



**Grosse Pointe
Public Schools**

Excellence in Education

Our Proven Tradition

**MASTER AGREEMENT
2004—2007**

The Grosse Pointe Public School System

The Grosse Pointe Administrators Association

*389 St. Clair
Grosse Pointe, Michigan 48230*

**AGREEMENT
 BETWEEN
 THE GROSSE POINTE PUBLIC SCHOOL SYSTEM
 AND
 THE GROSSE POINTE ADMINISTRATORS ASSOCIATION**

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THIS AGREEMENT ENTERED INTO THIS 9TH DAY OF MAY, 2005, BY AND BETWEEN THE BOARD OF EDUCATION OF THE GROSSE POINTE PUBLIC SCHOOL SYSTEM, WAYNE COUNTY, MICHIGAN, HEREINAFTER CALLED THE "BOARD" AND THE GROSSE POINTE ADMINISTRATORS ASSOCIATION.

RECOGNITION

1.0 The BOARD hereby recognizes the Grosse Pointe Administrators Association, hereafter referred to as the "ASSOCIATION," as the exclusive bargaining representative pursuant to Act 379, P.A. 1965, as amended, for all full time principals, assistant principals, and director of special education and student services who are employed by the BOARD, and such other positions as may be mutually agreed upon between the parties, but excluding all other positions.

1.1 The term "administrator," when used herein, shall refer to all members of the bargaining unit represented by the Association.

ADMINISTRATIVE CONTRACTS

2.0 Administrative appointments are covered by multiple year contracts so that all eligible administrators have some limited tenure as administrators. The essential elements of the plan are as follows:

2.1 A one-year administrative period of probation in a new administrative position may be required. Additional years of administrative probation may be utilized if the circumstances warrant.

2.2 Once the administrative probationary period is satisfactorily served, a two year contract will be offered. However, in the event that an administrator receives an evaluation rating of unsatisfactory, he/she will not receive a contract extension as provided in paragraph 22.1 of the Agreement.

2.3 All contracts will be reviewed annually by June 30. A decision will be made at that time by the Superintendent of Schools, subject to approval by the Board of Education, relative to the renewal of that contract. Such information will be communicated immediately to the individual administrator.

REDUCTION OF ADMINISTRATIVE STAFF AND SENIORITY

3.0 In the event the Board decides to reduce the administrative staff, preferential status and priority for retaining any administrator in a position for which he/she is deemed qualified by the Superintendent of Schools shall be based upon the total number of years he/she has satisfactorily served the Grosse Pointe Public School System as an administrator. Additionally, one-half of the administrative experience outside of Grosse Pointe will be counted for seniority purposes.

3.1 Administrators will be deemed qualified in their current administrative position and any other administrative position they have successfully held in Grosse Pointe for a minimum of one year as a contract administrator. This qualification will also require any necessary state certification where it is required for the position. In addition, administrators may be deemed qualified for other administrative positions by the Superintendent of Schools.

3.2 The areas for qualification shall be High School Principal, High School Assistant Principal, Middle School Principal, Middle School Assistant Principal, Elementary School Principal, Curriculum and Evaluation Associate, and Director of Special Education and Student Services. A seniority list shall be published by October 1 of each year showing the seniority of each administrator in his/her areas of qualification. Administrators shall have until October 31 to contact the Director of Human Resources regarding any mistakes in the seniority list. After this date the list shall be deemed conclusively correct until the following October 1.

3.3 In the event that a major proportion of operating revenue is lost due to a millage failure, the Board may declare that a financial emergency has occurred at a level that requires the layoff of administrators. In this circumstance administrative contracts may be rendered null and void on the June 30 following this declaration of financial emergency. In the event any portion of the lost millage is restored, any reduction of administrative staff will be conducted in accordance with paragraph 3.4.

3.4 In the event of a reduction of administrative staff for reasons other than a financial emergency, an administrator will be given at least eight (8) months written notice prior to the effective date of the layoff. However, if written notice is given during the period from April 15 through April 30 only six (6) months notice of layoff will be required. Upon layoff of employment the administrator's individual contract will be terminated.

3.5 Those who lose their positions by reduction of staff will be recalled to the first open administrative position for which they have prior successful Grosse Pointe administrative experience of a least one (1) year or are deemed qualified by the Superintendent, in order by administrative seniority, prior to the appointment of any candidates new to the school system.

3.6 The right to be recalled from layoff shall last for a period of three (3) years from the date of layoff. The Board shall give written notice of recall from layoff by registered or certified letter to the administrator at his/her address as it appears on the Board's records which shall be conclusive when used in connection with layoffs, recall or other notice to the administrator. If an administrator fails to report to work within thirty (30) calendar days from the date of mailing of the recall letter, unless an extension is granted in writing by the Board, the administrator shall be considered a voluntary quit.

