

# **MASTER AGREEMENT**

**SOUTH LYON BOARD OF EDUCATION  
AND THE  
SOUTH LYON ADMINISTRATORS ASSOCIATION**

**JULY 1, 2008 – JUNE 30, 2016**

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## ARTICLE I AGREEMENT

The Agreement is entered into this first day of July, 2008, by and between the Board of Education of the South Lyon Community Schools hereinafter called the "Board," and the South Lyon Administrators Association hereinafter called the "Association."

The term "administrator" as used in the Agreement shall refer to all employees covered by this bargaining unit. In implementing and administering the terms of this Agreement, the Board of Education, necessarily acts through the Superintendent or central office administrators designated by him/her.

## ARTICLE II GENERAL PROVISIONS

- A. It is expressly agreed that no provision of this Agreement shall be altered during the term of this Agreement except upon the voluntary written consent of both contracting parties. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms of this Agreement.
- B. There are no understandings or agreements or past practices which are binding upon either the Board or the Administrators Association other than the written agreements enumerated or referred to in the Agreement. No further agreements shall be binding upon either the Board or the Administrators Association until the same have been put in writing and signed by both the Board and the Administrators Association as either an amendment to this agreement or a Letter of Understanding executed by both parties.
- C. It is the intent of the parties that the provisions of this Agreement shall supersede all prior agreements and understandings, oral or written, expressed or implied, between such parties and shall govern their entire relationship and shall be the sole source of all rights and claims which may be asserted hereunder.
- D. The parties acknowledge that during the negotiations which resulted in this Agreement, each had unlimited right and opportunity to make demands and proposals with respect to any subject or matter not moved by law from the areas of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and qualifiedly waive the right and agree that the other shall not be

obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement.

- E. The right of either party or of Administrator to any benefits shall be determined solely by the Collective Bargaining Agreement in effect at the time such benefit is claimed, it being expressly intended that the parties shall have the unrestricted right to delete, add, or modify any provision of this agreement in a subsequent agreement, and any benefit in this Agreement shall be subject and subordinate to any such subsequent change.
- F. Each of the provisions of this Agreement shall be subject and subordinate to the obligations of either party under applicable laws or regulations. If any provision or application of this Agreement shall be prohibited by or deemed invalid (whether by legislative enactment or judicial decision) under such applicable laws or regulations, such provision or application shall be ineffective to the extent of such prohibition or invalidity, without invalidating the remainder of such provision or the remaining provisions of this Agreement. If any provision of this Agreement is invalidated, the parties agree to meet within twenty (20) days of such action in order to re-negotiate such invalidated provision.

## ARTICLE III RECOGNITION

- A. The Board hereby recognizes the Association in accordance with the applicable provisions of the Public Employment Relations Act as the sole and exclusive collective bargaining representative for the personnel employed by the Board in administrative and/or supervisory positions as follows:
- |                          |                            |
|--------------------------|----------------------------|
| High School Principal(s) | Middle School Principal(s) |
| Elementary Principals    | Assistant Principals       |
| Athletic Directors       |                            |
- B. Specifically excluded are the Superintendent, Deputy and/or Assistant Superintendents, Executive Directors, Directors (except Athletic), Coordinators, Supervisors and all other supervisory personnel, teachers, and all other employees.

## ARTICLE IV BOARD RIGHTS

There is reserved exclusively, to the Board, all responsibilities, powers, rights, and authority vested in it by the laws and Constitution of Michigan and the United States or which have been heretofore properly exercised by it, excepting where expressly and, in specific terms, limited by provision of this Agreement; including, but not limited to, the right to:

- A. Manage and control the school's business, the equipment, the operations and to direct the working forces and affairs of the Employer.
- B. Continue its rights and past practice of assignment and direction of work of all of its personnel, determine the hours of work and starting times and scheduling of all the foregoing, but not in conflict with the specific provisions of this Agreement, and the right to establish, modify or change any work or business hours or days.
- C. The right to direct the working forces, including the right to hire, promote, suspend and discharge employees, transfer employees, assign work or extra duties to employees, determine the size of the work force and to lay off employees.
- D. Determine the services, supplies and equipment necessary to continue its operations and to determine the methods, schedules and standards of operation, the means, methods, and processes of carrying on the work including the selection of textbooks, teaching materials and various teaching aids.

