

21025  
06 30 2007  
GAA  
X**AGREEMENT****Gladstone Administrator's Association  
and  
Gladstone Area School District  
Board of Education**

This agreement entered into this 18th day of December, 2006, by and between the Gladstone Area Schools, hereinafter called the "Board" and the Gladstone Administrator's Association, hereinafter called the "Administrator's".

**TERM OF AGREEMENT:**

The length of this contract between the Gladstone Area School District and the Gladstone Administrator's Association will be for one (1) year commencing on July 1, 2006 and continuing through June 30, 2007.

**LENGTH OF INDIVIDUAL CONTRACTS:**

Individual Administrator Contracts for all administrators will be reviewed annually to determine renewal for another two (2) year continuing contract. A one-year extension of the individual contract shall require affirmative action by the Board taken not earlier than March 30 and before June 30 of each year.

**CONTRACT NON-RENEWAL:**

Non-renewal of an administrator's contract shall be in accordance with state law notification and procedural process. Non-renewal provisions shall not apply to extensions of administrative contracts.

**CREDIT FOR PREVIOUS ADMINISTRATIVE EXPERIENCE:**

The Board may allow up to ten (10) years of full-time educational administrative experience when employing new administrators. Additionally, the Board may allow all administrative experience within the district to be counted in the event that an administrator moves from one position to another within the administrative rank.

**CREDIT FOR TEACHING EXPERIENCE:**

The Board may allow up to one (1) year of administrative experience for every five (5) years of teaching experience within the Gladstone School District.

**CERTIFICATION:**

All administrators of the Gladstone Area School District will be certified or be working toward certification.

BENEFIT PACKAGE:

The benefit package will be the same as that is outlined in the GEA Master Agreement. As in all other employees contracts, all deductibles will be paid by the employee.

SICK LEAVE AND ACCUMULATIVE SICK LEAVE PAY-OFF:

All Administrators shall receive fifteen (15) sick leave days per year. Sick leave days accumulate to 165 days. The sick leave pay-off will occur when the administrator leaves the employ of the district for any reason (other than termination for cause) after having been employed by the district for a period of at least ten (10) consecutive years as an administrator in Gladstone.

For all accumulated sick leave days up to a maximum of 165 days pay-off at the rate of 60% of the daily rate of pay for all administrators except the High School Principal and Elementary Coordinator.

The High School Principal and Elementary Coordinator days pay-off at a rate of 65% of the daily rate of pay.

This accumulated sick leave pay-off shall be made in two (2) substantially equally installments. The first payment is to be made upon the severance of employment and the second payment is to be made one year later. These payments will be made directly into the District's special pay plan.

SICK LEAVE BANK:

Each administrator in the 1997-98 school year will contribute one (1) sick day each to the bank and the Gladstone Area Schools Board of Education will contribute eleven (11) sick days to the bank in 1997-98. The 1997-98 administrator sick bank total will be twenty (20) days. Each year thereafter the Gladstone Area Schools Board of Education will contribute five (5) days annually to this bank. When an administrator has used all of his/her existing sick leave due to extended illness, he/she may borrow days from the bank not to exceed twenty (20) days per year.

Upon his/her return to work, the administrator will realize his/her obligation to repay the sick bank at a minimum of two (2) of his/her sick days per year in each subsequent work year until repayment has been completed. Should an administrator terminate employment prior to sick bank reimbursement, the number of days owed shall be deducted from his/her final paycheck at the rate of pay the administrator is receiving at the time of termination and

the Board of Education will restore those days to the existing bank.

PERSONAL DAYS:

Three (3) personal business days, with an accumulation to a maximum of five (5) days will be allowed. Unused days shall be added to the accumulated sick leave.

ANNUITY PROGRAM:

A provision shall be available for payroll deduction for any tax-sheltered investment program on the District's current list.

MEMBERSHIP TO ORGANIZATIONS:

Membership dues shall be paid for each member for organizations as per job assignments.

EARLY INCENTIVE AGREEMENT:

Early incentive retirement compensation shall be paid to administrators as per the Teacher Agreement with a letter of intent to retire being able to be rescinded prior to April 1.

ADDITIONAL ASSIGNMENTS:

An administrator who is given an additional assignment over the previous year, for an extended period of time, will be provided a hearing, if requested, with the Labor Relations Committee of the Board. The purpose of this hearing will be to discuss possible remuneration for the assignment. The decision of this committee will be final.