3.7 If an administrator is given a notice of layoff, the Board will make an effort to secure a teaching position within the school system for which the affected administrator is certified and qualified, and, if successful, will pay the difference between his/her administrative salary and the teaching salary for a one year period from the date of notice. However, administrative benefits will not be continued past the effective date of layoff. If the Board is not able to secure a teaching position for the affected administrator, he/she will be laid off from employment with the school system.

3.8 Exempt administrators who have held bargaining unit positions shall be granted seniority for time served in such positions, but shall not accrue any seniority while in an exempt position.

3.9 During the period from the notice of layoff to the effective date of layoff an affected administrator will continue to receive all fringe benefits including the accrual of vacation time.

3.10 The difference between administrator and teacher pay will be calculated by subtracting teacher base pay from administrator base pay. In both instances base pay consists of scheduled salary plus longevity pay.

3.11 When the board is obligated to pay the difference between administrator and teacher pay, compensation received from E.P.E.D. activities will not be offset against administrator pay.

3.12 When an administrator accepts a teaching position through a reduction of staff, the Board will reimburse that portion of the premium for optional life insurance which, when combined with Board paid group life insurance, will not exceed two times his/her scheduled administrative salary. It is understood that the administrator must apply and qualify for such optional life insurance.

3.13 If an administrator accepts other employment during the period from the notice of layoff to the effective date of layoff, all salary and benefits will cease upon the commencement of such other employment. If an administrator accepts a teaching position through a reduction of staff, salary will be paid in accordance with paragraph 3.7 and administrator benefits will cease upon the commencement of work for the teaching period.

GRIEVANCE PROCEDURES

4.0 The term grievance shall be interpreted to mean a complaint by an administrator that there has been a violation, misinterpretation or misapplication of this agreement.

STEP ONE

4.1 An administrator may initiate a grievance by first discussing the matter with his/her immediate supervisor. The grievant may be accompanied by an Association representative. A grievance must be presented 10 days immediately following the event or condition which gives rise to the grievance. Within 10 days after presentation of the grievance, the immediate supervisor shall give his/her answer orally to the administrator.

STEP TWO

4.2 If the grievance is not resolved at Step One, the administrator may reduce his/her grievance to writing and present it to the Superintendent or his designee. The grievance must be filed within 10 days after receipt of the oral answer at Step One. The grievance shall be on a form provided by the Board. The Superintendent or his designee shall schedule a meeting to discuss the matter and shall provide the administrator a written answer to the grievance within 10 days of the meeting.

STEP THREE

4.3 If the matter is not satisfactorily resolved at Step Two the Association may invoke grievance mediation pursuant to the rules of the Federal Mediation and Conciliation Service or the Michigan Employment Relations Commission. The parties may also mutually agree upon a private mediator. It is understood that recommendations of a mediator are not binding on either party and that all discussions in mediation are confidential and shall not be used as evidence in any other proceeding.

GENERAL PROVISIONS

4.4 All references to "days" in this Article shall be regular work days.

4.5 Time limits may be extended by mutual agreement of the parties.

4.6 The Association may provide representation through its officers at Steps One and Two; legal counsel may be present at Step Three.

4.7 Grievances shall be processed during the administrator's non-working hours unless mutually agreed otherwise.

RIGHTS TO REPRESENTATION

4.8 When an administrator has a reasonable belief that discipline may result from an investigatory interview with a supervisor, the administrator has a right to have an Association Representative present at the meeting. The reasonableness of the apprehension or belief of the administrator that the meeting will result in disciplinary action is to be determined by objective standards.

WORK YEAR

5.0 All work years are in terms of calendar months. The school year officially begins July 1 and ends June 30 annually. Normally, an 11 month work year begins August 1 and terminates June 30. Exceptions will be noted in individual contracts.

VACATION ALLOWANCES

6.0 Administrators shall be entitled to vacations on the following basis:

Years of Service	11 Month Administrators	12 Month Administrators
During 1 st through 5 th year of service	14 days	15 days
During 6 th through 25 th year of service	19 days	20 days
26 th year and thereafter	23 days	25 days

6.1 All school administrative service, wherever accumulated, and/or all Grosse Pointe service will be counted to establish years of service for vacation purposes.

6.2 Vacation allowance is to be used in the year earned. However, unused vacation days may accumulate for a period of up to two years; and ten days may be accumulated for an indefinite period for 11 month employees while 12 month employees may accumulate twelve days for an indefinite period. These banked days shall remain banked unless an administrator utilizes said days to increase his/her vacation period beyond his/her annual allotment in any given year.

6.3 Vacations are to be scheduled at the mutual convenience of the administrator and the school system. Advice to, and clearance with the Superintendent/Assistant Superintendent is required.

6.4 Normally, the two weeks prior to the opening of school in the fall should not be requested as vacation time for principals and assistant principals. A clear statement as to one's whereabouts and availability in the month of August is to be on file for 11 month administrators before August 1.