- E. Adopt reasonable rules and regulations.
- F. Determine the qualifications of employees, including physical conditions.
- G. Determine the location or relocation of its facilities including the establishment or relocations of new schools, buildings, departments, divisions or subdivisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities.
- H. Determine the placement of operations, production, services, maintenance and distribution of work, and the source of materials and supplies.
- I. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations.
- J. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization provided that the Employer shall not abridge any rights from employees as specifically provided for in this Agreement.
- K. Determine the policy affecting the selection, testing or training of employees providing such selection shall be based upon lawful criteria.
- L. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement.
- M. The listing of specific management rights in this Agreement is not intended to be, nor shall it be restricting of or a waiver of any rights of management not listed and specifically surrendered herein, whether or not such rights have been exercised by the Board in the past.

## ARTICLE V ASSOCIATION RIGHTS

- A. The Association and its representatives shall have the right to use school facilities at all reasonable hours for Association business without rental charge in accord with proper procedures, provided this shall not interfere with or interrupt normal school operations.

- B. The Association shall advise the Board of the names of all Association officers. Those officers shall be designated to conduct Association business with the Board.
- C. The Board shall furnish to the Association in response to reasonable written requests, all available public records concerning the financial resources of the District and tentative budgetary requirements and allocations.

## ARTICLE VI SALARY

### Administrators salary schedule:

- A. An administrator on the first step advances to the second step on the salary schedule on his/her first scheduled reporting day of the next school year, except that Administrators on leave, layoff or other interruption of service for one half or more of a given school year shall not advance one step on the salary schedule on the first scheduled reporting day of the next year i.e. an administrator on leave from January 1 to June 30, 2009 who then works the entire 2009-2010 school year, would advance one step on the first scheduled reporting day in August of 2010.
- B. Administrators hired from outside the District will be placed on the salary schedule by the Superintendent, taking into consideration such administrator's education and past experience.
- C. Administrators who are transferred from one position to another will be placed on the salary schedule for the new position by the superintendent. Thereafter, the administrator shall progress along the salary schedule as detailed above.
- D. Administrators who are on the first step of the salary schedule shall move to the top step the second year, unless otherwise indicated in this Agreement.

E. 2012-2013 Salary Schedule

<b>Position</b>	<b># of Days per Year</b>	<b>Step</b>	<b>Per Diem</b>
HS Principal(s)	220	(2) 115,563 (1) 108,240	(2) 529.29 (1) 492.00
MS Principal(s)	211	(2) 108,127 (1) 101,273	(2) 512.45 (1) 479.97
Elem. Principals	201	(2) 101,946 (1) 95,487	(2) 507.19 (1) 475.06
HS Ass't. Principals	207	(2) 100,461 (1) 94,094	(2) 485.32 (1) 454.56
Athletic Director	207	(2) 100,461 (1) 94,094	(2) 485.32 (1) 454.56
MS Ass't. Principals	207	(2) 96,798 (1) 90,663	(2) 467.62 (1) 437.99

Steps 1 of the 2012-2013 salary schedule shall be increased by a percentage equal to 62.5% of the South Lyon Community School's final per pupil foundation grant increase for the 2013-2014 fiscal year.

Step 2 of the 2012-2013 salary schedule shall be increased by a percentage equal to 62.5% of the South Lyon Community School's final per pupil foundation grant increase for the 2013-2014 fiscal year, or 0.75%, whichever is greater.

This practice shall continue for the life of the contract.

F. ANNUITY – TO BE PAID BY OCTOBER 1 EACH YEAR.

1. Each administrator shall receive a board paid annuity in the amount of 5% for each year of the contract through 2012-2013. From 2013-14 through the end of the contract, the amount of the annuity will be 7%
2. In order to count toward the final average compensation for retirement purposes, MIP must be paid on the amount of the annuity.

Administrators' Work Schedules and Hours:

- A. Administrators' work schedules are as follows:



<b>Position</b>	<b>Work Days</b>
High School Principal(s)	220
Middle School Principal(s)	211
Elementary Principal(s)	201
HS Assistant Principal(s)	207
MS Assistant Principal(s)	207
Athletic Directors	207

- B. Each Administrator is an educational leader for the Board and will maintain a work schedule under the supervision of the Superintendent and/or his/her designee, which will ensure a quality management approach in the development and maintenance of District and school programs and services. It is essential that administrators work a schedule which permits and enables the achievement of District and school goals.

