

AGREEMENT
BETWEEN
TAYLOR PRINCIPALS ASSOCIATION
AND
TAYLOR SCHOOL DISTRICT

PREAMBLE

Whereas the Board of Education of the Taylor School District and the Taylor Principals Association, Taylor School District, Local 60, American Federation of School Administrators, AFL-CIO, recognize and declare that providing a quality education to the students of the Taylor School District is their mutual aim;

And whereas the laws of Michigan authorize public employers and public employees to enter into collective bargaining agreements with respect to wages, working conditions, and other conditions of employment;

And whereas the parties, following deliberate negotiations, reached certain understandings which they desire to incorporate into this collective bargaining agreement;

And whereas, it is mutually agreed that the building administrators set high expectations for both performance and achievement of students and staff as an important part of an optimum education program;

Now therefore the parties respectively agree:

BOARD OF EDUCATION RIGHTS AND RESPONSIBILITIES

The Board of Education shall retain all rights and power to manage the District, and to direct its employees. The Union recognizes these Board rights as conferred by the laws and the Constitution of the State of Michigan and inherent in the Board's responsibility to manage the Public School System, including, but not expressly limited to, the right:

- A. To the executive management and administrative control of the School System and its properties and facilities, and the school activities of its employees during the employee working hours;
- B. To hire all employees and, subject to the provisions of law, to determine their qualifications and conditions of their continued employment, or their dismissal or demotion, to promote and transfer all such employees, to assign work, schedule hours of work, direct the working force, to determine the manner and method of operation, and to lay off and recall employees;
- C. To establish levels and courses of instruction; to establish special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary and advisable by the Board;
- D. To determine class schedules and programs, to determine hours of instruction, and the duties, responsibilities and assignments of employees.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules and regulations in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by specific and express terms of this agreement.

ARTICLE I **RECOGNITION**

- A. The Board of Education of the Taylor School District, Taylor, Michigan (herein called the Board) hereby recognizes the Taylor Principals' Association (herein called the Association) as the exclusive bargaining representative as defined in Michigan Public Act 379 of the Public Acts of 1965 as amended.
- B. The certified bargaining unit is composed of the principals and assistant principals of a school. A principal of a school is defined as that person who is responsible for the management, supervision, or direction of the school's total program. It is understood that any member of the bargaining unit placed on temporary assignment shall remain a member of the bargaining unit.
- C. The Board agrees to negotiate with the Taylor Principals Association as the sole representative of the principals and assistant principals for the duration of this Agreement.
- D. It is recognized that because of religious convictions or otherwise, some employees may object to joining any organization engaged in collective bargaining. It is also recognized that the proper negotiations and administration of a collective bargaining agreement entails expenses which are appropriately shared by all employees who are beneficiaries of such agreements. To this end, in the event an employee shall not join the Association and execute an authorization for dues and assessment deduction in accordance with this agreement, such employee shall, as a condition of continued employment by the Board, cause to be paid to the Association the chargeable portion of dues and assessments of the Association as determined by the Association. All employees who are classified as members of this bargaining unit will be given 30 calendar days from the time of employment in which to join the Association or pay, or agree to be paid, the chargeable portion of dues and assessments of the Association.
- E. In the event that such sum shall remain unpaid for the period of 60 days following the date of employment, written notice shall be given to the employee by the Association. The refusal of the employee to pay such fees is recognized by all parties as reasonable and just cause for termination of employment. The Board agrees that in order to effectuate the purpose of the Public Employment Relations Act and this agreement, the service of such employee shall be terminated.

- F. When authorized in writing by an employee, the Board agrees to payroll deduction for the dues and assessments of the Association membership as provided above. The fees and a list of employees from whom the fees have been deducted shall be forwarded to the Association office no later than 30 days after such deductions have been made.
- G. The Union agrees to indemnify and save the Board harmless against any and all claims, demands costs, suits, or other forms of liability and all court, administrative agency, and legal costs which may arise out of, or by reason of, action taken by the Board for the purpose of complying with actions to enforce the terms of this agency shop and dues provision.

ARTICLE II
ASSOCIATION AND ADMINISTRATOR RIGHTS

- A. The Board agrees to furnish to the Association upon request all available information concerning the financial resources of the district, including, but not limited to annual financial reports and audits, register of certified personnel, agendas and minutes of all Board meetings, treasurer's reports, census and membership data, and such other information as will assist the Association in developing accurate, informed and constructive programs on behalf of the personnel and students in the district.
- B. Members of this bargaining unit shall be entitled to full rights of citizenship, and no religious or political activities of any administrator or the lack hereof shall be ground for any discrimination or censure with regard to the professional employment of said administrator.
- C. The provisions of the Agreement and the wages, hours, terms, and conditions of employment shall be applied in a manner which is not arbitrary or discriminatory and without regard to race, religion, color, national origin, age, sex, weight, or marital status. Any changes in mandatory subjects of bargaining, i.e., (wages, hours, terms and conditions of employment) shall be subject to collective negotiations between the Taylor Principals Association and the Board of Education.
- D. Any bargaining unit member, upon request to the Superintendent or designee, shall have access to his/her own personnel file.
- E. In order to attain ultimate efficiency in the operation of the District's schools and to provide the best possible education program to the pupils served thereby, it is essential to have each school building, as presently designated, staffed by a full-time principal. This provision shall not apply to the Taylor Career Center.

F. Minimum staffing of school buildings will be maintained as follows:

Elementary

1 to 700	One Principal
701 Plus	One Principal, One Assistant Principal

Middle School

1 to 400	One Principal
400 to 1100	One Principal, One Assistant Principal
1101 to 1500	One Principal, Two Assistant Principals
1501 Plus	One Principal, Three Assistant Principals

Senior High

1 to 400	One Principal
401 to 900	One Principal, One Assistant Principal
901 to 1500	One Principal, Two Assistant Principals
1501 Plus	One Principal, Three Assistant Principals

1. Enrollment figures for the total numbers of students will be based on the official fall enrollment count report submitted to the State of Michigan.
2. In the event of half day sessions or abbreviated sessions which result in more than one "shift" of students, an additional assistant principal shall be assigned.