6.5 If, at separation from the school district, vacation allowances are overdrawn, adjustments to recover payments for unearned vacation will be made in the final settlement. The same principle will operate for those who have drawn regular salary in advance in excess of what has been actually earned and who separate from the school system before a year ends.

6.6 Compensation at the administrator's daily rate will be paid for earned, unused vacation days at separation. An administrator's daily rate of pay is determined by dividing the total salary compensation by 249 days for a twelve month administrator and 229 days for an eleven month administrator.

6.7 Vacation days are not to be used by building administrators on the day preceding or the day following a student vacation period. Exceptions for unusual circumstances may be granted by the Superintendent/Assistant Superintendent.

PAID HOLIDAYS

7.0 Administrators will be eligible for paid holidays provided to all other employees, if they occur during the assigned working year. If the Martin Luther King Holiday is a non duty day for teachers it will also be a non report day for GPAA members.

SICK LEAVE

8.0 The Board of Education provides an unlimited sick leave program for personal illness or disability to the extent of approximately six school months (120 duty days) per illness or disability for administrators. Notification of illness must be made as soon as possible to the office of the Superintendent or Assistant Superintendent. A long-term disability insurance program covering illnesses or disabilities which exceed 120 duty days is provided by the Board.

OTHER LEAVES

9.0 The Board will make reasonable provisions to extend paid leaves of absence to administrators for such leaves as are necessary. These provisions include leaves for such reasons as illness or death in the family, jury duty, court appearances, military duty, and personal business. Whenever possible, such leaves must have prior approval of the Superintendent/Assistant Superintendent.

9.1 Extended leaves for such things as maternity, Peace Corps, Job Corps, sabbatical leave or for some special or unusual reason will be considered on an individual basis with a decision primarily based on the value such leave may bring to the school district.

FAMILY MEDICAL LEAVE ACT (FMLA)

10.0 The Board will grant up to twelve (12) weeks of family and medical leave during any twelve (12) month period to eligible employees in accordance with the Family and Medical Leave Act of 1993 (FMLA). All requests for such leave will be made to the Director of Human Resources. When the need is foreseeable, notice will be given thirty (30) days before the start of the FMLA leave. If it is not possible for the employee to give thirty (30) days' notice, the employee must give as much notice as is practicable. Proper certification of the reason for the leave must be provided. An employee may be required to use all available leave time (i.e., sick leave, personal leave, and/or vacation leave) for all or part of the duration of the FMLA leave, with any balance of time being without pay. At the end of the FMLA leave, the employee will be returned to his/her position held prior to the leave.

EMOTIONAL AND MENTAL HEALTH

11.0 In a case of a leave of absence involving an emotional or mental health problem, the Board of Education shall determine such administrator's ability to return to duty.

11.1 This determination may be based on an advisory opinion from a panel of three qualified physicians. In such cases, the panel of physicians shall consist of one physician selected by the administrator, one selected by the Board, and a third selected by the other two appointees.

11.2 The recommendations of this panel (which shall be advisory only as to the matter) shall be placed in writing, with a copy made available to the administrator. The Board of Education will assume the payment of fees for the services of all three physicians in this regard.

LIABILITY INSURANCE

12.0 The Board will provide comprehensive liability insurance protection under the liability policy now carried by the Board for all administrators in its employ, with limits of \$500,000 per occurrence for all bodily injury and property damage with a \$5,000,000 Umbrella Liability Policy to supplement the same. In addition, the Board will provide liability insurance with respect to any claims for loss or damage not otherwise covered by liability or casualty insurance with respect to liabilities for policy-making activities with limits of \$5,000,000.

FRINGE BENEFITS

13.0 The Board of Education will provide all administrators with health, dental, vision, life, and long term disability insurance through a flexible benefits plan. See Appendix A.

PHYSICAL EXAMINATION

14.0 Upon written request, reimbursement equal to the amount charged by Concentra Medical Centers or equivalent for its basic minimum examination is paid to administrators for an annual physical examination.

14.1 Every third year an administrator will be eligible for reimbursement equal to the amount charged by Concentra or equivalent for its full comprehensive examination.

14.2 Direct billing to the school district will be honored for examinations given at Concentra. Documentation for reimbursement, to include receipts or canceled checks, is necessary if examinations are given elsewhere.

HEALTH INSURANCE COST CONTROLS

15.0 The Association agrees to explore and discuss with the District methods for possible cost controls when, in any one insurance year, health insurance premiums increase greater than five percent (5%).

15.1 In addition, the Association agrees to endorse a voluntary wellness and health awareness program. Possible wellness programs could include, but not be limited to, stress reduction, weight loss and control, smoking cessation, cholesterol improvements, CPR, flu prevention, hand hygiene, etc.