SALARY SCHEDULES:

A \$500 one time salary payment made to each administrator for the 2006-07 school year. The existing salary schedules will not be changed.

Three (3) Salary Schedule Tables:

- \* 230 day employees  
MA or equivalent training (Schedule 1)
  
- \* 220 day employees  
MA or equivalent training (Schedule 2)
  
- \* 205 day employees  
MA or equivalent training (Schedule 3)

The beginning step for schedule 3 will be 1.1 times the base.

205 day employees will begin their work year two (2) weeks prior to the start of the school year and end their work year one week after the school year concludes. From time to time an administrator in conjunction with the superintendent may adjust the work year to accommodate the needs of either the school district or administrator without additional compensation. There will be seven (7) additional work days mutually agreed upon with the superintendent.

220 day employee (Middle School Principal/Elementary Coordinator) will begin the work year three weeks prior to the start of the school year and end the work year two weeks after the school year concludes. From time to time the administrator in conjunction with the superintendent may adjust the work year to accommodate the needs of either the school district or administrator without additional compensation. There will be twelve (12) additional work days mutually agreed upon with the superintendent.

230 day employee (High School Principal/Business Manager) will begin the work year four (4) weeks prior to the start of the school year and end the work year three (3) weeks after the school year concludes. From time to time the administrator in conjunction with the superintendent may adjust the work year to accommodate the needs of either the school district or administrator without additional compensation. There will be twelve (12) additional work days mutually agreed upon with the superintendent.

Should the Superintendent of the district provide to the Board rationale as to why an administrator is not entitled to a pay increase it shall include all of the following in writing:

- 1) Dated and signed anecdote/notes of conversation with an administrator aimed at improving performance including specific suggestions for improvement
- 2) A dated written document which makes reference to the earlier verbal record and indicates non-compliance with suggestions for improvement through the administrative evaluation process.

The administrator is responsible to bear the burden of proof which may be contrary to the Superintendent's record of unsatisfactory performance in the job.


**LAYOFF:**

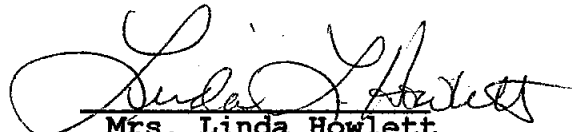
The right to be recalled from lay-off shall last for a period of three (3) years from the date of the lay-off.

**HOLD HARMLESS:**

The District and the Board agree that it shall defend, hold harmless and indemnify the Administrator from any and all demands, claims, suits, and actions, and legal proceedings brought against the Administrator in his/her individual capacity, or in his/her capacity as agent and employee of the District, providing the basis of the allegations against the Administrator was acting within the lawful scope of his/her employment.

The Board and the district shall provide public liability insurance to the administrator to cover legal expenses in defense of such claims and payment of judgments resulting from his/her functioning as administrator and will reimburse him/her for any portion of such expenses and judgments not covered by insurance.

  
Mr. Karl Dollhopf  
Representative for  
Administrators

  
Mrs. Linda Howlett  
Representative  
Board of Education

Schedule 1

230 DAY EMPLOYEES  
MA OR EQUIVALENT TRAINING  
FISCAL YEAR 2006

230 DAY EMPLOYEES  
MA + 30

| <u>STEP</u> | <u>INDEX</u> |
|-------------|--------------|
| 1           | 1.0000       |
| 2           | 1.0300       |
| 3           | 1.0600       |
| 4           | 1.0875       |
| 5           | 1.1150       |
| 6           | 1.1425       |
| 7           | 1.1675       |
| 8           | 1.1925       |
| 9           | 1.2175       |
| 10          | 1.2400       |
| 11          | 1.2625       |
| 12          | 1.2850       |
| 13          | 1.3050       |
| 14          | 1.3250       |
| 15          | 1.3450       |
| 16          | +800         |

|          |
|----------|
| \$63,252 |
| \$65,150 |
| \$67,047 |
| \$68,787 |
| \$70,526 |
| \$72,265 |
| \$73,847 |
| \$75,428 |
| \$77,009 |
| \$78,432 |
| \$79,856 |
| \$81,279 |
| \$82,544 |
| \$83,809 |
| \$85,074 |