G. No material derogatory to a unit member's conduct, service, character, and/or personality shall be placed in said employee's personnel file unless the employee is given the opportunity to first read such material by affixing his/her signature and date on the actual copy to be filed, with the understanding that such signature merely signifies that the material has been read, and does not necessarily indicate agreement with the contents.

1. The principal, upon request, shall be permitted to have a true copy of the contents of his/her personnel file at employee's expense.
2. The principal shall have the right to answer any material filed, and the answer shall be attached to the file copy.

H. Any principal being called in for formal reprimand shall be so notified of this intent and has the right to appear with an Association representative in attendance.

I. No principal or assistant principal shall be discriminated against due to their responsibilities as an officer or member of this Association.

- J. In order to encourage the harmonious and expeditious resolutions of complaints at the building level, (it is agreed) that no decision will be made to overrule a principal before he/she is notified of the complaint and is given the opportunity to clarify the circumstances leading to the complaint.
- K. Complaints to the Board Office regarding a building problem shall be directed to the building principal if prior contact has not been made. In the event contact has been made, the Board Office shall keep the principal informed as to the disposition of the complaint.

ARTICLE III **WORKING CONDITIONS**

A. Personnel

1. A principal will not be required to substitute in a classroom, except, when in the Building Administrator's judgment, the health, safety, and welfare of the students demands it.
2. When health and safety conditions of the building cannot be maintained under the existing custodial staff, the principal, with approval of the personnel department, shall authorize custodial overtime.
3. The building principal shall assign certified and non-certified personnel in a manner to maximize the safe and efficient operation of the building. It is understood that the building principal will exercise this right taking care not to violate any other collective bargaining agreements in force.
4. It will be the responsibility of the Board to provide supervision and security for students, building and grounds during all hours of use as deemed necessary by the principal and his/her immediate supervisor.
5. A substitute secretary will be assigned to any administration office when the regularly assigned secretary is absent commencing with the first day of absence in buildings with only one secretary, and in buildings with more than one secretary daily, when deemed necessary by the principal when secretaries are available. A substitute secretary pool will be maintained at a reasonable number of substitutes in an effort to cover all secretarial absences on any given day.
6. Cases of unsatisfactory performance and/or insubordination of school employees shall be identified and referred to the Superintendent or his/her designee by the building principal. A written copy of the recommendations/resolution will be provided to the Building Administrator.

7. So that mainstreaming can be accomplished successfully in the secondary schools (Grades 7-12); staffing allotment will be based on total school enrollment. Whenever possible, special education classes will be distributed equally among the existing buildings.
8. Principals will be responsible to supervise the completion of all clerical duties. Principals shall have such other duties as are assigned by the Board of Education and/or its designee.

B. Physical Facilities

1. The Board recognizes the need for modern communications facilities in today's school plant. The Board, therefore, agrees to establish and maintain adequate communication facilities in the building as approved by the Superintendent. The school plant includes temporary and annex structures.
2. The Board agrees to furnish each employee an office suitable for effective business procedures. The office furnishings shall include air conditioning, drapes, book cases, and file cases, and required reference material.
3. Every effort shall be made to provide each school as approved by the Superintendent appropriate office equipment.

C. Personal Property Losses

The Board of Education will reimburse T.P.A. members up to \$250 per incident for loss or damage or destruction, while on duty, of personal property of a kind normally worn or brought to school, when the T.P.A. member has not been negligent, to the extent that such a loss is not recovered by insurance, it being the specific intent of this provision that the employee shall submit the claim to his/her insurance company first for payment. The term "personal property" shall not include cash. The terms "loss", "damage", and "destruction" shall not cover the effects of normal wear and tear and use.

D. Communications

1. Bargaining unit members shall be the first to receive communication dealing with the management of the school.
2. Each principal should receive an initial building allotment for the following school year by April 1st. Thereafter, the annual building budget and monthly printouts of such budget shall be distributed to the respective Building Administrator beginning in September.
3. Copies of all school board minutes shall be available upon request to the Association president and all building principals.

4. Copies of the School Board Agenda shall be available upon request to the Association president and all building principals.
5. T.P.A. will have membership on an "Administrative Team" which will meet regularly to discuss and resolve district problems.

E. Lunch Duty

All principals shall have a duty free lunch period.

F. Extra Days

In the event the State Department of Education requires that time lost due to emergency situations be made up, additional compensation shall not be made. However, if principals are required to work beyond their contract days they will be compensated at their per diem rate.

ARTICLE IV
**ADMINISTRATOR RIGHTS/
EMPLOYMENT SECURITY/SENIORITY**

A. Individual Contract of Employment

1. Each Administrator shall be given the appropriate individual contract of employment in the form attached hereto as Appendix 1, 2 and 3.

The terms and conditions of the individual contract of employment shall be subject to all provisions set forth in this collective bargaining agreement and the individual contract of employment shall incorporate by reference the provisions of this collective bargaining agreement as if they were set forth in the individual contract of employment in their entirety.

2. Each Administrator shall not be granted tenure as an Administrator, but shall have tenure only as a classroom teacher, and the individual contracts of employment shall so provide.

B. Probationary Period

During the first two (2) full school years of employment in a position within the bargaining unit, the Administrator will be deemed to be in a period of probation.

1. During the probationary period, an Administrator shall be given a one (1) year contract of employment, provided an Administrator employed following the

commencement of the school year shall be given a contract for the balance of the school year only. A school year is defined as being July 1st to June 30th.

2. During the period of probation, an Administrator's contract of employment may be terminated and the Administrator may be returned to the classroom as a teacher at a teacher's salary and fringe benefits (subject to the terms of the applicable Teacher Master Agreement) and no grievance shall arise, nor shall such action of reassignment to the classroom be considered a breach of this agreement or a breach of the Administrator's individual contract of employment.
3. An Administrator, once having attained seniority, shall not be required to serve a new probationary period for any other position in the bargaining unit.

C. Seniority Contract

After the first two (2) full years of employment in a position within the bargaining unit, the Administrator shall be given a two (2) year seniority contract of employment and shall be considered a seniority employee, provided all Administrators with seniority as of June 30, 1999, shall, for the 1999-2002 school years only, be initially issued an individual three (3) year seniority contract for the period July 1, 1999 to June 30, 2002. Further, the Notification Provision in Paragraph 2 below shall be given at least sixty (60) days prior to the completion of the second year and thereafter said employees will be on a rolling two-year individual contract.