PERSONAL PROPERTY

16.0 It is the policy of the Board of Education to reimburse administrators up to \$400 for loss or damage to personal property which is normally used in the discharge of assigned duties and when reasonable care has been demonstrated. Such reimbursement is not made for ordinary wear or gradual deterioration of property, loss of money or whatever is covered by personal insurance carried by the administrator or by the Board.

DIRECT DEPOSIT

17.0 The Board agrees, upon written authorization of the administrator, to make available the opportunity for direct deposit of administrators' pay checks to the bank(s) and account(s) of their choice. Procedures for this process will be established by the Business Office and implemented within 60 days of the ratification of this document.

TRAVEL/CAR ALLOWANCE

18.0 Administrators will be reimbursed for the use of their private automobiles for business purposes according to prescribed procedures set up by the Business Office.

PROFESSIONAL DUES

19.0 Upon a written request, an amount equal to the annual dues of the National Association of Elementary School Principals is available to administrators for dues to professional organizations approved by the Superintendent/Assistant Superintendent.

VOLUNTARY RETIREMENT SUPPLEMENT

20.0 In the event a voluntary retirement supplement is provided to any other group within the school system, the Board of Education and representatives of the administrative staff shall develop a voluntary retirement supplement program for the administrative group.

EMPLOYMENT RESTRICTIONS

21.0 Competent administrative performance in The Grosse Pointe Public School System requires considerable stamina and dedication of purpose. Accordingly, administrators are not permitted to seek or to accept professional responsibilities which require time from regular duties and for which there is financial compensation unless such responsibilities have prior approval of the Superintendent. This clause does not apply during the "unscheduled month" of the work year for an eleven month administrator.

EVALUATION

22.0 Administrators will be evaluated in accordance with the process set forth in *Assessing Administrative Performance: Strategies for Improving the Learning Environment*. The parties agree to meet and develop an alternate optional "360 degree" evaluation model during the 2005/2006 school year for implementation effective with the 2006/2007 year.

22.1 Beginning with the 1992-93 work year the rating standard, length of contract and weighting for salary purpose will be as follows:

Rating Standard	Length of Contract	Weighting for Salary
Attains Local Standards	1 year Extension	1.0
Needs Improvement	1 year Extension	0.75
Unsatisfactory	No Extension	0.0

MOVEMENT TO MAXIMUM

23.0 Movement to the maximum of the salary schedule will be as follows:

Year 1	Negotiated salary
Year 2	1/3 of the difference between the administrator's salary after schedule adjustments and the maximum for his/her classification
Year 3	1/2 of the difference between the administrator's salary after schedule adjustments and the maximum for his/her classification
Year 4	Maximum salary

24.0 Deleted

SALARIES

- 25.0 Salaries for 2004-2005, 2005-2006 and 2006-2007 will be paid in accordance with the following classification and compensation schedules. However, if the GPEA contract salaries are increased during the life of this contract, the GPAA salaries will be increased at the same percentage rate.
- 25.1 Administrator' salaries will be increased as follows:
1. In the year 2004-2005, the administrator' salary schedule will be increased 1% off schedule and 1% on schedule.
 2. In the year 2005-2006, the administrators' salary schedule will be increased 2%.
 3. In the year 2006-2007, the administrators' salary schedule will be increased 2%.

SALARY SCHEDULE 2004-2005

ADMINISTRATIVE CLASSIFICATION AND COMPENSATION SCHEDULE			
2004-2005			
Twelve Month Administrators			
Classification	Minimum	Midpoint	Maximum
Associate Director	\$101,179	\$109,552	\$117,925
Director	\$109,102	\$118,131	\$127,159
High School Principal	\$110,751	\$119,915	\$129,080
Eleven Month Administrators			
Classification	Minimum	Midpoint	Maximum
Administrative Assistant	\$88,599	\$95,930	\$103,261
Middle School Assistant Principal	\$92,200	\$99,829	\$107,459
High School Assistant Principal	\$94,992	\$102,852	\$110,712
Elementary Principal	\$95,368	\$103,260	\$111,153
Middle School Principal	\$97,985	\$106,093	\$114,202
THE TWELVE-MONTH SCHEDULE IS BASED ON 261 WORKDAYS PER YEAR; THE ELEVEN-MONTH SCHEDULE IS BASED ON 240 WORKDAYS PER YEAR; VACATION DAYS, WHICH VARY BY INCUMBENT, AND HOLIDAYS ARE INCLUDED.			

