article, section or clause of this agreement be declared invalid by a court of competent jurisdiction, said article, section or clause as the case may be shall be automatically deleted from this agreement but the remaining articles, sections and/or clauses shall remain in full force and effect for the duration of the agreement.
- C. This agreement shall supersede any rules or regulations or practices of the Board which shall be contrary to or inconsistent with its terms and shall likewise supersede any contrary inconsistent terms contained in any individual bargaining unit member contracts heretofore in effect. All future administrator's contracts shall be made expressly subject to the terms of this agreement and Board Policy.
- D. The Association agrees that it will not, directly or indirectly, engage in or assist in any strike against the Ionia Public Schools. Failure or refusal on the part of the administrator to comply with the provisions of this Article shall be cause for whatever disciplinary action deemed necessary by the Board.
- E. Section 15(7) of the Public Employment Relations Act (PERA) mandates that any contract entered into include a statement that allows an Emergency Manager appointed under the Local Government and School District Fiscal Accountability Act to reject, modify, or terminate the collective bargaining agreement as provided in the Local Government and School District Fiscal Accountability Act. This provision is intended to satisfy this requirement. No grievances may be processed contesting actions taken by the Emergency Manager.

### **ARTICLE 14 - BENEFITS**

- A. It is expressly understood that the Board's sole obligation is to pay premiums as designated in this agreement. All coverages are offered subject to the rules and regulations of the insurance carrier. The plan(s) chosen shall comply with all requirements of the PPACA, PA 152 of 2011, and the IRS Code, including any requirements necessary to avoid penalties, taxes, and liabilities attributable to the Board.

B. Upon acceptance of written authorization, the Board shall provide premium payments for eligible employee(s) in a monthly amount not to exceed:

Single: \$ 528.73  
2 Person: \$ 1,105.74  
Full Family: \$ 1,442.00

Effective March 1, 2019, the Board shall provide premium payments for eligible employee(s) in a monthly amount not to exceed:

Single: \$557.09  
2 Person: \$1,165.06  
Family: \$1,519.35

Effective February 1, 2020 the Board shall provide premium payments for eligible employee(s) in a monthly amount not to exceed:

Single: \$568.24  
2 Person: \$1,188.36  
Family: \$1,549.75

**PLAN A** For employees electing health insurance

Effective January 1, 2021 the Board shall provide premium payments for eligible employee(s) in a monthly amount not to exceed:

Single: \$586.99  
2 Person: \$1,227.58  
Family: \$1,600.89

Health

Western Michigan Health Insurance Pool (WMHIP)  
BC/BS CB500, Rx1, or WMHIP BC/BS Flexible  
Blue 2, Rx6, or WMHIP BC/CS Flexible Blue 3,  
Rx7

Long Term Disability 66 2/3%  
\$5,000 maximum

90 calendar days - modified fill

Freeze on Offsets

Alcoholism/drug addiction and

Mental/nervous same as any other illness

COLA

Delta Dental

90/90/80: \$1,500

Negotiated Life

\$45,000 AD & D

Vision

VSP-3+

**PLAN B** - For employees not electing health insurance

Cash will be paid per the amounts in Section D.

Delta Dental

90/90/80: \$1,500

Vision

VSP-3+

Negotiated Life

\$50,000 AD & D

Long-Term Disability 66 2/3% Same as above

- C. The Board reserves the right to select and change insurance carriers provided that comparable coverage is maintained. The Association may chose a different insurance plan than that listed above, which shall be effective on January 1, 2017, so long as there is no additional cost to the Board, and the change is made with sufficient lead time to enable the District to implement the plan prior to January 1, 2017.
- D. New administrators who hold contracts with other than the present companies may retain such carriers. No new companies will be added under this provision after October 1, 1987.

In the event the administrator is covered by health insurance through another Board-provided source, the administrator will not be eligible for the board paid health insurance plan. Such administrators will be provided \$191.90 per month in cash under a qualified cafeteria plan. Effective January 1, 2021m the cash-in-lieu payment shall be (\$193.82) One Hundred ninety-Three and Eighty-Two cents per month. All administrators, as a condition to receiving cash-in-lieu, must first provide documentation that they otherwise receive health insurance that meets the value and coverage requirements of the PPACA.