1. During the term of an Administrator's two (2) year employment contract (and the initial three-year employment contract set forth in Section C above), the contract of employment shall not be terminated, and the Administrator returned to the teacher's bargaining unit, except for just cause. Said action of contract termination and reassignment shall be subject to the grievance procedure and arbitration of this agreement.
2. An Administrator having a two (2) year individual seniority contract of employment will be notified by the Superintendent of Schools at least sixty (60) calendar days prior to the completion of the first year of his/her current two (2) year contract if his/her individual contract of employment will not be extended for an additional one (1) year. In the absence of a negative evaluation being filed with the Personnel Office by May 1st of each contract year, the Administrator's individual contract of employment will be automatically extended one (1) year and accordingly, a new two (2) year individual contract will be issued when the second year in the previous contract becomes the first year in the succeeding contract.
3. In the event a negative evaluation results in the Superintendent of Schools notifying the Administrator that his/her individual contract will not be extended, then the Superintendent of Schools, or his/her designee, shall offer reasonable assistance to the Administrator in correcting any alleged inadequacies.

D. Non-Renewal of Administrator's Contract

The School District shall have no obligation to renew any Administrator's contract nor shall the School District be obligated to employ an Administrator in any administrative position at the expiration of said individual contract and such action of non-renewal shall not be the basis of a grievance nor shall such action constitute discipline, discharge or a demotion or constitute a breach of any provision of this Agreement or the individual contract of employment provided, however, the Board's decision of non-renewal shall be preceded by the following:

1. The Superintendent shall notify the Board of Education that non-renewal of contract is being recommended.
2. The Board of Education shall review and act upon the recommendation of the Superintendent.
3. The Board shall notify the Administrator of its decision that it is considering non-renewal and provide the Administrator with a written statement of the reasons for such contemplated action at least ninety (90) calendar days prior to the expiration of the Administrator's contract.
4. In cases of contemplated non-renewal, the Administrator shall have the right to a meeting before the Board of Education in open or executive session upon his/her written request being made to the Superintendent of Schools within ten (10) calendar days after receiving notice of the Board's contemplated action. Such meeting shall take place within thirty (30) calendar days of notice to the Administrator by the Board of Education of its original contemplated action.
5. If a meeting is timely requested, the Board of Education shall establish a reasonable time and place for the meeting.
 - (a) The right to counsel by the Administrator and the Board of Education is affirmed.
 - (b) After termination of the meeting, the Board of Education, through the Superintendent, shall notify the Administrator in writing of its decision at least sixty (60) days prior to the contract termination.
6. As provided in MSA 15.4132(3), a notification of non-renewal of contract of a person may be given only for a reason that is not arbitrary or capricious.
7. Failure to provide for a meeting with the Board or the finding of a court that the reason for non-renewal is arbitrary or capricious, shall result in the renewal of the Administrator's contract for an additional one (1) year period.

8. This Section D above shall not be considered a waiver of any non-contractual legal rights the Administrator may have, but an alleged violation of those rights shall not be subject to the Grievance Procedure or Arbitration.

E. Seniority Defined

1. Classification seniority is defined as an Administrator's years of service to the School District in a particular classification included within the bargaining unit. The classifications are set forth in the Salary Schedule of this Agreement.
2. Administrative seniority is defined as an Administrator's total years of service to the School District as an Administrator in the classification(s) included within the bargaining unit from his/her last date of hire as an Administrator.
3. District seniority is defined as an Administrator's total years of service to the School District from his/her last day of hire within the School District.
4. In the event more than one administrator has the same classification and administrative seniority date, then District seniority shall determine the proper placement on the appropriate seniority list. In the event more than one administrator has the same classification and administrative seniority date, and the same District seniority, then the number of graduate hours in educational leadership shall determine the proper placement on the appropriate seniority list.
5. Within two (2) weeks of the effective date of this Agreement and on or before September 15th of each school year thereafter, the School District shall provide to the Association President a classification and District-wide seniority list. The list shall be final and conclusive as to the seniority date of any listed Administrator unless that Administrator objects in writing to his/her seniority date within two (2) weeks thereafter.

ARTICLE V
JOB ASSIGNMENTS,
REASSIGNMENTS, REDUCTIONS IN STAFF

A. Assignments and Reassignments of Administrative Position

The assignment and/or reassignment of an Administrator to other administrative positions in the bargaining unit shall be at the discretion of the Superintendent of Schools and shall not be the basis of a grievance, nor shall such action be considered a breach of this Agreement or a breach of the individual contract of employment.

When placed in a lower position due to reduction in staff, total administrative seniority in the TPA unit will be granted at the new level for salary purposes only.

1. The reassignment of an Administrator during the term of his/her individual contract of employment shall be preceded by:
 - (a) At least thirty (30) calendar days written notice will be given on reassignment, unless other time limits are mutually agreed upon.
 - (b) A meeting with the Superintendent or his/her designee, the transferee and the outgoing principal will be held to discuss position responsibilities.

If requested by the reassigned Administrator, or by the Association, the Superintendent or his/her designee, will provide written communication setting forth the rationale for the transfer.

2. If the Administrator does not consent to his/her reassignment, and the Administrator is not in a period of probation, and the reassignment is during the term of a two (2) year employment contract (or the initial three (3) year contract set forth in Article IV, Section C, above), the salary of the reassigned Administrator to another administrative position shall either be at the same rate as his/her present assignment or the rate of his/her new assignment, whichever is higher, for the balance of the term of his/her individual contract of employment. Following expiration of the original contract of employment, the Administrator shall be paid the salary applicable to the reassigned position.

B. Job Vacancies

1. An administrator may apply for a transfer to a vacant position in another building in his/her same classification and consideration shall be given to the following factors:
 - (a) Length of service in the District in the job classification.
 - (b) Previous transfers.
 - (c) Welfare of the T.P.A. member and School District.
 - (d) Qualification and competency required for the adjustment.
 - (e) Needs of the District.

