

# **MASTER AGREEMENT**

**Between**

**FOREST HILLS PUBLIC SCHOOLS**

**BOARD OF EDUCATION**

**and**

**FOREST HILLS ADMINISTRATORS**

**July 1, 2024 – June 30, 2026**



**Mr. Ben Kirby, Superintendent**  
**Forest Hills Public Schools**  
**620 Forest Hill Ave SE**  
**Grand Rapids, MI 49546**

## **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The Forest Hills School District Board does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, genetic information, or any other protected status in its employment decisions or the provision of services.

### **PREFACE**

The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all full-time administrators listed in the preface, excluding administrators who have retired through the Michigan Public School Employees Retirement System. The term “employee” when used hereinafter the Agreement shall refer to all bargaining unit members.

This Agreement covers the employment conditions, wages and fringe benefits for the administrative positions listed below:

- Director of Finance
- Director of Technology
- Director of Operations
- Director of Student Services
- High School Principals
- Middle School Principals
- K-6 Principals
- Assistant Principals
- Director of Transportation
- Director of Athletics
- Director of Educational Equity and Inclusion
- Director of Instructional Services
- Director of Communications
- Director of School Safety and Security
- Director of Secondary Services and Programming

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**ARTICLE I: FOREST HILLS PUBLIC SCHOOLS ADMINISTRATIVE CONTRACT AND  
COMPENSATION**

**A. Administrative Compensation Plan**

The administrative classification and compensation plan has been approved for the 2024-2025 fiscal school year. For the 2024-2025 fiscal year, the Administrator Maximum Compensation Schedule, Appendix A, will be increased by 4% and a 1% step adjustment will be provided for all administrators who are currently at the maximum salary.

For the 2025-26 school year, the contract will be re-opened for salaries, calendar and insurance benefits.

Administrator Maximum Compensation Schedule, Appendix A, denotes the maximum salary and Annuity allowance for each administrative position. The Superintendent has the discretion to place an administrator at compensation levels less than the maximum for the first two years of their employment in each position. The third year of an administrator's employment in the same position will equal the maximum compensation for that position.

Compensation will be paid retroactively to July 1, 2024. Retroactive wages due will be paid to administrators in a one-time lump sum payment prior to December 1, 2024.

Prior to April 1, 2025, the administrators in collaboration with the Human Resources Department will complete an analysis of administrative compensation in "like" districts to share with the Superintendent for consideration of a market adjustment for the 2025-26 school year.

Periodically, the District may offer stipends to administrators as compensation for additional work assignments. These assignments are offered on an annual basis with no expectation that any administrator would be offered a stipend for more than a one-year term and with the understanding that the District is not obligated to offer any stipends.

**B. Board Paid Annuity**

The District may elect to provide a newly hired administrator, in the first two years of their employment with the district, an annuity less than the maximum amount listed in the Administrator Maximum Compensation Schedule, Appendix A. The administrator will, in their third year of employment, receive the annuity amount listed in the Administrator Maximum Compensation Schedule.

The District shall provide an employer non-elective maximum contribution, per the Administrator Maximum Compensation Schedule, Appendix A, to a Board approved tax-sheltered annuity on behalf of the administrator as remuneration for the administrator's services. Contributions to this plan shall be made bi-weekly

to a Board approved, tax-sheltered annuity provider.

The District will provide a \$5,000 salary/annuity allowance to be taken as regular compensation for services provided in a lump sum payment in January, through the regular payroll system. Should the administrator choose to deposit the \$5,000 allowance into an annuity, the appropriate salary reduction agreements must be received by the payroll department by December 15, 2024.

Should the administrator sever their service prior to the conclusion of their contract, a prorated amount of the maximum annuity payment will be deducted from their final pay.

**C. Longevity**

Longevity is paid as follows:

- An additional \$5,000 per year at the beginning of the 5th year of administrative service in the district.
- An additional \$6,000 per year at the beginning of the 9th year of administrative service in the district.
- An additional \$7,000 per year at the beginning of the 13th year of administrative service in the district.