Administrators are professional employees. This means that in return for his/her salary and other benefits, the Administrator, compensated on a salary basis, must work the amount of time required to perform his/her job in a competent and professional manner.

If the State mandates additional instructional time and the teacher's contract is altered accordingly, administrators will increase the same number of days. (From 1<sup>st</sup> extension document.)

- C. By March 15th, High School Principals will notify the Assistant Superintendent for CITA of how many, if any, of the 4 days they will work during Spring break and provide specific dates. By June 15th, High School Principals will notify the Assistant Superintendent for CITA of which specific dates (up to 4 days, to compensate for those not worked during Spring break) they will work in July, beyond the date specified in the calendar for that year.
- D. Any deviations in calendar dates worked by Athletic Directors will be approved by their respective High School Principal. Total days worked must be no fewer than 207.

*High School Principals. Total days worked must be no fewer than 207.*

E. 2012-2013 Calendar

<b>Administrator</b>	<b>Start date</b>	<b>End date</b>	<b>Add'l dates</b>
HS Principal(s)	8/1	7/1	4/6 - 4/9
MS Principal (s)	8/2	6/26	
Elem. Principals	8/9	6/19	
HS Ass't Principals	8/8	6/26	
MS Ass't Principals	8/8	6/26	
Athletic Director	8/8	6/26	

\*Elementary principals will be paid two additional days at per diem for working through 6/21.

F. 2013-2014 Calendar

<b>Administrator</b>	<b>Start date</b>	<b>End date</b>	<b>Add'l dates</b>
HS Principal(s)	7/31	7/3	4/7-4/10
MS Principal(s)	8/01	6/27	
Elem. Principals	8/08	6/20	
HS Ass't Principals	8/07	6/27	
MS Ass't Principals	8/07	6/27	
Athletic Director	8/07	6/27	

G. 2014-2015 Calendar

Calendar to be determined.

H. 2015-2016 Calendar

Calendar to be determined.

# ARTICLE VII FRINGE BENEFITS

## Insurance Benefits

7.1 Option A shall include:

- A. The following health insurance plan options: (1) MESSA Choices II 100/200 deductible with the Saver Rx prescription card, or (2) MESSA ABC Plan I \$1250/\$2500 deductible with the Saver Rx prescription card, or negotiated comparable plan.

(1)The District will prefund the entire deductible for the ABC Plan 1, subject to the restrictions of PA 152 of 2011.

(2)Per Public Act 152 of 2011, the District will make contributions to a negotiated Medical Benefit Plan for eligible employees for the following amounts:

\$5,500 single

\$11,000 individual and spouse

\$15,000 family

(3) An enrollment period will be held for those members wishing to switch to MESSA ABC Plan 1 as of January 1, 2013.

(4)These caps will change annually based on the index described in Public Act 152 of 2011.

(5) The participant shall reimburse the District for his/her portion of the premium, if applicable, through payroll deductions in equal amounts from the participant's regular pay.

(6) In the event of a premium increase, change in family status, or any other event that would cause the District to exceed the limitations established by Public Act 152 of 2011, the District shall make the proper adjustment to the payroll deductions for affected participants.

(7) If PA 152 of 2011 is amended or repealed thereby making any or all of that law unenforceable or should a court of competent jurisdiction issue a decision that all or part of PA 152 is unconstitutional or not otherwise legally effective, the District will still continue to follow the parameters established under PA 152 for the duration of this Agreement.

B. \$35,000 term life insurance with AD & D.

C. Long-term disability insurance as follows:

- 1) 50% of salary after a 90 calendar day waiting period.
- 2) Maximum payment of \$5,000 per month.
- 3) Social security freeze.
- 4) Minimum benefit payable by the insurance company of \$25 per month regardless of Social Security disability or other benefits.

D. Dental insurance: 75% of Class I, benefits with an annual maximum of \$1,000.00, 75% of Class II benefits with an annual maximum of \$1,000.00, and 75% of Class III benefits with a lifetime maximum of \$1,500.00.