SALARY SCHEDULE 2005-2006

ADMINISTRATIVE CLASSIFICATION AND COMPENSATION SCHEDULE			
2005-2006			
Twelve Month Administrators			
Classification	Minimum	Midpoint	Maximum
Associate Director	\$103,202	\$111,743	\$120,283
Director	\$111,284	\$120,493	\$129,702
High School Principal	\$112,966	\$122,314	\$131,662
Eleven Month Administrators			
Classification	Minimum	Midpoint	Maximum
Administrative Assistant	\$90,371	\$97,848	\$105,327
Middle School Assistant Principal	\$94,044	\$101,826	\$109,608
High School Assistant Principal	\$96,891	\$104,909	\$112,926
Elementary Principal	\$97,276	\$105,326	\$113,376
Middle School Principal	\$99,945	\$108,215	\$116,486
THE TWELVE-MONTH SCHEDULE IS BASED ON 261 WORKDAYS PER YEAR; THE ELEVEN-MONTH SCHEDULE IS BASED ON 240 WORKDAYS PER YEAR; VACATION DAYS, WHICH VARY BY INCUMBENT, AND HOLIDAYS ARE INCLUDED.			

SALARY SCHEDULE 2006-2007

ADMINISTRATIVE CLASSIFICATION AND COMPENSATION SCHEDULE			
2006-2007			
Twelve Month Administrators			
Classification	Minimum	Midpoint	Maximum
Associate Director	\$105,266	\$113,978	\$122,689
Director	\$113,510	\$122,903	\$132,296
High School Principal	\$115,225	\$124,760	\$134,295
Eleven Month Administrators			
Classification	Minimum	Midpoint	Maximum
Administrative Assistant	\$92,179	\$99,805	\$107,433
Middle School Assistant Principal	\$95,925	\$103,863	\$111,800
High School Assistant Principal	\$98,829	\$107,008	\$115,185
Elementary Principal	\$99,221	\$107,432	\$115,643
Middle School Principal	\$101,944	\$110,380	\$118,815
THE TWELVE-MONTH SCHEDULE IS BASED ON 261 WORKDAYS PER YEAR; THE ELEVEN-MONTH SCHEDULE IS BASED ON 240 WORKDAYS PER YEAR; VACATION DAYS, WHICH VARY BY INCUMBENT, AND HOLIDAYS ARE INCLUDED.			

LONGEVITY PAY

26.0 Administrators will be eligible for longevity pay in accordance with the following schedule:

Grosse Pointe Administrator Experience	Combined Grosse Pointe Experience	Amount 2004-07
Beginning with 5 th year	10 th year	\$1,285
Beginning with 10 th year	15 th year	\$1,928
Beginning with 15 th year	20 th year	\$2,571

26.1 Longevity pay will be calculated on July 1 each year and will be payable to qualified administrators beginning with the first paycheck thereafter.

HOURS AND DEGREES

26.2 Administrators will be recognized for advanced study beyond a Master's Degree according to the following formula:

- \$30 per credit hour, up to a maximum of \$450
- \$600 for Education Specialist, or two Masters' Degrees
- \$750 for Doctorate

SEVERANCE PAYMENT

27.0 The Board shall provide GPAA members \$100.00 per year for all completed years of Grosse Pointe service.

APPENDIX A

FLEXIBLE BENEFITS PROGRAM

28.0 The Board will provide a flexible benefits program that offers choices among the benefit plans described in the paragraphs below. This program will take effect on February 1, 2001.

28.1 Newly hired administrators are eligible to participate in the life, health, dental, and vision portions of the flexible benefits plan upon hire. Administrators who have completed one year of service with the Board are also eligible to participate in the long term disability insurance portion of the flexible benefits plan.

28.2 The Board, in consultation with the GPAA, will establish a menu of benefit options that will be available to administrators under the flexible benefits plan. The cost of each benefit option will be determined by the insurance carrier or plan administrator. All benefits, conditions and requirements of the following plans shall be as set forth in the policies of insurance and as interpreted by the plan administrators and/or carriers.

28.3 The flexible benefits plan will include the following:

LONG TERM DISABILITY INSURANCE

28.4 The Board will provide administrators with long term disability insurance that has the following features:

- 120 duty day waiting period;
- Payment of 90% of base monthly earnings for the first six (6) months of benefits (maximum monthly benefit of \$8,100);
- Thereafter, payment of 66 2/3% of base monthly earnings (maximum monthly benefit of \$6,000);
- Up to 24 months of benefits for outpatient mental and nervous disorders.

GROUP LIFE INSURANCE

28.5 The Board will provide core group life and accidental death and dismemberment coverage with a face value equal to twice the administrator's annual salary. Additional life insurance coverage will be available under the flexible benefits plan.

HEALTH COVERAGE

28.6 Administrators will choose one of the five following health plan options:

1. Coverage that is the same or nearly the same as Blue Cross Blue Shield MVF-2 with Master Medical Coverage including the following riders: \$7.00 generic/\$15.00 brand name prescription drug with P-D Contraceptive Rider, VST, RPS, FAE-RC, Mandatory Second Opinion, and Hospital Pre-Admission Review, routine mammography, routine PAP Test, and routine PSA;
2. Coverage that is the same or nearly the same as Blue Cross Blue Shield Community Blue PPO including a \$7.00 generic/15.00 brand name prescription drug with P-D Contraceptive Rider;
3. Coverage that is the same or nearly the same as Blue Cross Blue Shield Comprehensive Major Medical (CMM 100) including the following riders: \$7.00 generic/15.00 brand name prescription drug with P-D Contraceptive Rider, Mandatory Second Opinion, Hospital Pre-Admission Review, routine mammography, routine PAP Test, and routine PSA;
4. Coverage that is the same or nearly the same as Health Alliance Plan, an HMO with \$7.00 generic/15.00 brand name prescription drug with P-D Contraceptive Rider;
5. Administrators who are covered by another health insurance plan may elect to waive coverage in any of the above plans.