**D. Administrative Contract**

Administrator contracts are issued for a duration of two years. For administrators on a 52-week contract, the contract start date is July 1. For administrators on a 44-week contract, the contract start date is August 1. The Superintendent has the option to enter into a new two (2) year contract with any administrator at the mid-term of the two-year agreement. The Superintendent also reserves the right to offer a one-year contract to any administrator, rather than rolling a contract over, provided the Superintendent notifies the administrator prior to May 1. The Superintendent will follow all statutory provisions regarding non-renewal of administrative contracts.

In the event that there are concerns with an administrator's performance that may impact the administrator's contract/position with the district, the administrator will be placed on a plan of improvement and will be assigned a mentor. Additionally, the administrator may request a representative observe meetings regarding the performance concerns.

**E. 403(b) Severance Contribution After Retirement - Two-Tiered System**

**Tier One - For existing administrators hired before July 1, 2008 into an administrative position, with at least ten (10) years of service as an administrator with the District.**

Administrators with a minimum of ten (10) years of service with the district, has applied for retirement under MPERS, and has notified the Superintendent in writing by April 30 indicating his/her intent to retire at the conclusion of the fiscal year, shall be eligible to receive a severance payment of \$11,000 per year for three (3) years, contributed to a non-elective 403(b) plan in an annual installment of \$11,000 each January after retirement.

An administrator who is otherwise eligible to retire under this section who seeks to retire as of a date other than the end of the fiscal year may do so upon providing at least 60 days advance written notice to the District and obtaining written approval from the Superintendent to retire as of the requested retirement date. If the request is approved and the retirement date is prior to January 1, the contribution shall be made in accordance with the same schedule described above.

**Tier Two - For administrators hired after July 1, 2008 into an administrative position, with at least ten (10) years of service with the district.**

Severance compensation will be determined based on the administrator's unused sick days per the schedule below:

Number of Days	Amount Per Day
60 – 80	\$100
81 – 100	\$125
101+	\$150

The amount will be contributed to a non-elective 403(b) plan as soon as administratively feasible following retirement. If the applicable amount exceeds the maximum contribution permitted by law for that year of retirement, the remaining amount will be contributed during the following year.

Note: Under either Tier One or Tier Two, if the employee dies before all amounts are contributed to the 403(b) plan, the District will pay the remaining amount in cash to the beneficiary(ies) designated under the 403(b) plan. At the time of retirement, administrators who are eligible for Tier One will receive the greater of the Tier One or Tier Two benefit.

**ARTICLE II: ADMINISTRATIVE CALENDAR**

**Length of Work Year**

1. The number of paid days for administrators may vary slightly from year to year based on the teacher and student calendars adopted by the Board of Education in the spring of each school year.
2. 44-week administrative calendar shall begin ten days before the first scheduled teacher day and will conclude five days after the last scheduled teacher day. Five days, in addition to the above days, shall be worked by the administrator between their last scheduled

work day and the first scheduled day of the following school year. With reasonable notice, some of the five days may be designated by the district for professional learning opportunities. Administrators will be expected to submit a calendar with their tentative summer work schedule to the Assistant Superintendent for Instruction prior to leaving for summer break.

3. Calendars reflecting the number of work days, paid holidays and beginning and ending dates for the following school year will be distributed to each administrator.

### **ARTICLE III: FRINGE BENEFITS**

#### **A. Paid Holidays**

Administrators will receive paid holidays each fiscal year as specified below:

1. 52 Week Administrators:  
Independence Day (July 4)  
Labor Day  
Thanksgiving Day and Friday following Thanksgiving Day  
Christmas Eve and Christmas Day  
New Year's Eve and New Year's Day  
Good Friday (*if school is not scheduled on district calendar*)  
Memorial Day  
Friday before Spring Break provided school is not in session and teachers are not working  
Four (4) floating holidays to be used on a non-scheduled school day
2. 44 Week Administrators:  
Labor Day  
Thanksgiving Day and Friday following Thanksgiving Day  
Good Friday (*if school is not scheduled on district calendar*)  
Memorial Day  
Friday before Spring Break provided school is not in session and teachers are not working  
Three (3) floating holidays to be used on a non-scheduled school day

Administrators who are contracted for less than fifty-two (52) weeks per year are not scheduled to work or receive pay for the holiday break in December, or spring break, as scheduled on the school calendar.

#### **B. Paid Vacation Days**

1. Fifty-two (52) week administrators will receive twenty-five (25) paid vacation days per year. Requests for vacation days should be submitted to the immediate supervisor for approval.
2. Any vacation days from the prior year which remain unused by December 31 of the next year, may not be accumulated.



