

**SYNOPSIS OF
CONTRACTUAL BENEFITS FOR
MEMBERS OF THE
FRASER ADMINISTRATORS ASSOCIATION**

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**SYNOPSIS OF
CONTRACTUAL BENEFITS FOR
MEMBERS OF THE
FRASER ADMINISTRATORS ASSOCIATION**

PREAMBLE

The purpose of this Synopsis is to provide an outline of contractual benefits for members of the Fraser Administrators Association. The benefits and provisions set forth in this Synopsis shall, unless otherwise stipulated, be reviewed annually by the Superintendent and representatives of the Association and shall be subject to approval by the Board of Education. The Board or representatives of the Association shall have twenty-five (25) days after final ratification of the Teachers Collective Bargaining Agreement to notify the other party that modifications are desired. If no notice is given by either party, the new salary schedule and changes and designated insurance benefits will be adopted at the first regular Board meeting following the expiration of said twenty-five (25) day period. Although this Synopsis is not intended to be a formal collective bargaining agreement, it is the result of extended discussions between representatives of the Association and the Board of Education.

ARTICLE I - RECOGNITION

Section 1. The Board of Education of the Fraser Public Schools District recognizes the Fraser Administrators Association as the exclusive bargaining representative for the High School Principal, Assistant High School or House Principals, Junior High School Principal, Assistant Junior High School Principal, Elementary Principals, Executive Director of Student Services, Athletic Director, and Director of Vocational Education and Secondary Student Services, excluding the Superintendent, Assistant Superintendent, Director of Personnel, Director of Finance, Pool Coordinator, Director of Food Service, Director of Transportation, Director of Operations and Maintenance, Supervisor of Operation, Director of Community Resources, Director of Communications, and all other Directors, Supervisors, Teachers and employees not included in the above description.

Section 2. In the event the Board establishes any new classification or new position in the Administrators' bargaining unit, the parties shall meet to bargain the hours, wages and terms and conditions of employment for such classification or position.

Section 3. The term "Administrator" when used herein shall refer to all members of the bargaining unit represented by the Association.

ARTICLE II - ASSOCIATION SECURITY AND DUES DEDUCTION

Section 1. Association Security - Within thirty (30) days of the commencement of employment in the bargaining unit or the execution of this Synopsis, whichever occurs later, each Administrator shall, as a condition of continued employment,

either maintain membership in the Association or pay to the Association service fees equivalent to the amount of dues uniformly required of members.

Section 2. Dues Deduction - It is agreed pursuant to Act 390, P.A. 1978, that the Board shall deduct membership dues or service fees in amounts designated in writing by the Association from the pay of each Administrator who has submitted a signed authorization for such deductions to the Board. The Association shall notify the Board prior to August 15 of each school year of the full amount of dues and service fees to be deducted from the pay of each Administrator for the year. Deductions shall commence starting with the second paycheck of the school year and shall be made in equal installments determined by the number of payroll periods remaining in the school year. The payroll deduction for dues may be increased one (1) additional time during the school year upon thirty (30) days' advance written notice to the Board. Sums deducted shall be forwarded to the Association Treasurer within fifteen (15) days after their deduction.

ARTICLE III - NON-BARGAINING UNIT DUTIES

Administrators shall not be required to perform duties outside of the bargaining unit as a regular part of their administrative assignment. This provision shall not apply to the performance of periodic substitute teaching duties by an Administrator, when substitutes are not available.

ARTICLE IV - VACANCIES AND TRANSFERS

A. Vacancies

1. Definition - "Vacancies" shall be defined to mean vacant administrative bargaining unit positions which have not been terminated or eliminated by the Board, including newly created bargaining unit positions and promotional bargaining unit positions. A vacancy shall not include a position which can be filled by an Administrator from the recall list, pursuant to Article VII.

2. Notice of Vacancy - A Notice of Vacancy shall be provided to the Association President at least ten (10) days prior to the date the vacancy is filled. The Notice shall include the qualifications, duties and responsibilities of the vacant position.

3. Interview - Administrators who have applied in writing for the vacancy and who meet the qualifications for the vacant position shall, upon request, be granted an interview with the Superintendent or his/her designee.