- E. Administrators will be reimbursed at the per mile rate established by the IRS for carrying out school-related business, which necessitates use of the administrator's personal automobile.
- F. The board agrees to establish a salary reduction plan within the guidelines of the Internal Revenue Service to afford the opportunity to pay with pre-tax dollars for FSA's (Flexible Spending Accounts) and tax-sheltered annuities available through the business office.

**ARTICLE 15 - ADMINISTRATIVE SALARY SCHEDULE**  
**(2017-2018)**

I.E.A. 30th Step on Masters Schedule \* 65,992

INDEX

HIGH SCHOOL PRINCIPAL (225 DAYS)		
PROFESSIONAL (YR 4)	1.55	102,288
PROFESSIONAL (YR 3)	1.50	98,988
PROBATIONARY (YR 2)	1.45	95,689
PROBATIONARY (YR 1)	1.40	92,389
ASST. H.S. PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 4)	1.24	81,830
PROFESSIONAL (YR 3)	1.19	78,531
PROBATIONARY (YR 2)	1.14	75,231
PROBATIONARY (YR 1)	1.09	71,932
M.S.PRINCIPAL (225 DAYS)		
PROFESSIONAL (YR 4)	1.50	98,988
PROFESSIONAL (YR 3)	1.45	95,689
PROBATIONARY (YR 2)	1.40	92,389
PROBATIONARY (YR 1)	1.35	89,090
ASST. MIDDLE SCHOOL PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 4)	1.24	81,830
PROFESSIONAL (YR 3)	1.19	78,531
PROBATIONARY (YR 2)	1.14	75,231
PROBATIONARY (YR 1)	1.09	71,932
ELEMENTARY & WELCH PRINCIPALS * (205 DAYS)		
PROFESSIONAL (YR 4)	1.27	83,810
PROFESSIONAL (YR 3)	1.22	80,511
PROBATIONARY (YR 2)	1.17	77,211
PROBATIONARY (YR 1)	1.12	73,911

\*Boyce, Jefferson, Emerson, Rather & Twin Rivers

**ARTICLE 15 - ADMINISTRATIVE SALARY SCHEDULE (2018-2019)**

I.E.A. 30th Step on Masters Schedule 66,323

INDEX

HIGH SCHOOL PRINCIPAL (225 DAYS)

PROFESSIONAL (YR 5)	1.58	104,790
PROFESSIONAL (YR 4)	1.55	102,801
PROFESSIONAL (YR 3)	1.50	99,485
PROBATIONARY (YR 2)	1.45	96,168
PROBATIONARY (YR 1)	1.40	92,852

ASST. H.S. PRINCIPAL (210 DAYS)

PROFESSIONAL (YR 5)	1.27	84,230
PROFESSIONAL (YR 4)	1.24	82,241
PROFESSIONAL (YR 3)	1.19	78,924
PROBATIONARY (YR 2)	1.14	75,608
PROBATIONARY (YR 1)	1.09	72,292

M.S. PRINCIPAL (225 DAYS)

PROFESSIONAL (YR 5)	1.53	101,474
PROFESSIONAL (YR 4)	1.50	99,485
PROFESSIONAL (YR 3)	1.45	96,168
PROBATIONARY (YR 2)	1.40	92,852
PROBATIONARY (YR 1)	1.35	89,536

ASST. MIDDLE SCHOOL PRINCIPAL (210 DAYS)

PROFESSIONAL (YR 5)	1.27	84,230
PROFESSIONAL (YR 4)	1.24	82,241
PROFESSIONAL (YR 3)	1.19	78,924
PROBATIONARY (YR 2)	1.14	75,608
PROBATIONARY (YR 1)	1.09	72,292

ELEMENTARY PRINCIPALS \* (205 DAYS)

PROFESSIONAL (YR 5)	1.30	86,220
PROFESSIONAL (YR 4)	1.27	84,230
PROFESSIONAL (YR 3)	1.22	80,914
PROBATIONARY (YR 2)	1.17	77,598
PROBATIONARY (YR 1)	1.12	74,282