3. For 52-week Administrators, unused vacation days at the following December may be transferred to sick leave.

**C. Personal Days**

Administrators will receive five (5) personal days per school year. Personal days will be issued at the beginning of each administrator's contracted year. Requests for personal days should be submitted to the immediate supervisor. Unused personal days may be carried over to the administrator's sick leave bank or a written request may be submitted to the Superintendent requesting that unused days be carried over to December 31 of each school year.

**D. Bereavement Leave**

Employees may have up to three (3) days granted by the District for death in the immediate family, per incident, without deduction from sick leave. Two additional days may be taken with deduction from sick leave. If necessary, additional time may be granted by the Assistant Superintendent for Human Resources, with deduction from sick leave. Immediate family for this purpose is defined as spouse, child, or parent.

**E. Sick Leave Days / Family Medical Leave Act**

Ten (10) sick leave days shall be granted to administrators per year at the beginning of the administrator's contracted year.

1. Sick leave may be used for the personal illness, injury, disability of the employee, or for serious illness, injury or disability to a member of the immediate family. (Immediate family is defined under the Family Medical Leave Act to include: spouse, son, step-son, son-in-law, daughter, step-daughter, daughter-in-law, brother, step-brother, brother-in-law, sister, step-sister, sister-in-law, father, step-father, father-in-law, mother, step-mother, mother-in-law, grandparent, step-grandparent, grandchild, step-grandchild, and spouse's grandparent, step-grandparent, and step grandchild of an employee or for another relative who stands instead of an immediate family member).
2. Administrators may use sick leave for physician appointments that may not be arranged other than during regularly scheduled work hours, for the death of a friend, relative or immediate family.
3. In cases subject to Worker's Compensation Law, such leave may be used to supplement his/her regular salary for the period of absence from duty.
4. Administrators may use accumulated sick leave to substitute for unpaid leave provided under the Family and Medical Leave Act of 1993, which allows up to twelve (12) weeks, sixty (60) work days or parts thereof, with benefits, during any contracted year for the birth or care of a child, the adoption or foster care of a child, the care of a spouse, son, daughter, or parent with a

serious health condition or the employee's serious health condition.

5. During any unpaid leave exceeding twelve (12) weeks, sixty (60) workdays or more, and not covered by the Family and Medical Leave Act of 1993, the administrator will be responsible for paying to the Accounting Office each month an amount sufficient to pay the insurance premiums if the administrator opts to continue insurance coverage.
6. Unused accumulated sick leave days shall be banked from year to year for each administrator. The total amount of each individual's accumulation is unlimited.
7. In the event an administrator returns to a teaching position, all accumulated sick leave/personal leave days shall be carried over as sick leave.

**F. Administrative Sick Bank**

When sick, vacation and personal banks are exhausted, an administrator may apply to the sick bank for donated days to cover an absence, due to the serious health condition, illness or injury, of the employee, spouse, or minor child for days needed to cover wages of the employee until they reach the LTD eligibility period (90 calendar days). The employee will submit a written request to the association president who shall forward it to the Human Resources department for dissemination to all other members of the administrative team. Administrators may donate up to five (5) days to the requesting employee. In the event that the need for days is not initially fulfilled, a second donation request may be made. Contributed sick days are for the specific employee absence and will not be banked for future use by the employee. Contributed days not used by the employee will be returned proportionally to all administrators who donated days. Contribution of sick days are not intended for intermittent, short-term illnesses.

**ARTICLE IV: LEAVES OF ABSENCE**

**A. Unpaid Leaves of Absence**

An unpaid leave of absence may be requested to the Superintendent in writing. This written request should be submitted no later than four (4) weeks prior to the requested date of such leave. The Superintendent must be contacted in the event of an immediate family emergency which necessitates a request by the administrator for an unpaid leave of absence. The Superintendent may use his discretion on an individual basis in approving such requests.