4. Temporary Vacancies - Positions which are temporarily vacant due to the absence of the assigned Administrator may be filled on a temporary basis by the reassignment of another Administrator. The reassigned Administrator shall be paid his/her regular salary while filling the temporary vacancy if the salary is greater than the salary which would be normally paid to the reassigned Administrator for the position which is temporarily vacant. If the reassigned Administrator's normal salary is lower, the

reassigned Administrator shall be paid the salary to which he/she is entitled for the position which is temporarily vacant during the time the reassigned Administrator fills the position.

5. Consultation - Administrators may be consulted by the Superintendent or his/her designee in the filling of vacant bargaining unit administrative positions.

B. Transfers

1. Definition - "Transfer" shall be defined to mean a change in an Administrator's assignment to a position in the same classification or to a position in a different classification having an equal or lesser base pay than the position held by the Administrator.

2. Transfer Request - Administrators may submit a written request for transfer to the Superintendent or his/her designee. Written requests for transfers shall be renewed annually if the Administrator desires to transfer. A written request for transfer shall be considered in the filling of vacancies pursuant to Section A above if the requesting Administrator is qualified for the vacant position.

3. Involuntary Transfers - Administrators shall be subject to being involuntarily transferred to positions within the same classification having an equal base pay pursuant to Board Policy or to being involuntarily transferred or reassigned pursuant to the provisions of Article VII, entitled "Layoff and Recall."

ARTICLE V - EVALUATIONS

Section 1. Evaluation Frequency - Bargaining unit Administrators shall be evaluated by the Superintendent or his/her designee at least once every three (3) school years, beginning the first year after the probationary period, except in extenuating circumstances. Probationary administrators shall be evaluated at least once each year during their probationary period.

Section 2. Evaluation Instrument - The Superintendent or his/her designee shall develop an evaluation instrument for use in the evaluation of bargaining unit Administrators upon consultation with representatives of the Administrators Association. Any changes in the evaluation instrument shall be discussed with Association representatives on or before October 1 of each school year.

Section 3. Administrator's Response - An Administrator may prepare a response to his/her evaluation, which shall be attached to the evaluation. The response shall be submitted within thirty (30) calendar days from the date the Administrator receives a copy of his/her evaluation.

Section 4. Receipt of Evaluation - An Administrator shall be provided with a copy of his/her written evaluation and shall sign the original evaluation only for the purpose of acknowledging receipt of a copy of the evaluation.

Section 5. Association Representation - Upon his/her request, an Administrator shall be entitled to have an Association representative present at any

post-evaluation conference held for the purpose of discussing and reviewing the Administrator's evaluation.

ARTICLE VI - INDIVIDUAL CONTRACTS

All Administrators shall be employed under written individual contracts, the terms of which shall be subject to and consistent with the terms of this Synopsis. Said contracts shall be effective on a July 1st and shall terminate on a June 30th. A copy of the form individual contract is attached to this Synopsis for informational purposes.

The term of individual contracts shall be in accordance with the following:

A. Probationary Contract - An Administrator who is employed in an administrative position covered by the terms of this Synopsis shall receive a one (1) year probationary contract during the first year of employment in such position. The probationary contract shall be subject to reduction in force during its term, the probationary Administrator's suspension or discharge, and nonrenewal in accordance with the terms of the individual contract. In the event a probationary Administrator is employed with an effective starting date other than July 1, it is understood that the Administrator must serve one (1) full year as a probationary Administrator and that the effective date and termination date of the probationary contract may be other than July 1 and June 30, respectively.

B. Non-Probationary Contract - A non-probationary Administrator covered by the terms of this Synopsis shall receive an individual contract for a term of two

(2) years. Subject to the terms of this provision, after an Administrator has completed the first year of the two-year agreement, he/she shall receive an individual contract providing for a new two-year term, i.e., the second year of the individual contract plus one (1) additional year. If, however, the Board of Education or its designee notifies the Administrator in writing prior to June 30 of the first year of the two-year agreement that the Administrator's individual contract may not be renewed, the Administrator shall not receive a new two-year agreement as provided herein. An Administrator who has received such written notice shall then be subject to nonrenewal of his/her administrative contract at the termination date of the contract in accordance with the applicable statutory procedures pertaining to the nonrenewal of administrative employment contracts. In addition, all Administrators covered by the terms of this Synopsis shall be subject to layoff/reduction in force during the term of their individual contracts at any time in accordance with Article VII of this Synopsis and shall be subject to suspension and discharge during such term, notwithstanding any of the provisions hereof. All administrative employment contracts, including probationary and non-probationary contracts, shall contain a tenure exclusion provision as set forth in the attached sample agreement.

