

GAYLORD COMMUNITY SCHOOLS

An NCA Accredited School District



LETTER OF UNDERSTANDING

This Letter of Understanding is entered into between the Gaylord Community Schools Board of Education and Gaylord Building Principals Association (GBPA) on this 5th day of October 2012.

The parties hereby mutually agree to the following terms and conditions:

1. Duration of contract: September 1, 2012 through August 31, 2014.
2. Salary: One time off-schedule salary scale. This would not amend the current contract.

Article II – Professional Compensation

A. The Board and Association agree that Administrator compensation shall be based on an index that is based on the MA+40/ED.S. Step 12 of the teachers' contract. Multipliers for each Administrator's position will determine Step 1 on the Administrator Salary Schedule. The complete Administrator Salary Schedule, the multipliers, and the formula used to determine on which step an Administrator is placed are shown in Appendix A.

Appendix A

Salary Factors/Multipliers – To determine Step 1 for each position on the Administrator Salary Schedule, multiply the appropriate factor by the MA+40/Ed.S. Step 12 of the GEA Master Agreement (teachers' contract).

<u>Position</u>	<u>Factor/Multiplier</u>
High School Principal	1.405
High School Asst Principal	1.2475
Middle School Principal	1.3
Middle School Asst Principal	1.2265
Intermediate School Principal	1.2475
Intermediate School Asst Principal	1.195
Elementary School Principal	1.2265

Administrator Salary Schedule Steps – Administrators will be placed on the Administrator Salary Schedule based on their years of experience as an administrator and teacher. For Administrators hired after November 12, 2001, full credit is given for each year of experience as a school administrator. Additionally, a half-year's credit is given for each year of experience as a teacher. Hence the formula for Administrators hired after November 12, 2001 is as follows: $S = (A+1) + (1/2 \times T)$, where S is the step, A is the number of years as an Administrator, and T is the number of years as a teacher.

Example #1: An Administrator is hired with 4 years of experience as an Administrator and 10 years of experience as a teacher. Applying the formula, $S = (4+1) + (1/2 \times 10)$, the person would be paid at Step 10 of the Administrator Salary Schedule.

Example #2: An Administrator is hired with 8 years of experience as a teacher but no administrative experience. Applying the formula, $S = (0+1) + (1/2 \times 8)$, the person would be paid at Step 5 of the Administrator Salary Schedule.

GCS Principal Compensation Schedule
 2011-12 Teacher Step 12 MA Step 12 MA +40/EDS Salary:

66653

Factor:	HS Principal	<u>HS A.P.</u>	MS Principal	<u>MS A.P.</u>	GIS Principal	<u>GIS A.P.</u>	1.195	Elementary Principal
<u>Step</u>	1.405	1.2475	1.3	1.2265	1.2475			1.2265
1	93,647	83,150	86,649	81,750	83,150		79,650	81,750
2	94,102	83,604	87,104	82,205	83,604		80,105	82,205
3	94,557	84,059	87,558	82,659	84,059		80,560	82,659
4	95,012	84,514	88,013	83,114	84,514		81,015	83,114
5	95,466	84,969	88,468	83,569	84,969		81,469	83,569
6	95,830	85,332	88,832	83,933	85,332		81,833	83,933
7	96,194	85,696	89,196	84,297	85,696		82,197	84,297
8	96,558	86,060	89,559	84,660	86,060		82,561	84,660
9	96,922	86,424	89,923	85,024	86,424		82,925	85,024
10	97,285	86,788	90,287	85,388	86,788		83,288	85,388
11	97,649	87,151	90,651	85,752	87,151		83,652	85,752
12	98,013	87,515	91,015	86,116	87,515		84,016	86,116
13	98,377	87,879	91,377	86,479	87,879		84,377	86,479
14	98,741	88,243	91,742	86,843	88,243		84,744	86,843
15	99,103	88,606	92,105	87,206	88,606		85,106	87,206
16	99,468	88,970	92,470	87,571	88,970		85,471	87,571
17	99,832	89,334	92,834	87,935	89,334		85,835	87,935
18	100,196	89,698	93,197	88,298	89,698		86,199	88,298
19	100,560	90,062	93,561	88,662	90,062		86,563	88,662
20	100,923	90,426	93,925	89,026	90,426		86,926	89,026
21	101,287	90,789	94,289	89,390	90,789		87,290	89,390
22	101,651	91,153	94,653	89,754	91,153		87,654	89,754
23	102,015	91,517	95,016	90,117	91,517		88,018	90,117
24	102,379	91,881	95,380	90,481	91,881		88,382	90,481
25	102,742	92,245	95,744	90,845	92,245		88,745	90,845

3. Medical Benefits: Employees eligible for medical coverage will be offered option of MESSA Choices \$500/\$1000 or MESSA ABC Plan with \$1200/\$2500 HSA.

Effective September 1, 2012, active employees will be required to pay the balance of the monthly insurance premium for medical benefits that applies to their coverage, by payroll deduction, beginning with the first payroll in September 2012 that exceeds the following monthly amounts:

- Single \$458.33
- Two Person \$916.66
- Family \$1,250.00

The Board's annual obligation for medical benefit coverage costs per eligible employee during the 2012-2013 medical benefit coverage year shall not exceed the following amounts:

- Single \$5,500
- Two Person \$11,000
- Family \$15,000

4. Cash in lieu of medical benefits: 15% contribution eliminated.


5. It is agreed and understood that this Agreement and the stipulations contained within the Agreement are intended to apply only to the specific action described herein and do not establish a precedent, past practice or otherwise bind the parties to other personnel actions.

GAYLORD BUILDING PRINCIPALS' ASSOCIATION


 Signature

4-18-13
 Date

GAYLORD BOARD OF EDUCATION


 Signature

4-22-13
 Date