The Superintendent's decision, after considering the above factors, shall be final and shall not be the basis of a grievance.

2. An administrator may apply for a vacancy in a classification he/she does not currently hold and consideration shall be given to the following factors:
 - (a) Seniority in the bargaining unit.
 - (b) Length of service in the School District.

- (c) Academic credentials, experience and personal qualifications.

The Superintendent's decision, after considering the above factors, shall be final and shall not be the basis of a grievance.

3. If the employee shall advance within the bargaining unit, he/she shall lose no more than one step from his/her previous step.

C. Layoffs

If the School District or its designee elects to layoff Administrators, then the following provisions shall govern the layoff:

1. If the Board, or its designee, elects to reduce the number of Administrators in a particular classification, Administrators shall be laid off from that classification in order of their classification seniority date with the Administrator having the lowest classification seniority being laid off first.
2. A high school principal being laid off can exercise his/her administrative seniority to bump the Administrator with the least administrative seniority first in the classification of middle school principal, and then in the classification of senior high assistant principal and then middle school assistant principal.
3. A high school assistant principal being laid off can exercise his/her administrative seniority to bump the Administrator with the least administrative seniority in the classification of assistant middle school principal.
4. A middle school principal being laid off can exercise his/her administrative seniority to bump the Administrator with the least administrative seniority in the classification of middle school assistant principal.
5. An elementary principal being laid-off can exercise his/her administrative seniority to bump the Administrator with the least administrative seniority in the classification of Assistant Elementary Principal.
6. In the event the School District declares a vacancy in a classification, then the Administrator with the highest classification seniority laid off from that position eligible for recall shall be recalled.
7. Failure of a laid-off Administrator to accept in writing, within ten (10) calendar days, an administrative position offered by the School District, which position pays the same or greater salary than the position from which the Administrator was laid off, shall end all recall rights of the Administrator and the Administrator shall be considered as having voluntarily resigned as an Administrator. Notification of recall shall be made by certified or registered letter at the address

maintained by the Administrator with the School District. It shall be the Administrator's responsibility to maintain an accurate address with the School District and reply to recall within ten (10) calendar days from the date of delivery of notice to his/her last address on file.

8. During layoff, salary, salary increments, fringe benefits, sick days or seniority shall accrue or continue.
9. An administrator shall retain his/her recall rights as provided in this Article for a period of time as measured by the length of his/her administrative seniority or three (3) years whichever occurs first. An Administrator not recalled within the period of time shall be considered to have resigned as an Administrator and shall have no further rights of recall.
10. A temporary administrative appointment may be made by the Superintendent to fill an administrative vacancy in the T.P.A. for one school year. However, a temporary administrative assignment for other than a permanent vacancy will be for one calendar year unless there is a mutually agreed upon extension.

ARTICLE VI **EVALUATION**

The Superintendent has full authority to evaluate all employees. Because of the sensitive nature of this activity, the following guidelines will be followed:

1. The T.P.A. President and the Superintendent and/or designee, will meet on a yearly basis to review and/or revise the evaluation instrument.
2. The instrument is to be signed by the evaluator and the evaluatee. The evaluatee's signature will not necessarily indicate agreement with the contents.
3. The employee reserves the right to refute or rebut the evaluation or any part of same, in writing. It will be attached to the evaluation in question.
4. The employee may, at his/her option, request a meeting with his/her evaluator and the Superintendent and attempt to resolve that part of the evaluation with which he or she is not in agreement. The employee, at his/her option, may have a representative at the meeting.
5. In the event a bargaining unit member is given a negative evaluation, the President of the Union will be so notified in a sealed envelope marked personal business and confidential.

ARTICLE VII
LEGAL ASSISTANCE

- A. An employee who is made a defendant in a criminal or civil proceeding because of administrative actions taken by him/her which arises out of and during the course of his/her employment, will be provided legal counsel and all necessary assistance in his/her defense.
- B. In any case of assault upon an employee, it shall be promptly reported to the Superintendent or his/her designated representative. The Board will provide legal counsel upon request of the employee to advise the employee of his/her rights and shall render assistance in connection with the handling of the incident by law enforcement and judicial authorities.
- C. Time lost by an employee in connection with any incident mentioned in this Article shall not be charged against the employee.

ARTICLE VIII
INSURANCE

Notwithstanding anything to the contrary, the insurance plan provided to members of the bargaining unit shall be modified as set forth in the Taylor School District Employee Medical Insurance Handbook for the negotiated coverage of healthcare, prescriptions, eye care and dental.

The TPA agrees to the District's proposed change regarding transferring the contracts to Blue Cross Blue Shield Community Blue #1a as long insurance coverage is equal to or better than the current Blue Cross Blue Shield PPO.

The TPA agrees to replace HAP with the Blue Cross Blue Shield Point of Service as a second choice for health insurance.

With regard to all insurance benefits provided by this agreement, the employer shall retain the right to bid all such coverage's and change carriers, so long as the coverage's provided remain substantially similar. This provision shall not apply to the plan directly from BC/BS.

Pharma Care Prescription Coverage:

The TPA agrees to accept the increase of current co-pay from \$2.00 to \$5.00 generic and \$10.00 brand if no generic is available or the Doctor insists on the brand name the co-pay will be \$5.00. Employees will use the mail order after two new consecutive refills. The TPA agrees to mail in for maintenance prescription not episodic prescriptions.

The cash option will be changed from \$80.00 to \$160.00

Spousal Coverage Fee:

If the spouse of any TSD employee is eligible for health insurance benefits through their employer or employer organization, and declines such coverage, the spouse will be subject to a spousal coverage fee of \$125/month to receive coverage under the TSD health plan. If health insurance is available but not a health insurance benefit (no portion paid by employer or employer organization) the TSD will not require the \$125/month spousal fee. The order of coverage will follow the legal and industry guidelines. This spousal fee will not apply to any Taylor School District employee who has dual TSD health coverage (both husband and wife for TSD) and elects to take the cash option. TSD retains the sole and exclusive right to determine the eligibility for benefits of spouse and dependants, and retains the right to take reasonable steps to verify such information. All such determinations will be subject to the grievance procedure.