ARTICLE VII - LAYOFF AND RECALL

Section 1. Layoff - In cases requiring the reduction of the administrative work force due to enrollment decline or organizational and program modifications or

financial conditions, the order of reduction shall be in accordance with the following provisions:

A. Classifications - The following classifications shall be utilized in the event of a reduction of administrative personnel or a recall of administrative personnel following reduction and are listed in the order of their priority for purposes of this provision, except as otherwise provided for Administrators hired prior to September 1, 1985:

1. Senior High School Principal
(Secondary)
2. Junior High School Principals
(Secondary)
3. Assistant and/or House Principals
(Secondary)
4. Elementary Principals
5. Executive Director of Student Services
6. Athletic Director
7. Director of Vocational Education/Secondary Student Services

B. Definitions

1. Seniority - For purposes of this procedure, "seniority" shall be defined to mean the Administrator's length of service with the Fraser Public Schools District in an administrative capacity in administrative positions included in the bargaining

unit as set forth in Article I. Administrators shall not accrue administrative seniority when they are not employed and/or working in the administrative positions included in the bargaining unit as set forth in Article I. Administrators shall retain administrative seniority they have accrued prior to a break in service as an administrator for purposes of this Synopsis.

2. Certification - "Certification" shall be defined to mean those areas of endorsement listed on the Administrator's State Teacher's Certificate, as per the current law.

3. Qualifications - "Qualifications" shall be defined to include the following:

- a. Applicable North Central Association requirements as they pertain to Administrators.
- b. Applicable Department of Education requirements as they pertain to administrators.
- c. Requirements for administrative positions as set forth in the Job Descriptions and Administrative Vacancy Postings, copies of which documents are attached hereto. Administrators who are employed by the School District as of September 1, 1982, shall be deemed to meet the requirements set forth in the job description and administrative vacancy posting for the position to which they are assigned as of that date.

C. Order of Reduction - The order of reduction of Administrators shall be based upon the certification, qualifications and seniority, as defined herein, of the

Administrators within the classification in which the layoff is occurring and shall be subject to the terms and conditions of this provision. Except as otherwise provided herein, a Secondary Administrator (Classifications 1, 2 and 3) who is laid off in a higher classification may displace a Secondary Administrator in a lower classification based upon the priority listing of secondary classifications hereinbefore set forth, provided such Secondary Administrator has appropriate certification, qualifications and seniority, as defined in this provision. Secondary Administrators may not displace Elementary Administrators or Administrators in Classifications 5, 6, and 7. Elementary Administrators may not displace Secondary Administrators or Administrators in Classifications 5, 6, and 7. Administrators in Classifications 5, 6, and 7 may not displace Elementary Administrators or Secondary Administrators, or each other. A laid-off Secondary Administrator may not displace a Secondary Administrator in a higher classification.

The above procedure shall apply to all Administrators hired after September 1, 1985, without exception, and to all Administrators hired prior to September 1, 1985, except as otherwise provided as follows: Administrators hired prior to September 1, 1985 (a list of whom is attached to this provision), who are in Classifications 3 through 6 and who are laid off shall be eligible to displace other Administrators within those classifications based upon seniority, certification and qualifications as defined in Section I(B) of this provision. An Administrator who displaces

another Administrator under this provision shall displace the lowest seniority Administrator within the affected classification.

D. Ties - In the event two or more Administrators have the same certification, qualifications and seniority, the Superintendent shall recommend to the Board of Education the Administrator or Administrators to be laid off, based upon their respective abilities to perform the administrative assignment.

E. Notice of Layoff - An Administrator being laid off shall receive sixty (60) days' written notice prior to the effective date of the layoff.