**B. Sabbatical Leave**

After seven (7) years of administrative service in the District, an administrator may request a one (1) year sabbatical leave. This request must be submitted no later than March 31 of the preceding year. If approved, the Board shall pay its portion of

the medical hard cap, dental and vision insurance premiums and \$12,000 per leave. All leaves will be presented to the Board of Education for approval, and if approved, will be for one (1) school calendar year. The administrator must work two (2) school years following a sabbatical leave or he/she will be responsible for refunding the school district for the insurance premiums and repay the Board as follows:

0 years of service after Sabbatical- Repay \$12,000 compensation

1 year of service after Sabbatical- Repay \$6,000 compensation

**C. Return from Leave**

Administrators returning from leave will return to a position determined by the Superintendent.

**ARTICLE V: BENEFITS**

**A. Health Insurance**

The Board will provide medical insurance with the Western Michigan Health Insurance Pool. The Board will pay the statutory hard cap amounts. Administrators are responsible for any premium amount above the statutory hard cap.

**B. Dental Insurance**

Administrators are entitled to full family dental coverage through ADN (ADN Administrators, Inc.), provided by WMHIP.

**C. Vision Insurance**

Administrators are entitled to full family vision insurance through NVA (National Vision Administrators LLC) provided by WMHIP.

**D. Cash Option in Lieu of Health Benefits**

In lieu of subscribing to the Board provided health, dental and vision insurance, an administrator may elect a cash option of \$3500.

**E. Term Life Insurance**

Administrators are covered by the Forest Hills Public Schools for Term Life Insurance in an amount equal to double the administrator's annual salary. Included in this insurance is double indemnity for accidental death. The employee will pay taxes on the premium for any insurance over \$50,000. The deduction will be taken the last pay in December of each year.

**F. Long Term Disability**

Each qualified Administrator shall receive Long Term Disability that will cover full and partial disability. The policy will cover 66 2/3% of salary after a ninety (90) day elimination period. The maximum benefit period is until age sixty-five (65). Health, dental, vision and life insurance will be continued by the District for the period the administrator qualifies under the provisions of the carriers.

**G. Michigan Public School Employees Retirement System (MPERS)**

Membership in the Michigan Public School Employees Retirement System (MPERS) is required for all employees.

**H. Worker's Compensation Insurance**

1. Worker's Compensation Insurance will be provided by the Board.
2. Employees must report work related injuries to the Human Resources Office within twenty-four (24) hours on the appropriate form.
3. The employee has the option to accept the amount compensated by Worker's Compensation or to use accumulated personal illness leave for any absence due to work related injury.

**ARTICLE VI: PROTECTION**

**A. Liability Protection**

Liability protection to defend, hold harmless and indemnify the administrator in the event that any claim, legal proceeding, etc. is brought against him/her in his/her capacity as an employee of the District, provided he/she is acting within the scope of his/her employment, is provided to administrators. This protection is limited to the liability policy maintained by the District in the amount of \$1,000,000, subject to carrier requirements and restrictions.

**B. Social Security Privacy Act**

In compliance with the Social Security Number Privacy Act 454 of 2004, the District has established a Board Policy to protect the confidentiality of employee's social security numbers. Documents containing social security numbers shall be kept in confidential files. Except as required by necessary and legitimate business purposes, no unauthorized employee is permitted to have access to social security numbers or documents that contain social security numbers, or to keep, view, use, copy, disclose, or distribute a person's social security number. When documents containing social security numbers are no longer needed and are to be discarded, such documents shall be disposed of in a manner to ensure the confidentiality of the social security numbers. Violation of this policy is subject to disciplinary action, up to and including discharge.

## **ARTICLE VII: ADMINISTRATIVE CERTIFICATION**

### **A. Coursework Required for Administrative Certification**

Up to six (6) credit hours of coursework will be reimbursed once every five years for renewal of administrative certification. If additional coursework is needed to meet the renewal requirement of an administrative assignment, it will be reimbursed.

### **B. Continuing Education units (CEU's)**

1. A CEU certification of completion shall be sent to the Superintendent's Office indicating the date, workshop, topic or class, the number of CEU credits and an authorized signature.
2. Administrators cannot receive both college credit and CEU credit.
3. Three (3) CEU's will be equivalent to one (1) semester hour based on the formula that ten (10) contract hours equals one (1) CEU.

## **ARTICLE VIII: PROFESSIONAL MEMBERSHIPS**

### **A. Professional Dues**

Professional dues will be paid by the District for one (1) State and one (1) National Association for each administrator. Each membership must be approved by the immediate supervisor.