28.7 The Board shall have the right to determine the health insurance providers and agrees that the same will be recognized and reliable ones.

DENTAL COVERAGE

28.8 The primary plan provided will be a 100/90/90 plan with a \$1,000 maximum per contract year and a \$900 maximum orthodontic benefit similar to the plan provided as of June 30, 2000. In addition, the flexible benefits plan will include at least one less expensive dental plan option.

VISION COVERAGE

28.9 The primary plan provided will be a plan with the same benefits as those available as of June 30, 2000. In addition, the flexible benefits plan will include at least one less expensive vision plan option.

BENEFIT CREDITS

28.10 The district will give each administrator a specified amount of benefit credits for each category of benefit plans within the flexible benefits program. The amount of credits each administrator receives will be based upon his/her family status and percent of time worked. The administrator will use these credits to "buy" the plans that best meet his/her individual needs.

HEALTH PLAN CREDITS

28.11 Full time administrators will receive an amount of benefit credits resulting in the following outcomes:

- Administrators who choose Traditional Blue Cross Blue Shield will pay the difference between that plan and the cost of the Blue Cross Blue Shield Community Blue PPO.
- Administrators who choose Blue Cross Blue Shield CMM 100 will receive a cash stipend of one-half of the difference between the cost of the chosen plan and the cost of Blue Cross Blue Shield Community Blue PPO. This cash stipend will be discontinued with the 06/07 plan year.
- Full time administrators whose status is family or two-person and who choose to waive any medical plan participation will receive \$2,200 per year for doing so.
- Administrators whose family status is single and who choose to waive any medical plan participation will receive \$1,100 per year for doing so. The stipend paid for waiving medical plan

participation will be prorated for administrators who are not employed for the full school year or whose assignments are less than full time.

28.12 Part time administrators will receive benefit credits proportionate to their assignments. For example: a half time administrator will receive 50% of the benefit credits indicated above.

NON MEDICAL PLAN CREDITS

28.13 Each contract year, full time administrators will receive benefit credits for dental, vision, basic life insurance, and long term disability insurance equivalent to the actual costs of the plans on July 1 of that year. For example, for the 2000-2001 year, each full time administrator will receive dental benefit credits equivalent to the actual cost of the dental plan on July 1, 2000. Part time administrators will receive benefit credits proportionate to their assignments. Full time administrators will be required to elect dental, vision, basic life and long term disability insurance plans. Part time administrators may elect to waive coverage in these plans, but no cash stipends will be paid in that event.

PRICE TAGS

28.14 Each benefit plan option included within the flexible benefits plan will have a price tag. The price tag is the amount of benefit credits that an administrator must spend to “buy” that particular option.

MEDICAL PLAN PRICE TAGS

28.15 Traditional MVF-2 Blue Cross Blue Shield

The price of this plan will be set at an amount such that the administrator who chooses it will pay the difference between its cost and the cost of Blue Cross Blue Shield Community Blue PPO.

28.16 Blue Cross Blue Shield Community Blue PPO

The price of this plan will be the actual cost of the plan. The price will be adjusted at the beginning of each fiscal year to reflect changes in the cost.

28.17 Blue Cross Blue Shield CMM 100

The price of this plan will be set at amounts such that the administrators who choose them receive cash stipends equal to one-half of the difference between the chosen plan and Traditional Blue Cross Blue Shield. This cash stipend will be discontinued with the 06/07 plan year.

28.18 Health Alliance Plan

The price of this plan will be set at amounts such that the administrators who choose them receive cash stipends equal to one-half of the difference between the chosen plan and Traditional Blue Cross Blue Shield. This cash stipend will be discontinued with the 06/07 plan year.

NON MEDICAL PLAN PRICE TAGS

28.19 Price tags for dental, vision, life, and long term disability insurance plans will equal the actual costs of the plans.

SECTION 125 OF THE IRS CODE

28.20 Notwithstanding any other provision of the contract to the contrary, the Grosse Pointe Public School System shall provide a cash option in lieu of benefits. The employer shall formally adopt a qualified

plan document that complies with Section 125 of the Internal Revenue Code. Said plan document shall be approved by the Association.

28.21 The amount of cash option may be applied by the bargaining unit member to a tax deferred annuity. To elect a tax deferred annuity, the bargaining unit member shall enter into a salary reduction agreement.