Section 2. Recall - Any Administrator whose services are terminated because of a necessary reduction in personnel shall be appointed to the first vacancy within the classification from which the Administrator has been laid off, based upon the Administrator's certification, qualifications and seniority. Except as otherwise provided herein, Secondary Administrators shall be eligible for recall to a lower classification, not including Classifications 4 through 7, based upon the Secondary Administrator's certification, qualifications and seniority. Administrators shall not be eligible for recall to classifications other than the classifications from which they were laid off based upon the priority listing of classifications set forth in Section 1 of this provision, except as hereinafter provided for Administrators hired prior to September 1, 1985, and except as otherwise provided above for Secondary Administrators.

Laid-off Administrators in Classifications 3 through 6 whose date of hire was prior to September 1, 1985, shall be eligible for recall to vacant administrative positions in such classifications based upon certification, qualifications and seniority as defined in Section I(B) of this provision.

An Administrator being recalled shall receive written notice of the recall thirty (30) days prior to the effective date of the recall. In the event the Administrator does not notify the Board within the 30-day period of his/her intent to return to an administrative position, the Administrator shall be deemed to have terminated his/her employment with the District and shall be removed from the recall list. The Administrator shall give notification of intent to return in writing.

ARTICLE VIII - WORK SCHEDULE

Section 1. During each year of this Synopsis, the Administrator shall work the number of days designated for his/her position or classification as follows. The number of days shall exclude all holidays and holiday periods.

A. Elementary Principals, Assistant Principals, Executive Director of Student Services, and Howard C. Richards Junior High Principal - The basic work year shall consist of one hundred ninety-five (195) days, subject to the provisions hereinafter set forth.

B. Senior High School Principal - The basic work year for Senior High School Principal shall be two hundred fifteen (215) days subject to the provisions hereinafter set forth.

Middle School Principal
C. Athletic Director and Director of Vocational Education/Secondary Student Services - The basic work year shall be two hundred and five (205) days, subject to the provisions hereinafter set forth.

D. Additional Summer Assignments - The Superintendent may assign extra weeks of summer employment to Administrators based upon the needs of the School District. Administrators who are assigned extra weeks of summer employment shall be paid at the rate of two and one-half (2½%) percent per week of the Masters maximum as set forth in the Teacher Contract.

E. ⁷ Additional Work Days - Administrators may be required to work on days which are in addition to their normal workdays during the basic work year as their individual building responsibilities require or as required by the Superintendent of Schools.

ARTICLE IX - SALARIES AND WAGES

Section 1. The base for all schedules shall be the maximum of the Teachers' Masters Degree schedule, unless a cost of living-allowance is in effect.

Section 2. The basic contract for all Principals and the Executive Director of Student Services shall include two and one-half (2½%) percent of the base per week for

five (5) days of work before teachers are scheduled to start and five (5) days of work after teachers are scheduled to finish. The "daily rate" for Principals and the Executive Director of Student Services will be determined by the number of "workdays" so designated for teachers, plus ten (10) days.

Section 3. The High School Principals' schedule shall include two and one-half (2½ %) percent of the base per week for four (4) additional weeks, twenty (20) days of service beyond the basic contract schedule. The High School Principals' "daily rate" will be determined by the number of "workdays" so designated for teachers, plus thirty (30) days.

Section 4. The basic contract for the Director of Athletics and Director of Vocational Education/Secondary Student Services shall include two and one-half (2½ %) percent of the base per week for ten (10) days of work before teachers are scheduled to start and ten (10) days of work after teachers are scheduled to finish. In addition, the Director of Athletics and Director of Vocational Education/Secondary Student Services shall receive eleven (11 %) percent for administrative duty time. The daily rate for said Directors will be determined by the number of work days so designated for teachers plus twenty (20) days.

Section 5. After one (1) year on the administrative salary schedule, Administrators shall receive salary improvement for experience based upon the following cumulative percentage of the Teachers' Masters Degree maximum:

	<u>1st</u> <u>Year</u>	<u>2nd</u> <u>Year</u>	<u>3rd</u> <u>Year</u>	<u>4th</u> <u>Year</u>	<u>5th</u> <u>Year</u>
Elementary, Junior High, Senior High, Senior High Assistant, Executive Director of Student Services	4%	4%	5%	6%	7%
Assistant Junior High, Grades 7-8	3%	3%	4%	5%	6%

Section 7. The High School Principal shall receive an additional ten (10%) percent based on maximum responsibilities.

