

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on the 5<sup>th</sup> day of June, 2014 by and between the School District of Bloomfield Hills ("Board" or "School District") and the Administrative Council ("Council").

### BACKGROUND:

The parties entered into a Collective Bargaining Agreement covering the period July 1, 2012 through June 30, 2015;

The Agreement provided a re-opener provision regarding compensation for the 2014/15 school year; and

The parties have reached an agreement to extend the current Collective Bargaining Agreement through June 30, 2016 with compensation for the 2014/15 and 2015/16 school years. A copy of the salary schedule is attached.

### AGREEMENT:

Accordingly, the have parties agreed as follows:

1. The current contract between the parties covering the period July 1, 2012 through June 30, 2015 shall be extended by the parties through June 30, 2016.
2. Compensation for the 2014/2015 School Year
  - a. Administrators eligible for steps will advance a full step on the salary schedule.

- b. Administrators at the top of the salary schedules will receive a 1% on schedule increase.
  - c. There will be no other improvement on the salary schedules.
3. Compensation for the 2015/2016 School Year
- a. Highly Effective or Effective Rating in 2014-15: Administrators eligible for Steps rated overall Effective or Highly Effective for the 2014/15 evaluation cycle shall advance one full Step on the salary schedule for the 2015/16 school year. Administrators at the top of the salary schedule will receive a 1% on-schedule increase.
  - b. Minimally Effective Rating in 2014-15: Administrators eligible for Steps rated overall Minimally Effective for the 2014/15 evaluation cycle shall advance one-half (½) Step on the Salary Schedule for the 2015/16 school year. Administrators at the top of their respective salary schedules shall receive a one-half (½) percent salary increase for the 2015/16 school year.
  - c. Ineffective Rating in 2014-15: Administrators eligible for Steps rated overall Ineffective for the 2014/15 evaluation cycle shall be maintained at the 2014/15 Step placement (or current Step placement) for the 2015/16 school year. Administrators at the top of their respective salary schedules will be maintained at their 2014/15 salary.
  - d. There will be no other improvement on the salary schedule.
5. Should the current State mandated effectiveness ratings be altered during the term of this Agreement, the resulting ratings will replace the existing rating for determining eligibility for compensation increases.
6. This Memorandum of Understanding will expire on June 30, 2016 unless extended by mutual agreement of the parties.
7. This Memorandum of Understanding was ratified by the Administrative Council on June 16, 2014 and by the Board of Education on June 5, 2014 and shall become effective July 1, 2014.

**2014-15 - Full Step and 1% on top step only**

	0	0.5	1	1.5	2	2.5	3	3.5	4	4.5	5
High School Principal	\$119,262	\$120,675	\$122,087	\$123,513	\$124,940	\$126,073	\$127,206	\$128,067	\$128,928	\$130,258	\$136,241
International Academy Principal	\$119,262	\$120,675	\$122,087	\$123,513	\$124,940	\$126,073	\$127,206	\$128,067	\$128,928	\$130,258	\$136,241
Middle School Principal	\$107,529	\$108,679	\$109,829	\$111,511	\$113,193	\$114,422	\$115,652	\$116,736	\$117,820	\$119,845	\$126,178
Alt HS/Model HS Principal	\$107,529	\$108,679	\$109,829	\$111,511	\$113,193	\$114,422	\$115,652	\$116,736	\$117,820	\$119,845	\$126,178
Elementary Principal	\$101,835	\$102,910	\$103,984	\$105,563	\$107,141	\$108,291	\$109,441	\$110,313	\$111,185	\$113,224	\$119,339
High School Associate Principal	\$102,784	\$104,027	\$105,271	\$106,494	\$107,717	\$108,812	\$109,906	\$110,842	\$111,779	\$112,986	\$118,230
International Academy Assistant Principal	\$100,752	\$101,967	\$103,181	\$104,375	\$105,569	\$106,636	\$107,703	\$108,616	\$109,528	\$110,706	\$115,838
Middle School Associate Principal	\$98,720	\$99,906	\$101,091	\$102,256	\$103,420	\$104,460	\$105,501	\$106,389	\$107,278	\$108,425	\$113,445
Supervisor of Wing Lake Center	\$107,072	\$108,409	\$109,746	\$111,144	\$112,542	\$113,590	\$114,637	\$115,395	\$116,154	\$117,883	\$123,841
Supervisor of Deaf/Hard of Hearing	\$95,840	\$96,873	\$97,907	\$98,596	\$99,286	\$100,319	\$101,352	\$102,386	\$103,420	\$104,454	\$109,216
IBO Coordinator/Supervisor	\$90,883	\$91,862	\$92,841	\$93,495	\$94,149	\$95,128	\$96,108	\$97,088	\$98,068	\$99,047	\$103,562
Teacher Leader for Reading Recovery	\$90,883	\$91,862	\$92,841	\$93,495	\$94,149	\$95,128	\$96,108	\$97,088	\$98,068	\$99,047	\$103,562
Farm Manager	\$62,550	\$63,587	\$64,624	\$66,014	\$67,403	\$68,791	\$70,179	\$71,564	\$72,948	\$74,619	\$78,982
Nature Center Manager	\$62,550	\$63,587	\$64,624	\$66,014	\$67,403	\$68,791	\$70,179	\$71,564	\$72,948	\$74,619	\$78,982