The TPA agrees to accept the flexible spending proposal. The TSD agrees to provide district employees with a FSA to provide for pre-tax funding of certain eligible benefits as defined by law. The TSD retains the right to select and change the administrator for the FSA, so long as the benefits to the employees remain substantially similar.

No bargaining unit will have healthcare insurance offered to them that is considered superior to what is offered the TPA.

The Board agrees to furnish to all employees the following insurance protection:

A. Liability Insurance

The Board shall maintain, for the protection of each employee, comprehensive public liability insurance in the amount not less than \$5,000,000 for each occurrence. Such policies shall name each individual employee as co-assured. Coverage shall be sufficiently broad to protect employees in both curricular and extracurricular activities. The Association shall be given a copy of such insurance policy within thirty (30) days from execution of this Agreement. Coverage will be determined by the terms of the insurance policy.

B. Group Life Insurance

1. The Board will provide, without cost to the employee, double indemnity group life and dismemberment insurance in an amount equal to three times the maximum principal's base salary as of July 1 each year as shown on the salary schedule. In computing the amount of insurance, figures will be rounded off at the next nearest thousand.
2. Members who must pay taxes on any amount over fifty thousand dollars (\$50,000) may elect to have those taxes withheld on a monthly basis.
3. Members may elect to have their coverage limited to fifty thousand dollars (\$50,000).

4. The Board of Education reserves the right to change insurance carriers and third party administrators for group life insurance provided in this agreement pursuant to the competitive bidding procedure utilized in the School district so long as the benefits remain substantially similar to those currently in effect.
5. A member of the bargaining unit who retires prior to age sixty-five may at his/her option be insured for up to 50% of the amount of his/her policy at the time of retirement. When said member reaches age 65, he/she may be insured up to 33% of the amount of his/her policy at the time of retirement. When said member reaches 70, he/she may be insured up to 16% of the amount of his/her policy at the time of retirement. Payment shall be made by the retiree at the blended group rate of all employees. Members entering the bargaining unit on or after June 1, 1994, shall not enjoy this benefit.

C. Retirees

Employees and retirees shall receive descriptions of coverage of all insurance policies which apply.

D. Physicals

A physical examination shall be made available every two years, at school district expense, for bargaining unit members who desire to avail themselves of same.

ARTICLE IX
BUDGET COMMITTEE

Employees will submit a proposed initial building budget for the following school year for all non-personnel related expenditures. Additional input related to this budget shall be submitted at the same time. Employees will be selected to serve on a district budget committee to provide input relative to the instructional supplies and capital outlay portions of the school district budget.

ARTICLE X
GRIEVANCE PROCEDURE

- A. A grievance shall be defined as an alleged violation in application or interpretation of this agreement, filed by either an authorized representative, or an employee of the bargaining unit.
 1. The term "administrator" may include a group of employees who are similarly affected by a grievance.

2. The term days, where used in this section, shall mean working days.
3. Any grievance filed by the bargaining unit shall be filed within thirty (30) working days of the alleged violation.
4. Time limits established at the various steps in the grievance procedure may be extended by mutual consent.
5. If mutually scheduled conferences or hearings, under this grievance procedure, are conducted during working hours, the grievant and Association representative shall be permitted to attend such hearings or conferences without loss of pay.
6. Each conference conducted under the grievance procedure shall be conducted as a private conference, and attendance at such a conference shall be restricted to those persons requested by the parties to participate in the resolution of the grievance.
7. Failure at any step of the grievance procedure to communicate the District decision within the specified time limits shall permit the Association to appeal the grievance to the next step of the grievance procedure within the time limit allocated for appeal.
8. A grievance may be withdrawn at any level without prejudice. No reprisals of any kind shall be taken by or against an employee participant in the grievance procedure for reason of such participation.
9. No grievance concerning wages or any other economic benefits will be considered for more than one hundred eighty (180) calendar days prior to the written grievance being submitted to the District. No claim against the employee concerning wages or other economic benefits will be considered for more than one hundred eighty (180) calendar days of notification to the employee of the benefits gained by the employee.

Members of the bargaining unit shall have thirty (30) calendar days after receipt of their individual salary worksheet to raise objections regarding accuracy of annual compensation for the applicable school year and seek relief.

B. Procedure

The primary purpose of the procedure set forth in this section is to secure, at the lowest level possible, prompt and equitable solutions to the grievance raised.

1. Step One: The employee having a grievance, may discuss the matter with his/her appropriate assistant superintendent, either individually or with his/her representative, with the object of resolving it informally.

2. Step Two: In the event the grievance or problem is not satisfactorily resolved at Step One, the grievance shall be reduced to writing, signed by the grievant and Association and filed with the appropriate assistant superintendent within ten (10) working days following conclusion of the proceedings at Step One, and in any event, within the time limit set forth in Paragraph A.3 above. Within five (5) days after the receipt of the written grievance, the appropriate assistant superintendent shall give his/her answer, in writing, to the grievant and to the Association grievance chairperson.
3. Step Three: In the event the grievant is not satisfied with the disposition of the grievance at Step Two, the grievant may appeal the grievance to the Superintendent of Schools or his/her designee. Such appeal shall be in writing. Within ten (10) days after receipt of the written grievance the Superintendent shall give his/her answer in writing to the grievant and Association grievance chairperson.
4. Step Four: The Association may submit any unresolved grievance to final and binding arbitration before an Arbitrator is selected and employed pursuant to the then prevailing Labor Arbitration Rules of the American Arbitration Association. To be timely, a Demand for Arbitration must be served upon the Superintendent of Schools and filed with the Michigan Regional Office of the American Arbitration Association no later than twenty days following the Union's receipt of a decision by the Superintendent at Step Three. Each party shall bear its own costs of arbitration. The fees of the Arbitrator and the American Arbitration Association will be divided equally among the parties.

ARTICLE XI

LEAVES OF ABSENCE

Section 1 - Sabbatical Leaves

- A. In order to promote the professional growth of Taylor Administrators, the following sabbatical leave policy is hereby established:

Employees who have been employed by Taylor School District for a seven (7) year period may be granted a sabbatical leave for up to one (1) year. During the sabbatical leave, the employee shall be considered to be in the employment of the Taylor School District and shall be paid (50%) fifty percent of his/her scheduled salary. Seniority will accrue during the leave.