Section 8. In addition to improvement based upon experience, there shall be allotted five (5%) percent for improvement for fifteen (15) semester hours and ten (10%) percent for thirty (30) semester hours of credit beyond the Masters Degree in administration or study appropriate to the level of responsibilities.

Section 9. Administrators who have acquired administrative experience outside of the Fraser Public Schools District as an Administrator may be granted a maximum of five (5) years of experience credit commensurate with the position which they are being considered.

Section 10. Elementary principals who are assigned to buildings where additional enrollment increases their responsibilities and where no assistant has been assigned to the building will receive additional compensation according to the following schedule:

Enrollment 500 - 699:	1%
Enrollment 700 - 799:	2%
Enrollment 800 and above:	3%

Section 11. Administrators who have obtained a Doctorate Degree shall receive an annual pay supplement of One Thousand (\$1,000.00) Dollars.

Section 12. All Administrators shall be given a cost of living allowance as previously established. One-half (1/2) of the cost of living allowance shall be paid in December and one-half (1/2) shall be paid in June. Such payment shall be folded in and made a part of the Administrator's base salary for the following year, unless otherwise agreed.

ARTICLE X - LEAVES

Section 1. Personal Leave Days - Administrators shall be entitled to a total of twelve (12) personal leave days with full pay per work year to be used for reasons of illness or personal business. Leaves days shall be earned, and any unused leave days shall be accumulated in a bank, which in no event shall exceed one hundred twenty (120) days.

Administrators who have accumulated not less than one hundred twenty (120) days may accumulate up to an additional thirty (30) leave days over the one hundred twenty (120) days, subject to the following conditions:

1. Administrators shall be eligible to use the additional accumulated leave days up to a maximum of thirty (30) if they have exhausted their total accumulated leave

days of one hundred twenty (120) days, have been ill or disabled for a period of not less than one (1) year and have returned to an administrative position with the School District.

2. Upon returning to employment with the School District, as provided in Number 1 above, an Administrator may use the additional accumulated leave days up to a maximum of thirty (30) for illness or disability purposes only.

3. The additional accumulated leave days up to a maximum of thirty (30) shall not be subject to the provisions of Article XII and may not be used for any purposes except as specified herein and under Article XI, Section C, of the Synopsis.

Section 2. Leaves of Absence - Administrators shall be eligible to receive medical leaves of absence, maternity leaves, sabbatical leaves and other leaves of absence upon application to the Superintendent and subject to the approval of the Board of Education. The terms and conditions of a leave of absence requested by an Administrator shall be determined on an individual basis.

ARTICLE XI - INSURANCE COVERAGE

Section 1. The Board shall pay the full costs of the following insurance coverages, subject to the terms of the applicable insurance policies:

A. Hospital and Surgical Insurance - All administrators covered by this Agreement shall be eligible to receive hospital and surgical insurance benefits for themselves and their dependents on a non-participation basis as set forth in the cafeteria plan. The coverage shall be the same as provided to the teacher bargaining unit, which is currently Blue Cross/Blue Shield MVF II coverage.

B. Life Insurance --Accidental death and dismemberment group life insurance policy in the face amount equal to double the amount of life insurance provided to teachers per Administrator subject to the terms of the policy. It is understood that at the present time the amount of life insurance is One Hundred Thousand (\$100,000.00) Dollars per Administrator and that any increases in life insurance due to changes in teachers' life insurance shall be effective upon adoption by the Board of Education in accordance with the provisions of the Preamble of this Synopsis.

C. Income Protection - Group long-term income protection plan which pays seventy (70%) percent of an Administrator's pay (the monthly cumulative max. cap shall be Seven Thousand Five Hundred and 00/100 (\$7,500.00) Dollars per month) after one hundred eighty (180) days of disability to age seventy (70), subject to the terms of the policy.