28.22 All cost relating to the implementation and administration of benefits under this program shall be borne by the Grosse Pointe Public School System.

DURATION

29.0 This agreement shall continue in full force and effect for a period of three years, commencing on July 1, 2004 and ending on June 30, 2007.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives the day and year first above written.

Board of Education The Grosse Pointe Public School System Wayne County, Michigan	Grosse Pointe Administrators Association
By:	By:
_____	_____
President	President
_____	_____
Secretary	Chief Negotiator

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**SALARY AND FRINGE BENEFITS AGREEMENT
GROSSE POINTE BOARD OF EDUCATION AND
NON-UNION CENTRAL ADMINISTRATORS CONTRACT ADDENDUM
EFFECTIVE JULY, 1, 2007**

SALARY

Movement to the maximum of the salary schedule will be as follows:

Year 1	Starting Salary
Year 2	1/3 of the difference between the administrator's salary after schedule adjustments and the maximum for his/her classification
Year 3	1/2 of the difference between the administrator's salary after schedule adjustments and the maximum for his/her classification
Year 4	Maximum Salary

CENTRAL ADMINISTRATION COMPENSATION SCHEDULE (NON-BARGAINING UNIT ADMINISTRATORS) 2007-2008 will be the same as 2006-2007 Twelve Month Administrators			
Classification	Minimum	Midpoint	Maximum
Director	113,510	122,904	132,296
Executive Director	119,583	129,479	139,374
Assistant or Deputy Superintendent	125,656	136,054	146,452

Central Administrators will be eligible for longevity pay in accordance with the following schedule:

	Grosse Pointe Administrator Experience	Combined Grosse Pointe Experience	Amount 2007-2008
Beginning with	5 th year	10 th year	1,285
Beginning with	10 th year	15 th year	1,928
Beginning with	15 th year	20 th year	2,571

Hours and Degrees

Administrators will be recognized for advanced study beyond a Master's Degree according to the following formula:

- \$30 per credit hour, up to a maximum of \$450
- \$600 for Education Specialist, or two Masters' Degrees
- \$750 for Doctorate

Vacation Allowances

Central Office administrators are allowed 25 vacation days per year. Vacation allowance is to be used in the year earned. However, unused vacation days may accumulate for a period of up to two years; further, the central administrator may accumulate 6 12 unused days each

year for an indefinite period. After having completed five years of Grosse Pointe Schools administrative service, the administrator shall be allowed unlimited carry-over of vacation days. Compensation at the administrator's daily rate will be paid for earned, unused vacation days at separation into a tax deferred plan or account. An administrator's daily rate of pay is determined by dividing the total salary compensation by 249 days.

Paid Holidays

Paid holidays shall be those afforded other twelve month administrators in the GPAA (Grosse Pointe Administrators) Contract.

Severance Payment

The Board shall provide GPAA members \$300.00 per year for all completed years of Grosse Pointe service to be paid into a tax deferred plan or account.

Leaves of Absence

Sick Leave and other leaves of absence shall be the same as in the GPAA (Grosse Pointe Administrators Association) Contract.

Reduction in Administrative Staff

In the event of a reduction of administrative staff, a preferential status and priority of retraining any administrator in a position for which he/she is deemed qualified by the Superintendent of Schools shall be based upon the total number of years he/she has satisfactorily served the Grosse Pointe Public School System as an administrator. Additionally, one-half of the administrative experience outside of Grosse Pointe will be counted for seniority purposes.

Administrators may be deemed qualified for assuming other administrative positions, in addition to the one they are currently holding, by the Superintendent of Schools. Advance determination of qualification will be based upon any necessary state certification and past successful school administrative experience. Those who lose their position by a reduction of staff will be reassigned to the first open administrative post for which they are qualified, as determined by the Superintendent, in order of the most administrative seniority, and prior to the appointment of any other candidate.

Fringe Benefits

The Board of Education will provide all central administrators with health, dental and vision insurance through a flexible benefits plan.

Flexible Benefits Program

The Board will provide a flexible benefits program that offers choices among the benefit plans as described in the paragraphs below.

Newly hired administrators are eligible to participate in the life, health, dental and vision portions of the flexible benefits plan upon hire. Administrators who have completed one year of service with the Board are also eligible to participate in long term disability insurance.

The Board will establish a menu of benefit options that will be available to central office administrators. The cost of each benefit option will be determined by the insurance carrier or plan administrator. All benefits, conditions and requirements of the following plans shall be as set forth in the policies of insurance and as interpreted by the plan administrators and/or carriers.