If requested, in any school year no more than two (2) employees may be granted a sabbatical leave at one time. Additional leaves may be granted under unusual circumstances where an opportunity of mutual benefit to the individual employee and the

Taylor School District would not be available if such leave were delayed to the following year.

- B. Sabbatical leaves may be granted for the following reasons:
 - 1. For the formal study at an accredited college or university or an approved program that directly enhances the individuals teaching or administrative competence.
- C. Application for a sabbatical leave shall be filed with the Superintendent by March 1st for the following school year. Applicants shall include with their application an outline plan of their program for the period of time requested. After consideration of all sabbatical applications, the Superintendent shall present each request to the Board of Education with his/her written recommendation of acceptance or rejection. The employee involved shall be asked to be present at the meeting when his/her program comes up for consideration by the Board of Education.
- D. During the sabbatical leave, the employee will receive one-half of their salary and benefits for that particular school year. The salary will be paid in either ten equal installments starting on September 1st or in one lump sum on September 1st, if there is sufficient reason for a lump sum payment.

During the sabbatical leave the employee shall not be allowed to hold any full-time position. However, this shall not prevent the employee from receiving any fellowships, scholarships, grants-in-aid, or other scholastic stipends.
- E. An interim report shall be filed at the midpoint of the sabbatical leave. This written report shall contain sufficient information which will enable the Superintendent to determine that the leave is being utilized in the approved manner.
- F. The recipient of a sabbatical leave must sign an agreement to return to service with the Taylor School District immediately upon termination of the sabbatical leave and continue in service for a period of two (2) years or to refund all or part of any compensation received during the sabbatical leave according to the following schedule:

<u>YEARS OF SERVICE FOLLOWING LEAVE</u>	<u>REFUND</u>
0.0	100%
0.5	75%
1.0	50%
1.5	25%
2.0	0%

- G. To protect the Board against loss by reason of death or disability of the employee, a life insurance policy in the amount of the one-half pay shall be purchased by the employee. To protect the Board against the employee's failure to return to his/her position, the employee shall execute a non interest bearing note in the amount of the one-half pay. This note shall be paid off by one of two methods.
1. The face of the note shall diminish by an amount equal to twenty-five percent of the original face for each one-half year of service rendered.
 2. The note shall, upon failure of the employee to return to the system be payable in twenty installments, beginning with October 1 of the year the employee should have returned and continuing for the next twenty-two months, excluding the intervening July and August. During such payments there shall be added to each payment an amount to cover interest so that the effective rate of interest the Board receives will be five (5) percent on the unpaid balance, effective January 1 of the year the sabbatical was actually used. The employee shall, after notifying the Board that he/she will not return, have the option of paying the note in full with no interest prior to September 1 of the school year he/she would have assumed his/her normal employee station.
- Failure to return the second year would require that the employee make the last ten payments in the same manner as the second plan able with the same effective interest rate.
- H. Upon return from a sabbatical leave, the employee shall be restored to his/her position or a mutually agreed upon position, or a similar administrative position that his/her seniority would allow as determined by the Superintendent.

Section 2 - Public Office Leave

A member of the bargaining unit shall be granted a leave of absence without pay or an increase in their level of seniority to serve in a public office in which he/she is elected or appointed at any level of government.

Section 3 - National Security

An employee called to duty by declaration of a national or state emergency during the school year for National Guard Reserve, shall be granted special leave up to thirty (30) days for this purpose and shall receive the contractual pay and benefits. Such special leave shall not be deducted from either sick days or personal business days. It is understood, however, that in the case of National Guard Summer Camp, the employee will endeavor to arrange his/her summer duty at a time that will not conflict with his/her work.

Section 4 - Jury Duty

An employee called for jury duty or as a non litigant in a civil case during the school year shall notify the office of the Associate Superintendent for Personnel immediately upon receipt of such call. If requested by the affected employee, the Associate Superintendent shall request the employee be excused from jury duty. In the event such a request is denied, then the employee shall be granted special leave for this purpose. Such special leave shall not be deducted from either sick days or personal business days. All benefits covered by the contract shall continue in full force during this period.

Section 5 - Military Leave

- A. All school employees drafted or recalled for military service will be granted a military leave of absence.
- B. Employees affected by this leave may return to the system within six months after their release from military service. They shall be eligible for placement in the same salary bracket which they would have attained during their leave, without loss of seniority.

Section 6 - General Leave

Employees may be granted a leave without pay upon request for one calendar year. Such leave shall not be granted more often than once every five years. Employees who use this leave to work another job or to establish a business shall not accrue seniority for that year. No more than five percent of the unit membership will be granted a general leave each year. Applications for general leaves must be made by May 15 of the current year for the following school year except for personal hardship. A request for a general leave will not be unreasonably refused.

Section 7 - Personal Business Days

Five days leave for personal business to be deducted from sick leave shall be granted, without question, to each member yearly. Personal leave days shall be non accumulative. An additional five (5) days for personal business may be granted by the Superintendent upon request when circumstances clearly indicate the need for such additional leave.

Section 8 - Professional Business Days

Reasonable time may be granted to individual employees who have received invitations to serve in leadership capacities at professional conferences and/or professional meetings. It is permissible to accept honoraria for such services to cover expenses and additional time required. No salary deductions will be made by the Board in such instances.

Section 9 - Bereavement Leave

Five days leave shall be granted for death in the immediate family. Immediate family shall include spouse and children, mother, father, brothers, sisters, in-laws, step relatives, legal guardians, wards of the court, foster parents, grandparents, grandchildren and other dependents as defined by the IRS for tax purposes.

Bereavement leave shall not be deducted from either sick or personal business days.

Section 10 - Sick Leave

A. All employees in this bargaining unit shall be granted annual sick leave days as follows:

Senior High Principal	18.0
Senior High Assistant	17.0
Middle School Principal	17.5
Middle School Assistant	16.5
Elementary Principal	16.5
Elementary Assistant	16.0

B. Unused sick days shall accumulate with no limit.

C. Any employee on sick leave because of assault on him/her while performing administrative duties shall not be charged with sick days nor suffer any loss of pay.