Any Administrator who has exhausted his/her accumulated bank of leave days and has been ill for thirty (30) or more consecutive days, and who otherwise qualified under the long-term income protection plan as above provided, shall be eligible to receive the difference between the substitute's daily rate¹ and the daily rate of the

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The substitute's daily rate shall be defined to mean the substitute's daily rate as established by the Board of Education for teacher substitutes. After sixty (60) consecutive workdays that an Administrator has been absent due to illness, the substitute's daily rate for purposes of this provision shall be based upon the B.A. minimum salary as determined from the teachers' salary schedule then in effect.

Teachers' Masters Degree maximum for each workday² he/she is absent during the term of this Synopsis, subject to the following provisions:

1. In order for an Administrator to be eligible to receive the above pay differential, the Administrator must be ill or disabled as defined in the current long-term income protection insurance policy. Eligibility of an Administrator to receive the subject pay differential shall not be based on whether the Administrator subsequently received benefits under the income protection insurance plan.

2. An Administrator's eligibility to receive the above pay differential shall exist and shall be limited to between the 30th day and the 180th day of illness during the school year, excluding summer vacation when an Administrator is not scheduled to work. The payment of the above pay differential to eligible Administrators shall terminate on the 180th day from the date the Administrator first became ill or disabled.

3. Administrators requesting the above pay differential shall submit a doctor's statement explaining the nature of the illness or disability and stating, further, the recovery prognosis. The Board may request such additional doctors' statements as are necessary to verify the status of the Administrator's illness and/or disability.

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Workday is defined as any day during which an Administrator would have been assigned to work in accordance with the Administrator's work calendar.

4. The pay differential shall not apply to Administrators who receive medical treatment or have operations which could normally be scheduled when school is not in session.

5. The Board shall provide hospital and surgical insurance, life insurance and income protection insurance in accordance with this Article of the Synopsis for Administrators who are receiving the above pay differential for the first 180 days of illness and/or disability.

6. Administrators who receive the above pay differential and who do not return to their administrative positions after 180 days of illness or disability shall apply for a leave of absence for extended illness.

D. Dental Insurance - This coverage shall be the Delta Plan A or its equivalent and shall include Orthodontic Rider 0-6, subject to the terms of the policy. In the event that dental insurance changes or is improved for teachers, the change or improvement shall be made in the dental benefit provided for Administrators to be implemented as provided in the Preamble.

E. Vision Insurance - This coverage shall be one of the following:

With hospital and surgical insurance MESSA VSP I or

Without hospital and surgical insurance MESSA VSP III

F. Insurance Option - Under the cafeteria plan, administrators may elect not to receive hospitalization and surgical insurance benefits, and instead receive either:

- (a) One Thousand (\$1,000.00) Dollars cash, or
- (b) One Thousand (\$1,000.00) Dollars cash less the cost of enhanced vision insurance coverage (i.e., VSP III or its equivalent).

Administrators selecting this option may not elect to receive hospital and surgical benefits during the 12-month period, except in an emergency (such as the loss of hospitalization coverage through a spouse), subject to the applicable insurance requirements. This option shall be administered in the same manner as the insurance option provided to teachers.

G. Optional Pay Privilege - All Administrators have the option of receiving their pay on a twenty-one (21) or twenty-six (26) installment basis. The Board will indicate paydays on the official School Calendar prior to the commencement of the school year. Paydays shall be the last day of school in any pay period.

H. Liability Insurance - In the event that the liability insurance, which includes coverage for Administrators acting within the scope of their authority (subject to the terms, conditions and limitations of the insurance policy) presently maintained by the School District as of September 1, 1985, is terminated or cancelled by the School District or the insurance company or any successor insurance company for any

reason whatsoever, the School District agrees to pay the dues on behalf of Administrators for membership in state/national professional organizations appropriate to the Administrator's assignment, provided that the organization maintains some type of liability insurance insuring the Administrator. It is expressly understood that the School District reserves the right and authority to cancel, alter or modify its liability insurance in any manner whatsoever, including but not limited to a reduction or increase in the limits of liability, and that it is under no obligation to maintain such insurance. Further, if Administrators are not afforded some type of liability insurance by membership in a professional organization, the School District shall not be obligated to pay membership dues as provided above.