**2015-16 - Full Step and 1% on top step only**

High School Principal	\$119,262	\$120,675	\$122,087	\$123,513	\$124,940	\$126,073	\$127,206	\$128,067	\$128,928	\$130,258	\$137,604
International Academy Principal	\$119,262	\$120,675	\$122,087	\$123,513	\$124,940	\$126,073	\$127,206	\$128,067	\$128,928	\$130,258	\$137,604
Middle School Principal	\$107,529	\$108,679	\$109,829	\$111,511	\$113,193	\$114,422	\$115,652	\$116,736	\$117,820	\$119,845	\$127,440
Alt HS/Model HS Principal	\$107,529	\$108,679	\$109,829	\$111,511	\$113,193	\$114,422	\$115,652	\$116,736	\$117,820	\$119,845	\$127,440
Elementary Principal	\$101,835	\$102,910	\$103,984	\$105,563	\$107,141	\$108,291	\$109,441	\$110,313	\$111,185	\$113,224	\$120,532
High School Associate Principal	\$102,784	\$104,027	\$105,271	\$106,494	\$107,717	\$108,812	\$109,906	\$110,842	\$111,779	\$112,986	\$119,413
International Academy Assistant Principal	\$100,752	\$101,967	\$103,181	\$104,375	\$105,569	\$106,636	\$107,703	\$108,616	\$109,528	\$110,706	\$116,996
Middle School Associate Principal	\$98,720	\$99,906	\$101,091	\$102,256	\$103,420	\$104,460	\$105,501	\$106,389	\$107,278	\$108,425	\$114,579
Supervisor of Wing Lake Center	\$107,072	\$108,409	\$109,746	\$111,144	\$112,542	\$113,590	\$114,637	\$115,395	\$116,154	\$117,883	\$125,080
Supervisor of Deaf/Hard of Hearing	\$95,840	\$96,873	\$97,907	\$98,596	\$99,286	\$100,319	\$101,352	\$102,386	\$103,420	\$104,454	\$110,308
IBO Coordinator/Supervisor	\$90,883	\$91,862	\$92,841	\$93,495	\$94,149	\$95,128	\$96,108	\$97,088	\$98,068	\$99,047	\$104,598
Teacher Leader for Reading Recovery	\$90,883	\$91,862	\$92,841	\$93,495	\$94,149	\$95,128	\$96,108	\$97,088	\$98,068	\$99,047	\$104,598
Farm Manager	\$62,550	\$63,587	\$64,624	\$66,014	\$67,403	\$68,791	\$70,179	\$71,564	\$72,948	\$74,619	\$79,772
Nature Center Manager	\$62,550	\$63,587	\$64,624	\$66,014	\$67,403	\$68,791	\$70,179	\$71,564	\$72,948	\$74,619	\$79,772

6/6/2014

Administrator Salary List 2014-16\_Final

ADMN Council SKD

For the Board of Education  
of the Bloomfield Hills School District

For the Bloomfield Hills  
Administrative Council

By: Cristine Baer  
Assistant Superintendent for  
Its: Human Resources/Labor Relations

By: Mary Hilberry  
President  
Its: Administrative Council

Dated: 6-13-14

Dated: 6-16-14