D. The central sick leave bank is established. The Board of Education will credit the bank with one day per year for each person employed in the bargaining unit on October 1 of each year.

E. The sick leave bank days shall accumulate with no limit.

F. The accumulated days in the Central Sick Leave Bank shall not be used by the Union to expand benefits beyond the intent of this Article to address the emergency needs associated with extended illness or injury.

G. An applicant for withdrawing days from the sick bank must have a statement from a physician attesting to the nature of the illness or injury. Sick bank days may be used immediately upon depletion of the employee's personal accumulation of sick days.

H. The Central Sick Leave Board:

A Central Sick Leave Board shall be established by the T.P.A. to receive, screen, and recommend to the Superintendent eligible applications to the Central Sick Leave Bank. Applications recommended for a grant of days from the central bank are subject to final approval by the Superintendent.

- I. Each application approved for a grant in days from the Central Sick Leave Bank shall be subject to review by the Central Sick Leave Board at the end of each 30 day period of absence. The Central Sick Leave Board shall provide the Superintendent of Schools with verifying evidence that the applicant continues to meet the eligibility qualifications for an additional grant of days from the Central Sick Leave Bank.
- J. The maximum withdrawal by any one individual from the Central Sick Leave Bank shall not exceed 150 days for any one illness or injury or complication thereof.
- K. For the 1999-2000 school year and thereafter, the following attendance incentive will be in effect:
 - 1. Principals with perfect attendance during the entire school year will be \$750.00 (payable in the subsequent July).
 - 2. Principals with one or less absences (but more than zero) during the school year will be paid \$600.00 (payable in the subsequent July).
 - 3. Principals with two or less absences (but more than one) will be paid \$500.00 (payable in the subsequent July).
 - 4. Less than a full day's absence shall be calculated as a full day for purposes of calculating payment.

All unused sick days will accumulate in the employee's sick bank.

Section 11 - Physical or Mental Leave

Leave for physical or mental illnesses: Extended leave shall be granted to personnel employed upon recommendation of the Superintendent and approval of the Board. Leave for mental reasons may be extended annually not to exceed two years; physical cases, not to exceed three years. Said persons, upon return, shall present to the Board of Education a statement of satisfactory health by a qualified examining physician designated by the Board.

Requests for such leave must be in writing and results of said requests shall be in minutes of a School Board meeting. Accrual of seniority shall not exceed one year.

Section 12 - Benefits While On Leave:

- A. No salary or benefits will continue while on any of the above stated leaves except as specified.

- B. Upon return from any of the above stated leaves, the employee shall be restored to his/her bargaining unit member classification or mutually agreed upon position or a similar administrative position as determined by the Superintendent.
- C. Employees on types of leaves described herein, during which the Board does not pay the premiums on their insurance benefits, shall have the option of continuing the benefits by paying the applicable premiums themselves, provided this is done in a manner prescribed by the Board, and provided further that this provision is acceptable to the applicable insurance carrier(s).

ARTICLE XII
EMOLUMENTS

A. Conferences, Conventions, and Professional Memberships

- 1. The association and the Board mutually agree that conventions and conferences are an important factor in the professional and educational growth of our members and the School District. The association and the Board will encourage attendance at these meetings.
 - 2. Unit members may attend one state or one national educational meeting, conference or convention annually at the discretion of the Superintendent and shall receive up to and including five (5) nondeductible work days away from school to attend each educational meeting, conference, or convention.
 - 3. Unit members may be reimbursed for all necessary expenses incurred which shall include:
 - (a) Car mileage, train or air flight expense.
 - (b) Lodging at rates commensurate with current rates of the meeting site.
 - (c) Daily living expense commensurate with current food, transportation and petty expense costs of the meeting site.
 - (d) Registration fees.
 - 4. The Board agrees to pay the annual fees for membership in MASSP and NASSP for all employees in the secondary classification and in MEMSPA and NAESP for all employees in the elementary classification. Alternative organizations may be substituted as long as members do not exceed the cost of those listed herein.
- B. The Board will pay all legitimate, accountable expenses incurred when doing business for the School District.
 - C. An employee required to drive his/her automobile as part of his/her regular duties will be reimbursed not less than current adopted district rate.

APPENDIX A - EXTENDED CONTRACT

A bargaining unit member, who must perform work duties at the request of the Superintendent in excess of the length of their classification work year, shall be compensated at the individual's daily rate of their total yearly salary per each day worked.

APPENDIX B - LENGTH OF CONTRACT

Principal and Assistant Principal Work Year*

Senior High Principal	<u>214 Days</u> (Report 3 weeks before & 3 weeks after the teachers report)
Senior High Assistant Principal	<u>204 Days</u> (Report 2 weeks before & 2 weeks after the teachers report)
Middle School Principal	<u>209 Days</u> (Report 3 weeks before & 2 weeks after the teachers report)
Middle School Assistant Principal	<u>199 Days</u> (Report 2 weeks before & 1 week after the teachers report)
Elementary Principal	<u>199 Days</u> (Report 2 weeks before & 1 week after the teachers report)
Elementary Assistant	<u>194 Days</u> (Report 1 week before & 1 week after the teachers report)

*Calculation of the daily rate will be based upon specific number of days listed above in each classification.

APPENDIX C - LONGEVITY

At the beginning of the 16th year of service in the Taylor School District members shall receive an annual longevity payment equal to 1/2 of one percent of their annual base salary and for each subsequent year of service, cumulative to 7½%. Years of service refers to actual salary paid annually.

APPENDIX D - SEVERANCE

Severance pay of 100 percent (100%) of the accumulated sick leave as of June 30, 1983 will be paid to certified personnel leaving the system after at least 20 years of service, and fifty percent

(50%) after at least ten (10) years of service, in the Taylor School System. Sick days shall continue to accumulate beyond June 30, 1983 for sick purposes, not for severance. Severance days can drop below the June 30, 1983 cap due to illness and payoff will be accordingly reduced. In subsequent years, the bank could be rebuilt to the June 30, 1983 cap.