I. Life Insurance Upon Retirement - Administrators who are covered by the terms of this Synopsis shall be eligible to purchase life insurance from the Washington National Insurance Company pursuant to the schedule of benefits provided by the Washington National Insurance Company, a copy of which is attached to this Synopsis. If the Administrator elects such coverage upon retirement, the Administrator shall be solely responsible for the payment of the premium and the coverage provided shall be subject to the terms of the policy. This provision shall be subject to availability of coverage as provided by Washington National or other insurance carriers and it is understood that such coverage may not be available through other insurance carriers, and, further, the School District shall not be obligated to make such coverage available if it

results in an increase in the costs of other insurance coverages purchased from the same insurance carrier.

ARTICLE XII - RETIREMENT OR DEATH

Section 1. Retirement or Death - In all cases where an Administrator retires from employment with the School District in accordance with the Michigan Retirement Act or where the Administrator's service to the School District is terminated by death, the Administrator or his/her heirs or personal representatives, as the case may be, shall be paid a sum of money equal to three-fourths (3/4) of his/her total accumulated personal leave days multiplied by his/her current daily rate determined by dividing his/her total salary by the total number of workdays.

Section 2. Effective for the 1996-97 school year, all sums to be paid under Article XII shall be paid in equal installments over a three (3) year period. If the administrator is purchasing retirement credit within thirty (30) days of his/her retirement date, the administrator may elect to receive the first installment payment in an amount equal to the amount to be paid to MPSERS to purchase such retirement credit. The balance shall be paid in equal installments over the next two (2) years.

Section 3. All other severance payments to be paid to an administrator upon retirement not identified in the Sections above shall be paid in equal installments over a four (4) year period.

ARTICLE XIII - LONGEVITY

Administrators shall begin receiving longevity payments following completion of fifteen (15) years of employment in the Fraser Public Schools District according to the following schedule:

	<u>15 Years</u>	<u>20 Years</u>	<u>25 Years</u>
1997-98	\$1,350	\$1,650	\$1,950
1998-99	1,425	1,725	2,025
1999-00	1,500	1,800	2,100
2000-01	1,600	1,900	2,200
2001-02	1,700	2,000	2,300
2002-03	1,800	2,100	2,400

Longevity pay shall not be cumulative. In the event that the amount of longevity increases for teachers through collective bargaining, the amount of longevity provided above for administrators shall be increased by the same amount.

ARTICLE XIV - INFORMAL MEETINGS

Upon request, representatives of the Association or individual Administrators may meet with the Superintendent for the purpose of discussing matters in connection with this Synopsis and/or other matters affecting Administrators. Following any such discussions with the Superintendent, the Association or individual Administrators may,

upon request, meet with the Board of Education or a committee of the Board of Education for the purpose of discussing the aforesaid matters.

IN WITNESS WHEREOF, the parties have signed this Synopsis by their duly authorized representatives on the day and year set opposite their respective signatures.

BOARD OF EDUCATION OF THE
FRASER PUBLIC SCHOOLS DISTRICT

DATED: 10-25-99

By: Carol C. Bannister

President

By: Gerard W. Stanton

Secretary

FRASER ADMINISTRATORS
ASSOCIATION

DATED: 10-25-99

By: Judith L. Schorski

By: _____

FRASER PUBLIC SCHOOLS
FRASER ADMINISTRATOR'S SALARY SCHEDULE 2001-02*

Elementary, Junior High Principals, Senior High School Assistants and Executive Director of Student Services

Base \$65,493 plus 5% for two additional weeks of work.

	<u>MA</u>	<u>MA + 15 (+5%)</u>	<u>MA + 30 (+10%)</u>
0	\$68,769	\$72,043	\$75,316
1	71,387	74,662	77,936
2	74,009	77,280	80,557
3	77,288	80,557	83,827
4	81,213	84,486	87,759
5	85,799	89,067	92,346

Senior High School Principal

Base 65,493, plus 15% for six additional weeks of work, plus 10% for maximum building responsibility.

(Max)	\$101,201	\$102,169	\$105,443
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Assistant Principal Junior High School - Grades 7-8

Base 65,493 plus 5% for two additional weeks of work.