## **ARTICLE IX: MILEAGE AND PHONE**

### **A. Mileage**

Administrators shall be individually responsible for covering mileage costs for school related business within Kent County. The exception to this is for mileage costs within Kent County associated with the supervision of school-sponsored athletic and fine arts events. Administrators may submit for mileage

reimbursement at the IRS rate when traveling for school related business outside Kent County or for the above exception when traveling within Kent County.

### **B. Phone Allowance**

Administrators shall be individually responsible for covering cellular phone costs for school related business.

## **ARTICLE X: EVALUATION**

### **A. Administrative Evaluation**

Evaluation of administrators will be conducted under the direction of the Superintendent or immediate supervisor in accordance with State law and the Forest Hills Board of Education policy, included as Appendix B.

### **B. Evaluation Appeal Process**

In the event that an administrator receives an overall evaluation rating of Needing Support, they may appeal the rating to the Superintendent.

## **ARTICLE XI: LAYOFF**

### **A. Layoff**

A. When it is necessary to reduce administrative positions for either economic reasons or declining enrollment, the following steps shall be taken:

1. The Board shall follow State law as set forth in Public Act 183 regarding the layoff of administrators. The Board shall give written notice of recall from layoff by sending a registered or certified letter or telegram to said administrator at his/her last known address.

The administrator's address as it appears on the Board's records shall be conclusive when used in connection with layoffs, recall, or other notice to the administrator. If an administrator fails to respond within thirteen (13) days from the date of mailing of the recall, unless an extension is granted, in writing, by the Board, said administrator shall be considered to have voluntarily resigned and the administrator's employment contract and any other employment relationship with the Board shall be deemed terminated.

Each administrator is responsible for keeping the employer advised, in writing, of any change of address and will not be excused for failure to report to work or recall if he/she fails to receive notice because of his/her own failure to advise the employer, in writing, of his/her change of address.

Administrators laid off through the procedure as stated shall be maintained on a recall list until they refuse an opportunity to return to a position for which they are certified and qualified.

2. If an administrator is relieved of his/her duties because of reduction in staff or abolishment of position, and an administrative position is not available, he/she will be offered a teaching position for which he/she is certified to teach, with full seniority credit given for length of service with the District as an administrator and/or teacher, if the administrator has previously been a teacher in the District.

- B. Administrators who have had prior years of teaching experience in the District will be able to use all their years of experience in the District if they return to the Bargaining unit and be placed on the seniority list with all years credited.
- C. Administrators who have not had prior teaching experience in the Bargaining unit will not be allowed to credit their years of administrative experience on the teacher seniority list.

## **ARTICLE XII: MISCELLANEOUS PROVISIONS**

### **A. Jury Duty**

1. If an employee is called to serve on jury duty, it is their responsibility to notify their supervisor.
2. A record of monies received from jury duty must be submitted to the Payroll Office. This amount will be deducted from the employee's regular pay. Mileage pay received should be listed separately and shall not be deducted from employee's regular pay.
3. If the employee is dismissed from jury duty during their regular working hours, they are expected to return to work.

### **B. Inclement Weather**

On the first three days that schools are closed for inclement weather or other unscheduled reasons, administrators will be able to work a half-day after reporting to work to ensure that no students are dropped off without access to the building. Personal or vacation time may be used if the administrator is unable to report.

### **C. Employment of Immediate Family**

Immediate family of administrators, as defined in Board Policy, may be given equal consideration for employment in Forest Hills, in compliance with Board policy. If recommended for employment, an immediate family member of an administrator would not be employed in a position where the administrator had direct supervisory responsibility for the position in question.

### **D. Policy Making / Provisions of Contract**

Only the Superintendent or the Assistant Superintendent of Human Resources may issue policies regarding wages, hours and working conditions which are binding on the Board and then only if in writing and signed by the issuer.

Notwithstanding the provision of this Article, the terms of any contract or policy issued by an insurance company shall be controlling as to all matters concerning benefits, eligibility and termination of coverage and other such matters. The Board, by payment of the premium required to provide the coverage set forth herein, shall

be relieved from all liability with respect to the benefits provided by the insurance company. Failure by the carrier to provide any of the benefits for which it has contracted, for any reason, shall not result in any liability to the Board, nor shall such failure be considered a breach of any obligation by the Board.

