

IDA PUBLIC SCHOOLS
Ida, Michigan

**PROVISIONS OF PRINCIPALS' SALARIES, CONTRACTS, AND
CONDITIONS OF EMPLOYMENT**

(District Employee Only-Does not apply to contracted positions)

2008 - 2011

Ratified April 20, 2009

I. GENERAL CONDITIONS OF EMPLOYMENT

A. Administrators shall be employed as follows:

High School Principal	230 actual days worked
Middle School Principal	230 actual days worked
Elementary School Principal	230 actual days worked
High School Assistant Principal	210 actual days worked
Supervisor - Hearing Impaired Program	215 actual days worked
Curriculum Coordinator	200 actual days worked
Business Manager/Technology Director	230 actual days worked
Supervisor of Transportation, Custodians, Buildings and Grounds	230 actual days worked

B. The assignment and/or reassignment of administrators shall be at the discretion of the Superintendent of Schools.

C. Administrators shall be properly certified to teach in the State of Michigan.

D. Administrators will be expected to perform, obey and fulfill the laws of the State of Michigan and the rules, regulations and policies of the school district.

E. Generally, vacation may be taken when school is not in session or as otherwise authorized by the Superintendent. However, it is agreed that there may be times when administrators will not be able to take vacation at the times they would like to because of work. When this occurs, the administrator involved may have to take his/her vacation during times when school is in session.

F. This document shall be revised when necessary and attached annually to the individual administrator's own "Contract of Employment"

II. TERM OF CONTRACT

A. The term of contract for all administrators shall be for a minimum period of two years, except for those who are serving in such capacity for the first time in the district. These latter administrators may receive a one-year contract.

B. The contract year will be from July 1 through June 30 of each year.

- C. Contracts will be reviewed annually by the Board of Education. Individuals not recommended for a renewal contract will be notified by February first (1st) of each school year.
- D. Administrators' contracts do not carry tenure in position; however, administrators will be granted continuing tenure as a teacher when eligible. In any necessary reduction of certified district personnel, the administrator shall remain in the employ of the district as long as his/her years of certificated service are greater than those of any other certificated employee of equal or lesser status.
- E. Beginning administrators will have a two-year probationary period. Notification of dismissal must be made by February first (1st) of either probationary year. After the probationary period, the beginning administrator will be placed on the same contract as the other administrators.

III. ADMINISTRATOR EVALUATION (Board of Education Policy CFB)

Through the evaluation of administrative staff, the Ida Public Schools will strive to accomplish the following:

- A. Clarify the role of administrative staff in the school system.
- B. Develop a harmonious working relationship between members of the administrative team, including the Superintendent and Board.
- C. Provide on-going improvement of the administrative leadership of the school district.

Some of the administrative staff members included in the policy are building principals, administrative assistants, the athletic director, the adult education director, the building and grounds supervisor, transportation supervisor, hearing impaired supervisor and the business manager. This list may not be inclusive of all positions.

The administrators' contract year will be from July 1 through June 30 of each year. Recommendations concerning renewal or non-renewal of administrative contracts will be made to the Board by the Superintendent in January. Individuals not recommended for a two-year renewal contract will be notified by February first (1st) of each school year.

It is understood and agreed that the professional service of the administrator shall be evaluated prior to December 15th of each school year. If said evaluation shall be less than an overall determination of satisfactory, the Administrator shall be duly notified and a conference held. In the event the administrator is not duly notified of an unsatisfactory evaluation by December 15, it shall be conclusively deemed that the administrator's performance has been given at least satisfactory. The administrator shall be given an opportunity to correct and improve upon such deficiencies or areas of insufficiency, which shall be defined in writing. Likewise, the standard or expectation for improvement shall be defined in writing.

The standards to be used in evaluating the performance of administrative staff members are to be included in the evaluation instrument for the position. The evaluation instrument shall be mutually agreed upon by the superintendent and the Ida Administrators Association and shall parallel the job description for the position. In addition, other objectives may be established by the Board or Superintendent with the involvement of the administrator.

The following guidelines will be used in the evaluation process:

- A. The evaluation will be based on an overall picture, not on individual situations which arise in the administration of a building or a program.
- B. The administrator will know the standards upon which he/she will be evaluated and will be involved in the development of those standards.
- C. The evaluation instrument will be completed by the administrator's direct supervisor as indicated in the job description.
- D. A conference between the administrator and supervisor will be held. Both the administrator and the supervisor will sign the evaluation instrument. The administrator may attach a statement to the evaluation form. The administrator also reserves the right to have representation present at this meeting.
- E. The evaluation should include statements of strengths as well as weaknesses.