\*Boyce, Jefferson, Emerson, Rather & Twin Rivers

**For the 2018-19 school year administrators will move one step on the scale, with the exception of Andrew Barr, High School Assistant Principal/Athletic Director and Sara Serne, High School Assistant Principal who were already granted a step movement on August 1, 2018 by letter of agreement.**

**ARTICLE 15 - ADMINISTRATIVE SALARY SCHEDULE (2019-2020)**

I.E.A. 30th Step on Masters Schedule

		<b>66,987</b>
	INDEX	
HIGH SCHOOL PRINCIPAL (225 DAYS)		
PROFESSIONAL (YR 5)	1.58	105,839
PROFESSIONAL (YR 4)	1.55	103,830
PROFESSIONAL (YR 3)	1.50	100,481
PROBATIONARY (YR 2)	1.45	97,131
PROBATIONARY (YR 1)	1.40	93,782
ASST. H.S. PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 5)	1.27	85,073
PROFESSIONAL (YR 4)	1.24	83,064
PROFESSIONAL (YR 3)	1.19	79,715
PROBATIONARY (YR 2)	1.14	76,365
PROBATIONARY (YR 1)	1.09	73,016
M.S. PRINCIPAL (225 DAYS)		
PROFESSIONAL (YR 5)	1.53	102,490
PROFESSIONAL (YR 4)	1.50	100,481
PROFESSIONAL (YR 3)	1.45	97,131
PROBATIONARY (YR 2)	1.40	93,782
PROBATIONARY (YR 1)	1.35	90,432
ASST. MIDDLE SCHOOL PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 5)	1.27	85,073
PROFESSIONAL (YR 4)	1.24	83,064
PROFESSIONAL (YR 3)	1.19	79,715
PROBATIONARY (YR 2)	1.14	76,365
PROBATIONARY (YR 1)	1.09	73,016
ELEMENTARY PRINCIPALS * (205 DAYS)		
PROFESSIONAL (YR 5)	1.30	87,083
PROFESSIONAL (YR 4)	1.27	85,073
PROFESSIONAL (YR 3)	1.22	81,724
PROBATIONARY (YR 2)	1.17	78,375
PROBATIONARY (YR 1)		
*Boyce, Jefferson, Emerson, Rather & Twin Rivers	1.12	75,025

For the 2019-20 school year: 1 Step granted for IAA bargaining unit members.



**ARTICLE 15 - ADMINISTRATIVE SALARY SCHEDULE (2020-2021)**

I.E.A. 30th Step on Masters Schedule		<b>67,657</b>
	INDEX	
<b>HIGH SCHOOL PRINCIPAL (225 DAYS)</b>		
PROFESSIONAL (YR 5)	1.58	106,898
PROFESSIONAL (YR 4)	1.55	104,868
PROFESSIONAL (YR 3)	1.50	101,486
PROBATIONARY (YR 2)	1.45	98,103
PROBATIONARY (YR 1)	1.40	94,720
<b>ASST. H.S. PRINCIPAL (210 DAYS)</b>		
PROFESSIONAL (YR 5)	1.27	85,924
PROFESSIONAL (YR 4)	1.24	83,895
PROFESSIONAL (YR 3)	1.19	80,512
PROBATIONARY (YR 2)	1.14	77,129
PROBATIONARY (YR 1)	1.09	73,746
<b>M.S.PRINCIPAL (225 DAYS)</b>		
PROFESSIONAL (YR 5)	1.53	103,515
PROFESSIONAL (YR 4)	1.50	101,486
PROFESSIONAL (YR 3)	1.45	98,103
PROBATIONARY (YR 2)	1.40	94,720
PROBATIONARY (YR 1)	1.35	91,337
<b>ASST. MIDDLE SCHOOL PRINCIPAL (210 DAYS)</b>		
PROFESSIONAL (YR 5)	1.27	85,924
PROFESSIONAL (YR 4)	1.24	83,895
PROFESSIONAL (YR 3)	1.19	80,512
PROBATIONARY (YR 2)	1.14	77,129
PROBATIONARY (YR 1)	1.09	73,746
<b>ELEMENTARY PRINCIPALS * (205 DAYS)</b>		
PROFESSIONAL (YR 5)	1.30	87,954
PROFESSIONAL (YR 4)	1.27	85,924
PROFESSIONAL (YR 3)	1.22	82,542
PROBATIONARY (YR 2)	1.17	79,159
PROBATIONARY (YR 1)	1.12	75,776
*Boyce, Jefferson, Emerson, Rather & Twin Rivers		
<b>EMERSON ELEMENTARY AND WELCH PRINCIPAL COMBINATIONS POSITION * (215 DAYS)</b>		
PROFESSIONAL (YR 3)	1.33	89,984
PROFESSIONAL (YR 2)	1.28	86,601
PROBATIONARY (YR 1)	1.23	83,218