(Max)	\$82,522	\$85,794	\$89,070
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Athletic Director and Director of Vocational Education and Secondary Student Services

Base \$65,493 plus 10% for four additional weeks of work, 11% for Administrative duty time.

(Max)	\$79,246	\$82,522	\$85,796
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*An additional 7% cost-of-living-allowance (COLA) will be paid ½ in December, 2001 and ½ in June, 2002.

FRASER PUBLIC SCHOOLS
FRASER ADMINISTRATOR'S SALARY SCHEDULE 2002-03*

Elementary, Junior High Principals, Senior High School Assistants and Executive Director of Student Services

Base \$67,458 plus 5% for two additional weeks of work.

	<u>MA</u>	<u>MA + 15 (+5%)</u>	<u>MA + 30 (+10%)</u>
0	\$70,832	\$74,204	\$77,576
1	73,529	76,902	80,274
2	76,230	79,598	82,974
3	79,606	82,974	86,342
4	83,649	87,020	90,392
5	88,373	91,739	95,116

Senior High School Principal

Base 67,458, plus 15% for six additional weeks of work, plus 10% for maximum building responsibility.

(Max)	\$104,237	\$105,234	\$108,606
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Assistant Principal Junior High School - Grades 7-8

Base 67,458 plus 5% for two additional weeks of work.

(Max)	\$84,998	\$88,367	\$91,742
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Athletic Director and Director of Vocational Education and Secondary Student Services

Base \$67,623 plus 10% for four additional weeks of work, 11% for Administrative duty time.

(Max)	\$81,623	\$84,998	\$88,370
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*An additional 7% cost-of-living-allowance (COLA) will be paid ½ in December, 2002 and ½ in June, 2003.

**FRASER PUBLIC SCHOOLS
ADMINISTRATOR'S SALARY SCHEDULE 2005 – 2006**

ELEMENTARY, HIGH SCHOOL ASSISTANTS, MIDDLE SCHOOL ASSISTANT, EXECUTIVE DIRECTOR OF STUDENT SERVICES

Note: Athletic Director will be added to this section in 2006-07 school year. The next new hire will be included in this section.

Base of \$69,482, plus 5% for two additional weeks of work.

<u>STEP</u>	<u>MA</u>	<u>MA+15 (5%)</u>	<u>MA+30 (10%)</u>	<u>MA+PHD</u>
0	74,416	77,959	81,502	82,502
1	77,250	80,793	84,338	85,338
2	80,085	83,629	87,172	88,172
3	83,629	87,172	90,716	91,716
4	87,881	91,425	94,968	95,968
5	92,841	96,381	99,928	100,928

HIGH SCHOOL PRINCIPAL

Base \$69,482 plus 15% for six additional weeks of work, plus 10% for maximum building responsibility.

<u>STEP</u>	<u>MA</u>	<u>MA+15 (5%)</u>	<u>MA+30 (10%)</u>	<u>MA+PHD</u>
0	88,590	92,134	95,677	96,677
1	91,425	94,968	98,512	99,512
2	94,259	97,803	101,346	102,346
3	97,803	101,346	104,890	105,890
4	102,055	105,599	109,142	110,142
5	107,016	110,559	114,103	115,103

MIDDLE SCHOOL PRINCIPAL

Base \$69,482 plus 10% for four additional weeks of work.

<u>STEP</u>	<u>MA</u>	<u>MA+15 (5)</u>	<u>MA+30 (10%)</u>
0	81,502	85,046	88,589
1	84,337	87,881	91,425
2	87,172	90,716	94,259
3	90,716	94,259	97,803
4	94,968	98,512	102,055
5	99,929	103,473	107,016

**ATHLETIC DIRECTOR & DIRECTOR OF VOCATIONAL EDUCATION &
SECONDARY SERVICES**

Base \$69,482 plus 10% for four additional weeks of work, 11% for Administrative duty time

<u>MA</u>	<u>MA+15 (5%)</u>	<u>MA+30 (10%)</u>
85,753	89,298	92,841

*An additional 7% cost-of-living allowance (COLA) will be paid ½ in December, 2005 and ½ in June, 2006

JCJ:slo
06/30/05