Any revision to this Agreement must be agreed to by the Board of Education and the administrators represented by this Agreement.



### **ARTICLE XIII: DURATION**

This Agreement Shall be in effect from July 1, 2024, through June 30, 2026. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the dates indicated.

Signed on behalf of Administrator  
Bargaining Unit:

*David Simpson*

David Simpson, President

Date: 12.6.24

*Kristine Yelding*

Kristine Yelding

Date: 12.6.24

Signed on behalf of Board of Education:

*Ben Kirby*

Ben Kirby, Superintendent

Date:

*Christine Annese*

Christine Annese, Chief Negotiator  
Assistant Superintendent for Human Resources

Date: 12.9.24

*Julie Davis*

Julie Davis  
Assistant Superintendent for Finance and Operations

Date: 12.09.2024

*Scott Haid*

Scott Haid  
Assistant Superintendent for Instruction

Date: 12/2/24

Adopted by the Board: October 21, 2024

## ARTICLE XIV: APPENDIX A

### Administrator Maximum Compensation Schedule

		2020-21	2021-22	2022-23	2023-24	2024-25	2025-26*	2026-27*	2027-28*	2028-29*
HS Principal	Base	\$ 121,149	\$ 124,977	\$ 128,109	\$ 132,593	\$ 139,223	\$ 139,223	\$ 139,223	\$ 139,223	\$ 139,223
	Non-Elective Annuity	\$ 12,520	\$ 14,520	\$ 15,520	\$ 15,520	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500- \$2,500	\$4,000- \$7,000	\$4,000- \$7,000	\$4,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000
HS Asst Principal	Base	\$ 97,401	\$ 100,512	\$ 102,788	\$ 106,386	\$ 111,705	\$ 111,705	\$ 111,705	\$ 111,705	\$ 111,705
	Non-Elective Annuity	\$ 11,390	\$ 14,390	\$ 14,390	\$ 14,390	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500- \$2,500	\$4,000- \$7,000	\$4,000- \$7,000	\$4,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000
MS Principal	Base	\$ 107,839	\$ 111,265	\$ 113,917	\$ 117,904	\$ 123,799	\$ 123,799	\$ 123,799	\$ 123,799	\$ 123,799
	Non-Elective Annuity	\$ 12,520	\$ 14,030	\$ 15,030	\$ 15,030	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500- \$2,500	\$4,000- \$7,000	\$4,000- \$7,000	\$4,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000
MS Asst Principal	Base	\$ 94,976	\$ 98,014	\$ 100,202	\$ 103,709	\$ 108,894	\$ 108,894	\$ 108,894	\$ 108,894	\$ 108,894
	Non-Elective Annuity	\$ 11,390	\$ 13,390	\$ 14,390	\$ 14,390	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500- \$2,500	\$4,000- \$7,000	\$4,000- \$7,000	\$4,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000

		2020-21	2021-22	2022-23	2023-24	2024-25	2025-26*	2026-27*	2027-28*	2028-29*
Elementary Principal	Base	\$ 104,510	\$ 107,836	\$ 110,368	\$ 114,231	\$ 119,943	\$ 119,943	\$ 119,943	\$ 119,943	\$ 119,943
	Non-Elective Annuity	\$ 12,520	\$ 14,030	\$ 15,030	\$ 15,030	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500- \$2,500	\$4,000- \$7,000	\$4,000- \$7,000	\$4,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000
Instructional Director	Base	\$ 121,149	\$ 124,977	\$ 128,109	\$ 132,593	\$ 139,223	\$ 139,223	\$ 139,223	\$ 139,223	\$ 139,223
	Non-Elective Annuity	\$ 12,030	\$ 14,030	\$ 15,030	\$ 15,030	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500- \$2,500	\$4,000- \$7,000	\$4,000- \$7,000	\$4,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000
Non-Instructional Director	Base	\$ 104,510	\$ 107,836	\$ 110,368	\$ 114,231	\$ 119,943	\$ 119,943	\$ 119,943	\$ 119,943	\$ 119,943
	Non-Elective Annuity	\$ 12,030	\$ 15,030	\$ 15,030	\$ 15,030	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500- \$2,500	\$4,000- \$7,000	\$4,000- \$7,000	\$4,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000
Athletic Director	Base	\$84,000	\$84,200	\$91,350	\$94,547	\$99,274	\$99,274	\$99,274	\$99,274	\$99,274
	Non-Elective Annuity	\$2,500- \$7,500	\$2,500- \$7,500	\$2,500- \$7,500	\$2,500- \$7,500	\$2,500- \$7,500	\$2,500- \$7,500	\$2,500- \$7,500	\$2,500- \$7,500	\$2,500- \$7,500
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500- \$2,500	\$4,000- \$7,000	\$4,000- \$7,000	\$4,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000	\$5,000- \$7,000