The flexible benefits plan will include the following:

Health Coverage

Administrators will choose one of the health plan options, or the cash in lieu option described below:

1. Coverage that is the same or nearly the same as Blue Cross Blue Shield Community Blue PPO Plan 2 including a \$5/25 prescription drug rider and P-D Contraceptive Rider; changes effective July 1, 2007.
2. The spouse of an administrator who has health insurance or coverage available through his/her employer, must elect that coverage. If the administrator's spouse does not elect coverage or receives compensation or any other incentive in lieu of health care from his/her employer, the Grosse Pointe Public Schools plan will not pay claims on behalf of that spouse. This provision requires that the spouse has access through another employer to a 'comparable health insurance plan.' A comparable health insurance plan is understood to be one for which the spouse's monthly premium for single coverage is not greater than \$100. The administrator's spouse is required to enroll in his/her employer's health plan as soon as possible after the effective date of this provision, and no later than the spouse's next open enrollment date. If the spouse does not enroll at that time, the spouse shall no longer be eligible under the GPPSS plan.

The Board shall have the right to determine the health insurance providers and agrees that the same will be recognized and reliable.

Dental Coverage

The primary plan provided will be a 100/90/90 plan with a \$1,000 maximum per contract year and a \$900 maximum orthodontic benefit. In addition, the administrator may select a less expensive dental plan option.

Vision Coverage

The primary plan provided will be a plan with the same or nearly the same benefits as those available as of June 30, 2007. In addition, the flexible benefits plan will include at least one less expensive vision plan option.

Benefit Credits

The district will give each administrator a specified amount of benefit credits for each category of benefit plans within the flexible benefits program. The amount of credits each

administrator receives will be based upon his/her family status and percent of time worked. The administrator will use these credits to “buy” the plans that best meet his/her individual needs.

Health Plan Credits

Full time administrators will receive an amount of benefit credits resulting in the following outcomes:

- Ninety percent of the premium cost of the Blue Cross Community Blue PPO Plan 2 with \$5/25 prescription coverage.
- Full time administrators whose status is family or two-person and who choose to waive any medical plan participation will receive \$2,200 per year for doing so.
- Administrators whose family status is single and who choose to waive any medical plan participation will receive \$1,100 per year for doing so. The stipend paid for waiving medical plan participation will be prorated for administrators who are not employed for the full school year or whose assignments are less than full time.

Part time administrators will receive benefit credits proportionate to their assignments. For example: a half time administrator will receive 50% of the benefit credits indicated above.

Non Medical Plan Credits

Each contract year full time administrators will receive benefit credits for dental, vision, basic life insurance and long term disability insurance equivalent to the actual costs of the plans on July 1 of that year. For example, for the 2007-2008 year, each full time administrator will receive dental benefit credits equivalent to the actual cost of the dental plan on July 1, 2007. Part time administrators will receive benefit credits proportionate to their assignments. Full time administrators will be required to elect dental, vision, basic life and long term disability insurance plans. Part time administrators may elect to waive coverage in these plans, but no cash stipends will be paid in that event.

Price Tags

Each benefit plan option included within the flexible benefits plan will have a price tag. The price tag is the amount of benefit credits that an administrator must spend to “buy” that particular option.

Medical Plan Price Tags

- Blue Cross Blue Shield Community Blue PPO Plan 2
Effective July 1, 2007, the district will pay 90% of the premium cost for these plans. The administrator shall contribute the remaining 10% through an IRS Section 125 (pre-tax) payroll deduction. The price will be adjusted at the beginning of each fiscal year to reflect changes in the cost.

Non Medical Plan Price Tags

Price tags for dental and vision insurance plans will equal the actual costs of the plans.

Section 125 of the IRS Code

Notwithstanding any other provision of the contract to the contrary, the Grosse Pointe Public School System shall provide a cash option in lieu of health, dental and vision insurance benefits. The employer shall formally adopt a qualified plan document that complies with Section 125 of the Internal Revenue Code. Said plan document shall be approved by the Association.

The amount of cash option may be applied by the bargaining unit member to a tax deferred annuity. To elect a tax deferred annuity, the bargaining unit member shall enter into a salary reduction agreement initiated and maintained by the employee.

All cost relating to the implementation and administration of the Section 125 plan shall be borne by the Grosse Pointe Public School System.

In addition, the following insurance benefits are provided to all eligible central office administrators:

Long Term Disability Insurance

The Board will provide administrators with long term disability insurance that has the following features:

- 120 duty day waiting period
- Payment of 90% of base monthly earnings for the first six months of benefits (maximum monthly benefit of \$9,075)
- Thereafter, payment of 66-2/3% of base monthly earnings (Maximum monthly benefit of \$10,001)
- Up to 24 months of benefits for outpatient mental and nervous disorders.

Group Life Insurance

The Board will provide core group life and accidental death and dismemberment coverage with a face value equal to two and one-half times the central administrator's annual salary. Additional life insurance coverage will be available under the flexible benefits plan at the administrator's cost.

Upon payment of the premiums described above, the Board's obligation to provide insurance benefits ends. The conditions of coverage and the payment of benefits are governed by the relevant plan documents, copies of which are available upon request.