**ARTICLE 15 – ADMINISTRATIVE SALARY SCHEDULE (continued)**

For the 2020-21 school year: 1 Step granted for IAA bargaining unit members.

For the 2020-21 school year a one time off-schedule payment in the amount of \$1,250 will be paid to bargaining unit members as of February 1, 2021. The off-schedule payment is not for work-performed, and is intended not to be considered compensation for purposes of Section 1303a of the Michigan Public School Employees Retirement Act.

1. On a yearly basis, each administrator shall receive his/her salary through direct deposit or debit cards in twenty-six equal bi-weekly periods commencing with the first IPS payday of the administrator's work year

The High School and Middle School principals will be paid in accordance with 1 above.

2. Normal progression on the salary schedule will require a minimum of one year at the probationary step, except that no principal shall be required to serve more than two years at the Probationary level.

3. **ADVANCED PREPARATION**

Masters Degree plus 24 semester hours	306
Specialist Degree	893
Doctorate Degree	1,276

4. The index will be based on the 30th step of the Masters Schedule.
5. The Superintendent reserves the right to place a newly hired administrator at either probationary pay level or the professional level.
6. In order to be eligible for compensation at the rate established for teacher curriculum writing, administrators must have advanced approval from the Superintendent per the requirements detailed in the *Additional Pay Authorization* form for I.A.A. members.
7. For the 2017-2018 school year, if the audited October student count is at least 2,975 FTE (excluding early college FTEs) and the foundation allowance is at least \$7631.00, then one (1) step increase shall be granted for all eligible bargaining unit members.

**ARTICLE 16 - DURATION OF AGREEMENT**

- A. This agreement shall be in effect upon ratification by the Board and shall remain in full force and effect until midnight June 30, 2021. **The parties mutually agree to meet to reopen the contract for a discussion of wages and insurance in October 2018 and November 2019.**
  
- B. At least sixty (60) days prior to the termination of this agreement, either party may give the other party written notice of its desires to terminate, modify or amend this agreement. Upon written receipt of this notice the parties will promptly make arrangements to commence negotiating a successor agreement. In the event that neither party gives notice to the other of its intention to terminate, modify or amend this agreement at least sixty (60) days prior to the expiration date, then the agreement shall automatically be extended on the same terms for another year and similarly from year to year thereafter with the same notification requirements.

IONIA PUBLIC SCHOOLS

By: Ronald C. Hake  
Its: Superintendent

IONIA ADMINISTRATORS  
ASSOCIATION

By: [Signature]  
Its: IAA President

Letter of Agreement  
Between the  
Ionia Public Schools Board of Education  
and the  
Ionia Administrators Association

Re: Emerson Elementary and Welch High School Combined Principal Position

It is hereby acknowledged and agreed by the parties set forth above as follows:

Effective July 1, 2017, the Principal for Emerson Elementary and Welch High School will be a combined position. The salary schedule and work days for the combined position are as follows:

I.E.A. 30<sup>th</sup> Step on the Masters Schedule \$65,664

INDEX

COMBINED EMERSON ELEMENTARY & WELCH PRINCIPAL (215 DAYS)

Professional (Yr 3)	1.33	\$87,333
Probationary (Yr 2)	1.28	\$84,050
Probationary (Yr 1)	1.23	\$80,767

*Ron Wilson* 6-9-17

For the Board

Date

*Mitch Meyer* 6-8-2017

For the IAA

Date

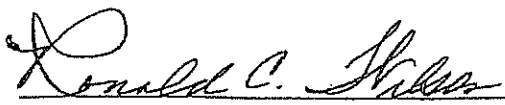
Letter of Agreement  
between  
the Board of Education of  
Ionia Public Schools  
and  
the Ionia Administrators Association