| <u>STEP</u> | <u>INDEX</u> |
|-------------|--------------|
| 1           | 1.0000       |
| 2           | 1.0300       |
| 3           | 1.0600       |
| 4           | 1.0875       |
| 5           | 1.1150       |
| 6           | 1.1425       |
| 7           | 1.1675       |
| 8           | 1.1925       |
| 9           | 1.2175       |
| 10          | 1.2400       |
| 11          | 1.2625       |
| 12          | 1.2850       |
| 13          | 1.3050       |
| 14          | 1.3250       |
| 15          | 1.3450       |
| 16          | +800         |

|          |
|----------|
| \$63,952 |
| \$65,871 |
| \$67,789 |
| \$69,548 |
| \$71,306 |
| \$73,065 |
| \$74,664 |
| \$76,263 |
| \$77,862 |
| \$79,300 |
| \$80,739 |
| \$82,178 |
| \$83,457 |
| \$84,736 |
| \$86,015 |

Schedule 2

220 DAY EMPLOYEES  
MA OR EQUIVALENT TRAINING  
FISCAL YEAR 2006

220 DAY EMPLOYEES  
MA + 30

BASE \$56,558

BASE \$57,258

STEP INDEX

STEP INDEX

|    |       |
|----|-------|
| 1  | 1.100 |
| 2  | 1.125 |
| 3  | 1.150 |
| 4  | 1.175 |
| 5  | 1.200 |
| 6  | 1.225 |
| 7  | 1.250 |
| 8  | 1.265 |
| 9  | 1.285 |
| 10 | 1.305 |
| 11 | 1.325 |
| 12 | 1.345 |
| 13 | 1.365 |
| 14 | 1.385 |
| 15 | 1.405 |
| 16 | +800  |

|          |
|----------|
| \$62,214 |
| \$63,628 |
| \$65,042 |
| \$66,456 |
| \$67,870 |
| \$69,284 |
| \$70,698 |
| \$71,546 |
| \$72,677 |
| \$73,808 |
| \$74,939 |
| \$76,071 |
| \$77,202 |
| \$78,333 |
| \$79,464 |

|    |       |
|----|-------|
| 1  | 1.100 |
| 2  | 1.125 |
| 3  | 1.150 |
| 4  | 1.175 |
| 5  | 1.200 |
| 6  | 1.225 |
| 7  | 1.250 |
| 8  | 1.265 |
| 9  | 1.285 |
| 10 | 1.305 |
| 11 | 1.325 |
| 12 | 1.345 |
| 13 | 1.365 |
| 14 | 1.385 |
| 15 | 1.405 |
| 16 | +800  |

|          |
|----------|
| \$62,984 |
| \$64,415 |
| \$65,847 |
| \$67,278 |
| \$68,710 |
| \$70,141 |
| \$71,573 |
| \$72,431 |
| \$73,577 |
| \$74,722 |
| \$75,867 |
| \$77,012 |
| \$78,157 |
| \$79,302 |
| \$80,447 |

Schedule 3

205 DAY EMPLOYEES  
MA OR EQUIVALENT TRAINING  
FISCAL YEAR 2006

MA+30 OR EQUIVALENT TRAINING

| STEP | INDEX | BASE     | STEP | INDEX | BASE     |
|------|-------|----------|------|-------|----------|
| 1    | 1.100 | \$52,703 | 1    | 1.100 | \$53,403 |
| 2    | 1.125 | \$57,973 | 2    | 1.125 | \$58,743 |
| 3    | 1.150 | \$59,291 | 3    | 1.150 | \$60,078 |
| 4    | 1.175 | \$60,608 | 4    | 1.175 | \$61,413 |
| 5    | 1.200 | \$61,926 | 5    | 1.200 | \$62,749 |
| 6    | 1.225 | \$63,244 | 6    | 1.225 | \$64,084 |
| 7    | 1.250 | \$64,561 | 7    | 1.250 | \$65,419 |
| 8    | 1.265 | \$65,879 | 8    | 1.265 | \$66,754 |
| 9    | 1.285 | \$66,669 | 9    | 1.285 | \$67,555 |
| 10   | 1.305 | \$67,723 | 10   | 1.305 | \$68,623 |
| 11   | 1.325 | \$68,777 | 11   | 1.325 | \$69,691 |
| 12   | 1.345 | \$69,831 | 12   | 1.345 | \$70,759 |
| 13   | 1.365 | \$70,886 | 13   | 1.365 | \$71,827 |
| 14   | 1.385 | \$71,940 | 14   | 1.385 | \$72,895 |
| 15   | 1.405 | \$72,994 | 15   | 1.405 | \$73,963 |
| 16   | +800  | \$74,048 | 16   | +800  | \$75,031 |