Stipends for Additional work

Fine Arts Dir.	\$5,000	Vertical Lead	\$2,500
Immersion Dir.	\$5,000	GW Principal	\$3,000

## **ARTICLE XV: APPENDIX B**

### **Board Policy Re: Administrator/Director Performance Evaluation**

#### **Series 4000: District Employment**

##### **4500 Administrators/Directors**

##### **4503 Performance Evaluation**

Performance evaluations of Administrators are an essential element of providing quality educational services and measuring an employee's competency. This Policy does not alter the Board's authority or ability to terminate an Administrator's employment during the term of an individual employment contract or to non-renew an Administrator's contract at the end of the contract's term. This Policy must be implemented consistent with Policy 1101.

##### **A. Building Level and Central Office Instructional Administrators**

The Superintendent or designee will ensure that building level and central office Administrators who are regularly involved in instructional matters are evaluated consistent with a performance evaluation system under Revised School Code Sections 1249 and 1249b. This performance evaluation system will include, if appropriate, the following:

1. an annual evaluation process that meets statutory standards and is based on objective criteria;
2. an annual evaluation by the Superintendent or designee, unless the Administrator qualifies for a biennial evaluation. This paragraph does not preclude more frequent Administrator evaluations as determined necessary by the Superintendent or designee;
3. an individualized improvement plan if the Administrator is rated developing or needing support or if performance deficiencies are noted;
4. student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249;
5. an evaluation and feedback provided in writing with an overall effectiveness rating of effective, developing, or needing support;
6. dismissal of an Administrator rated ineffective or needing support on 3 consecutive evaluations;
7. opportunity for an Administrator rated needing support to request a review and appeal consistent with Revised School Code 1249b;
8. a mentor for an Administrator for the first 3 years in which the Administrator is in a new administrative position;
9. a midyear progress report each year that the administrator is evaluated that includes specific performance goals for the remainder of the year and any recommended training identified by the evaluator;

10. for a building level administrator's evaluation, the evaluator will visit the school building where the administrator works, review the building level school administrator's school improvement plan, and observe classrooms with the administrator to collect evidence of school improvement plan strategies being implemented and the impact the school improvement plan has on learning;
11. an evaluation tool approved by the MDE, a modified MDE tool, or a local evaluation tool adopted in compliance with Revised School Code Sections 1249 and 1249b;
12. website posting of required information pertaining to the evaluation tool;
13. appropriate training for evaluators; and
14. other components that the Superintendent or designee deems relevant, important, or in the District's best interest.

The Administrator's individual employment contract will include an appeal process concerning the evaluation process and rating received.

**B. Non-Instructional Administrators and Directors**

The Superintendent or designee may evaluate Non-Instructional Administrators and Directors based on the appropriate evaluation instrument as determined by the Board and consistent with any applicable collective bargaining agreement or individual employment contract. An individual improvement plan may be implemented to remediate and enhance employee performance.

Legal authority: MCL 380.11a, 380.601a, 380.1249, 380.1249b

Date adopted: 03/18/2024

Date revised: 08/19/2024

## ARTICLE XVI: APPENDIX C

### 2025-2026 Wage and Benefit Reopener – Salary Schedule

2025-2026:

1. 3% increase on the salary schedule
2. 1% increase off-schedule (0.5% to be paid in December, 2025 and 0.5% to be paid in April, 2026 to all active employees
3. Athletic Director annuity consistent with other administrative group members
4. The elective annuity \$5,000 salary/annuity allowance to be taken as regular compensation for services provided, spread across the contract year
5. \$250.00 merit pay will be provided to all administrators rated as effective on their year end evaluation, to be paid in the final pay date in June

### **Board Proposal to the Administrative Group** **May 12, 2025**

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3% increase on schedule and 1% increase off-schedule, .5% to be paid in December and .5% to be paid in April, 2026 to all active employees.