RE: Welch High School Principal Position

It is hereby acknowledged and agreed by the parties set forth above as follows:

Effective July 1, 2018 the Principal for Welch High School will be filled by Jennifer Arnswald who also serves as District Curriculum Director. The salary schedule and work days for the combined position are as follows:

Curriculum Director Salary	\$83,810.00	260 Days
Welch Principal Salary	<u>\$ 7,200.00</u>	
	\$91,010.00	



For the Board



For the IEA

6-11-18

Date

6-14-18

Date



Letter of Agreement  
Between the  
Ionia Public Schools Board of Education  
and the  
Ionia Administrators Association

Re: Implementing Steps for applicable employees.

It is hereby acknowledged and agreed by the parties set forth above as follows:

Effective August 1, 2018, the following employees will be granted a step on the IAA salary schedule prior to negotiations being settled to maintain a smooth financial transitions.

Andrew Barr, High School Assistant Principal/Athletic Director

I.A.A <sup>h</sup> Step on the Masters Schedule	2017-2018	Step 1	\$71,932.00
I.A.A <sup>h</sup> Step on the Masters Schedule	2018-2019	Step 3	\$78,531.00

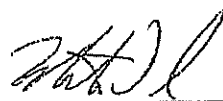
Sara Serne, High School Assistant Principal

I.A.A <sup>h</sup> Step on the Masters Schedule	2017-2018	Step 2	\$75,231.00
I.A.A <sup>h</sup> Step on the Masters Schedule	2018-2019	Step 3	\$78,531.00

 9-10-18

For the Board

Date



For the IAA

Date

9-11-18

This Letter of Agreement will replace the prior incorrect Letter of Agreement dated 06/19/2018 and 06/20/2018

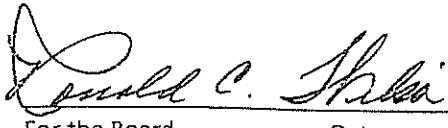


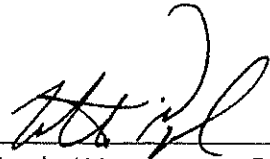
Letter of Agreement  
Between the  
Ionia Public Schools Board of Education  
and the  
Ionia Administrators Association

Re: Extending the 2017-2020 IAA Contract until June 30, 2021

It is hereby acknowledged and agreed by the parties set forth above as follows:

The 2017-2020 IAA contract will be extended until June 30, 2021. The parties mutually agree to meet to reopen the contract for discussion of wages and insurance in October/November 2020.

 5/19/20  
For the Board                      Date

 5-28-20  
For the IAA                      Date

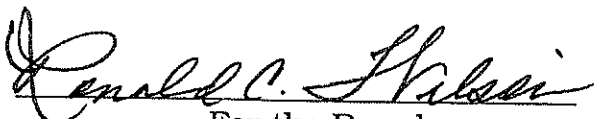
**Letter of Agreement**  
**between**  
**the Board of Education of**  
**Ionia Public Schools**  
**and**  
**the Ionia Administrators Association**

RE: Welch High School Principal Position

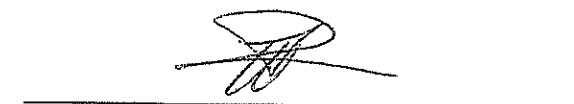
It is hereby acknowledged and agreed by the parties set forth above as follows:

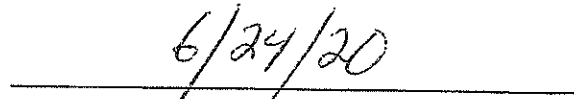
Effective August 1, 2020 the Principal for Welch High School will be filled by Alicia Thorlund who also serves as MTSS Coordinator. The salary schedule and work days for the combined position are as follows:

MTSS Coordinator/Welch Principal Salary	\$75,025.00	205 Days
---	-------------	----------

  
\_\_\_\_\_  
For the Board

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the IAA

  
\_\_\_\_\_  
Date