E. Vision care MESSA VSP-3 or negotiated comparable plan.

7.2 Option B shall include:

- A. \$35,000 term life insurance with AD & D.
  - B. Long-term disability insurance as follows:
    - 1) 50% of salary after a 90 calendar day waiting period.
    - 2) Maximum payment of \$5,000 per month.
    - 3) Social security freeze.
    - 4) Minimum benefit payable by the insurance company of \$25 per month regardless of Social Security disability or other benefits.
  - C. Dental insurance: 75% of Class I, benefits with an annual maximum of \$1,000.00, 75% of Class II benefits with an annual maximum of \$1,000.00, and 75% of Class III benefits with a lifetime maximum of \$1,500.00.
  - D. Vision care MESSA VSP-3 or negotiated comparable plan.
  - E. Eligible employees electing not to be covered by health insurance premiums can elect to receive cash in lieu of health care in the amount of \$2,200 for 2012-2013 which shall be increased by sixty two and a half percent (62.5%) of the per student foundation increase in 2013-2014. This amount shall be distributed annually in cash (divided equally among pays or in a lump sum).
- 7.3 Part-time employees who elect Option A shall pay a portion of the health care cost in a prorated amount equivalent to the ratio of employment to full time, subject to authorized payroll deduction. Part-time employees who elect Option B shall receive annuity benefit option monies in an amount equivalent to the ratio of employment to full time.
- 7.4 The school year for purposes of this article shall be September 1 through August 31.
- 7.5 An IRS Section 125 Plan shall be established and made available to the extent possible under law.

Retirement Benefits

- A. An administrator who qualifies for and immediately receives statutorily defined benefits under MPSERS, or after ten (10) years of employment, shall be paid for one-half (1/2) of his/her unused sick leave to a maximum of 250 days (i.e. paid for a maximum of 125 days) at the administrator’s current daily rate.
- B. Days will be capped and paid as severance as follows:

	Total Maximum Days Reimbursed	CAP
HS Principal	250	260
MS Principal	245	255
Elementary Principal	240	250
Assistant HS Principal	242	252
Assistant MS Principal	240	250
Athletic Directors	242	252

- C. As deemed allowable by law, the district and SLAA agree to the terms of the district’s Special Pay Plan, which would allow employees to avoid the payment of Social Security on severance payments. By current law, all employees must agree to the terms of the plan. Severance pay will not be allowed in cash, unless through the terms of the Special Pay Plan. The employee will assume the responsibility for the tax obligation associated with the plan consistent with state and federal requirements.
- D. Dependent upon the continuing consent of the insurance carrier and underwriter, an administrator retiring with South Lyon administrative service as in “1” above will continue to have his/her premiums for \$57,000 term life policy paid by the Board until said administrator reaches age 70, as long as he/she has provided written evidence to the Board, by the date of his/her resignation, that he/she has submitted an application for and has been approved as eligible for receipt of statutory retirement benefits from MPSERS within ninety (90) days of his/her effective resignation from administrative service with the District. For administrators retiring after September 1, 2012 the term life policy paid by the district will be \$50,000 until the said administrator reaches age 70.

## Sick/Personal Leave

- A. Sick day allowance is to be used for absences due to personal illness or serious illness in the immediate family. The immediate family shall include: grandmother, grandfather, father, mother, brother, sister, wife, husband, children and legal dependents.
- B. Each administrator shall earn eighteen (18) sick leave days per year, four of which may be used as personal business days. If not used as sick and/or personal business days, the days shall accumulate.
- C. Sick days are credited on July 1 of each year.
- D. Sick day accumulation will be capped according to chart found under Retirement Benefits B.
- E. Personal business days may be used for business that cannot be conducted other than during school hours. Such days shall be approved by the Superintendent and/or designee.
- F. Death in the Immediate Family: The employee may be granted a maximum of five (5) days leave on full pay in the event of death of a member of the immediate family, not deductible from accumulated sick leave allowance. The immediate family is defined as husband, wife, mother, father, sister, brother, son, daughter, son-in-law, daughter-in-law, grandchild, grandfather or grandmother of the employee, and the corresponding relative of the employee's spouse, or any relative of either spouse living in the employee's home, and step-children and step-parents.

### Miscellaneous Benefits

- A. Administrators will be reimbursed for automobile travel outside of the District at the current rate per mile as established by the Board.
- B. The Board will pay for memberships in professional organizations for administrators with the total cost not to exceed the cost of a MEMSPA membership.
- C. Optional TSA programs, through Board designated TSA carriers, may be accomplished by written salary reduction from the Administrator's wages. The Administrator has full responsibility for observance of contribution limitations.
- D. The Board will pay for two administrators per year to attend a State conference. This pertains to principals and assistant principals only, and will be based on seniority. The Association shall establish the procedure for implementing this provision.