IV. SALARY PROVISIONS

- A. The administrators' salary schedule shall be reviewed by the Board of Education by February first (1st) annually, or when deemed otherwise appropriate by the Board and the Administrators' Association.
- B. Required State and Federal retirement will be paid by the Board of Education.
- C. Principals starting salary for 2008-2009 school year 76,000. Second year \$78,000. Third year \$80,000. Completion of five years-75% of difference of current ten plus years' principal. Completion of ten years 100% salary of current ten plus year principal.
- D. Assistant Principal starting salary is \$65,000, second year \$67,000, third year \$69,000. Five years at 100% of starting Principal salary.
**Current employee's salary amounts will remain the same while in the same position with similar duties. All current employees will receive any yearly percentage/dollar increases obtained through negotiations. All steps and probationary employees will also receive percentage/dollar increases received through negotiations by other administrators. Current employees in the administrative group who may change positions within the administrative group will retain at least their current salary.

V. FRINGE BENEFITS

Administrators shall be eligible annually for the fringe benefits accorded teachers. Additionally, the following benefits shall be in effect:

A. Three business days may be given for business that can only be conducted during work hours. These days are to be subtracted from sick leave, and must have the Superintendent's approval.

B. Health Insurance Benefits

June 1, 2008 – December 31, 2011

The I.A.A. agrees to accept the SET/SEG Flexible Blue II HDHP Health Savings Account (H.S.A). On January 1, 2009, January 1, 2010, and January 1, 2011 the Board agrees to deposit the full annual deductible amount into each association member's H.S.A. Funds in the H.S.A., which have not been spent on the deductible for medical expenses, will remain in the H.S.A. and not be reimbursed to the Board. The Board further agrees to make debit cards and/or checks available to be used in paying on the annual deductible. Any/all administrative fees/costs related to implementing the H.S.A. accounts shall be paid by the Board of Education. For new employees starting after January 1st of any year, the Board of Education's contribution will be prorated based on the number of months left in the coverage year. This will not change the deductible. This insurance plan will continue throughout the remainder of the contract unless another comparable insurance plan is agreed to by mutual consent of both parties.

C. The Long-Term Disability Insurance will include:

- 66 2/3% of Max Eligibility Salary
- Maximum Monthly Benefit - \$5000.00
- Max Eligible Monthly Salary - \$7500.00
- 90 Calendar Days Modified Fill Elimination Period
- No COLA
- Mental/Nervous Same as Illness
- Alcohol/Drug Same as Illness
- 5% Maximum Payout
- Pre-existing Limits Waived
- Family Social Security Offset
- No Survivor Income
- Freeze on Offsets
- No Educational Supplement
- 2 -Year Own Occupation

- D. Each administrator will receive term life insurance coverage equal to one year of his/her annual salary. This term life insurance program will contain an A.D.D. rider clause.
- E. The Ida Board of Education will provide 80-80 dental coverage and VSP-3 Vision Insurance (The Board may substitute equivalent or better dental and/or vision insurance.)
- F. Sick days shall accumulate at the rate of fifteen (15) days annually, with a maximum accumulation of two hundred (200) days. The (15) annual days may be used for personal illness or illness of family members as specified in the provisions for sick leave. Additional family days must have the approval of the Superintendent.
- G. A maximum of three days with pay not chargeable against the administrator's sick leave allowance shall be granted for death in the immediate family defined as spouse, children, parents, parents-in-law, and grandchildren for funeral attendance, preparations for the funeral, and assistance on the day of the funeral. Two additional days chargeable against the sick leave allowance may be approved by the Superintendent if conditions warrant. A maximum of three days chargeable against the sick leave allowance shall be granted for death of a grandparent, grandparent-in-law, sibling, sibling-in-law, and others residing in the household for funeral attendance, preparations for the funeral and assistance on the day of the funeral.
- H. The Board of Education agrees to allow each administrator to attend national, state and local conferences and to pay his/her travel, food, registration and lodging expenses. Attendance at these conferences shall require prior approval of the Superintendent.
- I. The Board of Education agrees to pay the administrator's dues for his/her state and national organizations.
- J. Administrators will be reimbursed up to one hundred dollars (\$100.00) per-credit-hour, when courses are required for certification.
- K. Longevity. For service in the Ida Public School, an administrator shall receive additional compensation beyond the established salary schedule as follows:
After 8 years-\$425; after 11 years-\$525; after 14 years-\$625; after 17 years-\$725; after 20 years-\$825; after 23+ years-\$925.
- L. After July 1, 2006, any administrator retiring from the Ida Public Schools after a minimum of ten (10) full years' service in the system, and who receives state retirement payments, will be provided \$10.00 compensation for each unused sick day up to 180 days accumulation, **or 10% of his/her last full fiscal-year salary, including longevity**, whichever is greater. This will be

paid to the retiring employee as a contribution to a 403(b) annuity following the

PRINCIPALS' CONTRACT PROVISIONS

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guidelines established in the district's 403(b) plan. The employee may choose a vendor from those approved by the district.

The Ida Board of Education agrees that there will be a continuation of all other present contract provisions.