*Based on 24/25 school year*

Athletic Director annuity consistent with other administrative group members

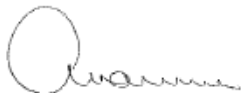
The Elective annuity \$5,000 salary/annuity allowance to be taken as regular compensation for services provided, spread across contract year

\$250.00 merit pay will be provided to all administrators rated as effective on their year end evaluation, to be paid in the final pay date in June.



*John Dube 5.14.25*

*Scout 5.16.25*



*glwy 5/14/25*  
*DH 5/16/25*



		2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27*	2027-28*	2028-29*
HS Principal	Base	\$ 121,149	\$ 124,977	\$ 128,109	\$ 132,593	\$ 139,223	\$ 143,400	\$ 143,400	\$ 143,400	\$ 143,400
	Non-Elective Annuity	\$ 12,520	\$ 14,520	\$ 15,520	\$ 15,520	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500-\$2,500	\$4,000-\$7,000	\$4,000-\$7,000	\$4,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000
HS Asst Principal	Base	\$ 97,401	\$ 100,512	\$ 102,788	\$ 106,386	\$ 111,705	\$ 115,056	\$ 115,056	\$ 115,056	\$ 115,056
	Non-Elective Annuity	\$ 11,390	\$ 14,390	\$ 14,390	\$ 14,390	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500-\$2,500	\$4,000-\$7,000	\$4,000-\$7,000	\$4,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000
MS Principal	Base	\$ 107,839	\$ 111,265	\$ 113,917	\$ 117,904	\$ 123,799	\$ 127,513	\$ 127,513	\$ 127,513	\$ 127,513
	Non-Elective Annuity	\$ 12,520	\$ 14,030	\$ 15,030	\$ 15,030	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500-\$2,500	\$4,000-\$7,000	\$4,000-\$7,000	\$4,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000
MS Asst Principal	Base	\$ 94,976	\$ 98,014	\$ 100,202	\$ 103,709	\$ 108,894	\$ 112,161	\$ 112,161	\$ 112,161	\$ 112,161
	Non-Elective Annuity	\$ 11,390	\$ 13,390	\$ 14,390	\$ 14,390	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500-\$2,500	\$4,000-\$7,000	\$4,000-\$7,000	\$4,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000
Elementary Principal	Base	\$ 104,510	\$ 107,836	\$ 110,368	\$ 114,231	\$ 119,943	\$ 123,541	\$ 123,541	\$ 123,541	\$ 123,541
	Non-Elective Annuity	\$ 12,520	\$ 14,030	\$ 15,030	\$ 15,030	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500-\$2,500	\$4,000-\$7,000	\$4,000-\$7,000	\$4,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000
Instructional Director	Base	\$ 121,149	\$ 124,977	\$ 128,109	\$ 132,593	\$ 139,223	\$ 143,400	\$ 143,400	\$ 143,400	\$ 143,400
	Non-Elective Annuity	\$ 12,030	\$ 14,030	\$ 15,030	\$ 15,030	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500-\$2,500	\$4,000-\$7,000	\$4,000-\$7,000	\$4,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000
Non-Instructional Director	Base	\$ 104,510	\$ 107,836	\$ 110,368	\$ 114,231	\$ 119,943	\$ 123,541	\$ 123,541	\$ 123,541	\$ 123,541
	Non-Elective Annuity	\$ 12,030	\$ 15,030	\$ 15,030	\$ 15,030	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500-\$2,500	\$4,000-\$7,000	\$4,000-\$7,000	\$4,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000
Athletic Director	Base	\$84,000	\$84,200	\$91,350	\$94,547	\$99,274	\$102,252	\$102,252	\$102,252	\$102,252
	Non-Elective Annuity	\$2,500-\$7,500	\$2,500-\$7,500	\$2,500-\$7,500	\$2,500-\$7,500	\$2,500-\$7,500	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000
	Elective Annuity					\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
	Longevity	\$1,500-\$2,500	\$4,000-\$7,000	\$4,000-\$7,000	\$4,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000	\$5,000-\$7,000

Stipends for Additional work

Fine Arts Dir.	\$5,000
Immersion Dir.	\$5,000