### ARTICLE VIII TERM AND STANDARDS OF EMPLOYMENT

- A. The parties to this agreement recognize and agree that any continuing tenure in any administrative position or non-classroom assignment shall not be acquired and is specifically denied. This shall not be construed to revoke tenure rights previously acquired by an Administrator in a teaching capacity.
- B. The terms of this agreement shall supersede any expressly conflicting or contrary terms governing the same subject matter contained in any individual contract of employment between the Board and an Administrator covered by this Agreement. The terms of this agreement shall prevail over the terms of any individual contract of employment to the extent of any express inconsistency or conflict.
- C. As a condition to retention of employment, the Administrator must hold all certificates, approvals, and credentials required by law, (including applicable provisions of the School code of 1976), the State School Aid Act, Michigan Department of Education Regulations, State and/or Federal grants, and by the Board to the position assigned.) If at any time an administrator fails to hold appropriate Michigan Department of Education approvals, certificates and credentials for the position assigned, the



Administrator's employment shall be immediately terminated and the Board shall have no liability for any further payment or obligations under any contract of employment with said Administrator.

D. All employment of Administrators shall be on the following terms:

1. All administrators will be evaluated annually, under the guidelines of sections 1249 and 1250 of the School Code.
2. Any person hired for an administrative position or placed in a different administrative position will be given a one year contract for two years., After two years, the administrator will be given a two-year contract. Administrators who have already worked two years in the same position will immediately be placed on a two-year contract. Administrators who are on a two year contract and who fail to meet the performance standards of the District shall be notified by April 30 that he/she shall not be issued another two year contract unless and until such performance is remediated. Instead, such Administrator shall be offered a one (1) year contract terminable during its term for reasons that are not arbitrary or capricious and which are related to job performance and/or conduct of the Administrator. If not notified by the April 30 deadline the administrator's performance shall be deemed satisfactory and he/she shall be issued a new two year contract. Failure to improve job performance will result in non-renewal of the one-year contract, with written notice from the Board at least sixty days prior to the expiration date of the individual one-year contract.
3. For all Administrators during the first two (2) years of employment , and those on an Individualized Development Plan, , the one (1) year contract shall be terminable at will by the Board upon thirty (30) days written notice. The thirty (30) days notice requirement shall not be applicable where the termination is due to gross misconduct.
4. All Administrators during their first two (2) years of employment , and those on an Individualized Development Plan, who are non-renewed at the conclusion of an annual contract, shall receive written notice of non-renewal from the Board at least sixty (60) days prior to the expiration date of their individual contract.

5. After completion of two (2) years of employment with the Board, Administrators, shall be issued a two (2) year contract which shall be terminable during its term for reasons that are not arbitrary or capricious, and which are related to job performance and/or conduct of the administrator.
  6. After completion of two (2) years of employment with the Board, Administrators who are non-renewed shall receive written notice of non-renewal from the Board at least sixty (60) days prior to the expiration of their individual contracts.
  7. In the event that the Board undertakes to dismiss an administrator (who has completed two (2) years of employment with the Board) during the term of his/her individual contract he/she shall be entitled to written notice of the charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of his/her individual contract, that contract shall automatically terminate and the Board shall have no further obligation thereunder or under this Agreement as regards the subject Administrator.
  8. Non-renewal of contract shall not be seen as a disciplinary action and shall be at the discretion of the Board.
- E. All individual contracts shall be issued for a term ending on their last scheduled work day.
- F. The Administrator is subject to assignment and transfer at the discretion of the Superintendent. In that event, the Administrator's compensation and working conditions shall be consistent with the assignment to which transfer is made.

## ARTICLE IX EVALUATION

- A. Evaluations are a part of a continuous improvement process for Administrators. It is intended that the evaluation process be a professional growth experience. All Administrators will be evaluated annually and the evaluation will be placed in the Administrator's personnel file.
- B. Principals shall be evaluated by the Superintendent and appropriate Central Office Administrators, as determined by the

Superintendent. Assistant Principals and the athletic director shall be evaluated by their Principals, unless the Superintendent designates differently.

- C. The completed evaluation shall be shared with the Administrator, who will sign a copy indicating that he/she received the evaluation report. The signature does not mean that the Administrator agrees with the evaluation report. If an Administrator disagrees with any part of the evaluation, he/she may file a rebuttal within twenty (20) work days after receiving the evaluation. The rebuttal shall be attached to the evaluation in the Administrator's personnel file.

## ARTICLE X NON-RENEWAL/REDUCTION IN STAFF

- A. Non-renewal: If the Board is considering the non-renewal of an administrator's contract, administrator shall be notified as provided for in Section 1229 (2) of the Revised School Code and accorded all other rights as provided by such Act.
- B. Reduction in Staff: In the event it is necessary to reduce administrators due to enrollment decline, financial problems, or any other reason not related to competency of the administrator, the administrator may be assigned to a teaching position for which he/she is certified and qualified, subject to the provisions found in the Collective Bargaining Agreement between the South Lyon Board of Education and the South Lyon Education Association MEA/NEA, and those found in the Michigan Teachers' Tenure Act.
  - 1. The Board and the Administrators recognize that financial circumstances, enrollment conditions, program changes, and/or administrative reorganization within the District could cause a curtailment of program, including the reduction and elimination of administrative positions. The parties acknowledge that such determinations are within the exclusive discretion of the Board, and that the Board may, in the exercise of that discretion, separate individual administrators.
  - 2. In the event that the Board determines to reduce administrative staff, an initial assessment will be made by the Board to determine the administrative functions to be maintained to meet the management, instructional and

programmatic needs of the District. The Board will then determine any administrative positions impacted by the reduction.

3. Formal notice will then be given to the Administrators' Association at least thirty (30) days prior to implementation of the reduction. Upon the request of either party, the Board and Administrators' Association shall meet , to the extent required by law, to bargain over the impact of the reduction upon the bargaining unit and its members.
4. The Administrator shall be eligible for recall from layoff for a period of two (2) calendar years from the date of the layoff, or the length of his/her administrative service with the District, whichever interval is shorter. Administrators are eligible for recall to any vacant bargaining unit position for which they possess the requisite administrative certification and qualifications, as set by the Board.
5. The Board shall give written notice of recall by certified mail to the Administrator's last-known address. It is the responsibility of the Administrator to keep the Board informed of his/her current residential address for the purposes of receiving recall notices. Should the Administrator fail to return to work within fifteen (15) work days of the issuance of a recall notice, he/she shall forfeit all further rights to employment with the Board and shall be regarded as a voluntary quit.
6. There shall be no bumping between Administrators.

## ARTICLE XI MISCELLANEOUS

- A. The employee is subject to assignment and transfer at the discretion of the Superintendent of Schools and the Employee agrees that he/she shall not be deemed to be granted continuing tenure, in any capacity other than a classroom teacher, by virtue of this Agreement or any employment assignment within the School District, nor shall failure to the School District to continue or reemploy such Employee in any capacity other than as a classroom teacher be deemed a breach of this Agreement or discharge or demotion within the provisions of Act 4, Michigan Public Acts of 1937, Extra Session, as amended.

- B. The Employee agrees to serve the District and perform those duties which are directed by the Board of Education of the School District, or its designee and to obey and fulfill the rules and regulations as established by the Board of Education of the School District and to carry out its educational programs and policies during the entire term of this Agreement.
- C. The School District shall pay the Employee in no fewer than 24 equal installments per the payroll schedule.
- D. Both the Administrator and Board realize that it may take extra time to complete the many functions necessary to be successful. The Board understands and appreciates this extra time donated by said Administrators.

ARTICLE XI DURATION OF AGREEMENT

This agreement represents the entire Agreement between the Board and the Association and shall remain in full force and effect starting July 1, 2008 and shall continue in full force and effect until midnight June 30, 2016. Either party hereto shall give the other party at least sixty (60) days written notice before the end of the term of this Agreement of its desire to begin negotiations for a successor Agreement.

SOUTH LYON BOARD OF EDUCATION

by Candy Ornelas by David F. Loubser  
President Secretary

date November 5, 2012 date November 5, 2012

SOUTH LYON ADMINISTRATORS ASSOCIATION

by Alan T. Oltman  
President

date November 5, 2012