Adjustment for Severance Payout and Cap Only

The individual's daily rate of pay will be increased by 8% to the 1988-89 daily rate, in addition, a permanent cap will be placed on the payout amount of the individual's daily rate as of July 1, 1990, or the individual's daily rate adjusted by 8%, which ever is greater.

The rate of daily pay to be used in the computation of severance pay shall be:

Contracted Annual Salary

Number of contracted days = daily rate of pay.

1. Any certified person who retires under the Michigan Public Retirement Fund is considered a legitimate retiree. Said retiree, after ten (10) years of continuous service in the Taylor School System, is eligible to receive severance pay of 100 percent (100%) of the accumulated sick leave days (as of 6-30-83).
2. In the event of death, the full accumulation of personal sick bank allowance shall be deposited into a 403B BoE paid annuity plan at the rate of 100% of the sick days accumulated as of 6-30-83 or up to 30 days, whichever is greater, in accordance with the provisions above (i.e. paid in over 3 years).
3. All members of the bargaining unit who have at least twenty (20) years with the District shall have the right to accumulate thirty (30) sick leave days for severance purposes, provided they are severing employment with the District for retirement purposes under MPSERS.

The daily rate for severance purposes shall be the greater of:

- A. The member's frozen daily rate as of July 1, 1990 OR
 - B. Their 1988-89 daily rate plus 8%, OR
 - C. \$275.00
4. All severance payments due to the TPA member will be paid in three (3) equal payments spread over three (3) years immediately following retirement and will be deposited into a 403B BoE paid annuity plan by July 15th of each of the three years. If the accumulated sick days are below \$5,000.00 the annuity will be paid in full by July 15th immediately following the employee's retirement. If the accumulated sick days are above \$5,000.00 the distribution to the annuity will take place by July 15th immediately following the employee's retirement and by each July 15th for the remaining two years. The Taylor

School District will take reasonable steps to establish a 403B BoE paid annuity account for those employees that do not have a 403B BoE paid annuity account established at the time of retirement.

APPENDIX E - ENROLLMENT FACTORS

The enrollment factor based on pupil/principal ratio shall be as follows:

There will be a factor of 1/2% of Elementary Principal's base salary added to the Elementary Principal's salary for each 100 students in excess of 200 students supervised in the school, up to a limit of 500 students.

There will be a factor of 1 1/2% of Elementary Principal's base salary added to the Elementary Principal's salary for each 100 students in excess of 500 students supervised in the school.

The Board, Administration, and T.P.A. will make a concerted effort to equalize student populations in all elementary schools so that the optimum size will be 300-500.

Enrollment factors shall not be compounded.

These counts shall be based upon the official fourth Friday count and revised as of the second February count.

Any unit of students of 50 or more will be counted as 100. If a building has two (2) principals, the enrollment pay will be shared 50/50 between them. In the case of schools housing special education programs, special education classrooms will be counted as 31 even though the actual number of students is lower.

APPENDIX F - GRADUATE CREDIT HOURS

Credits shall be accepted from any fully accredited college or university as shown by official transcripts. Undergraduate credits shall be reimbursed at the rate of \$15 per semester hour.

Effective September, 1979, graduate credits earned after this date shall be reimbursed at the rate of \$25 per semester hour. Effective September, 1980, to qualify for reimbursement, credits must be directly related to the enhancement of the individual's administrative competence.

All credits must be on file in the personnel office no later than October 15 to qualify for full year payment and by January 30 for the remainder of the school year.

Cost for certification or license required for continued employment shall be reimbursed by the district.

Stipends for degrees beyond the masters shall be as follows:

MA + 30, Ed. Specialist, Double MA	*2.5%
Pre-Doctorate (ABD)	*5.0%
Doctorate	*8.7%

*Of the senior high school principal base, no less than other certified personnel.

Effective July 1, 1989, SB-CEU'S will be reimbursed at the rate of \$10 per CEU.

APPENDIX G

Elementary Reorganization

The parties will meet to discuss issues that may arise in the event that more than one elementary school is closed during the duration of this agreement, starting with the 2006-2007 school year.

APPENDIX H - DURATION OF AGREEMENT

This agreement shall remain in full force and effect from the date of ratification, June 27, 2005, through 11:59 p.m. of June 30, 2007. It is understood and agreed that any salary increase to be paid under this agreement covers the entire 2004/05 school year, and that the other contract changes shall go into effect July 1, 2005.

APPENDIX I - SALARY SCHEDULE

For the year **2004-2005, 2005-2006, 2006-2007** a percentage equal to the percentage of the product, minus 1.0, of the amount of the States' Foundation Grant Allowance (FGA) (**Excluding any Section 20 (19) adjustment and including any proration applied to noncategorical funds**) received by Taylor School District for the current year times the first official (audited) student FTE count from the prior year, divided by the FGA received by the District in the prior year, times the first official (audited) student FTE count from the 2 years prior fiscal year shall be added to the pay scale for each of the salary steps to determine the new pay scale for those years.

Example: For **2004/2005** School Year

2004 – 05 FGA x 2003 – 04 Student FTE

-1.0 = % increase

2003 – 04 FGA x 2002-03 Student FTE

This calculation is based upon the FGA as it is calculated in the **2003/04** school year. Significant changes in the method of calculation would require computation of FGA.

2004-2005

The formula generated a 1.16% salary increase. In lieu of an across-the board increase the monies will be distributed this year and each year thereafter, as follows: 2% will be added to the base pay scale only for administrators with 16 or more years of service in the TSD.

2005-2006

The salary formula will be used to determine the salary increase. This increase will be added to the pay scale for each of the salary steps.

2006-2007

The salary formula will be used to determine the salary increase. However in no event shall the percentage increase for the salary schedule be less than one percent (1%) or more than three percent (3%) for the 2006-07 school year.

If any other Taylor School District bargaining unit receives any improvements in wages addressed in Appendix I herein, the TPA contract will be modified to incorporate the improvements.

TAYLOR SCHOOL DISTRICT
Taylor Principals Association (TPA) Salary Schedule
(2004/05 – 2006/07)

Position	Step	2003-04	2004-05	2005-06 Estimate 1.15%	2006-07 Estimate 1.20%
Senior High Principal	0	87,808	87,808	88,818	89,884
	1	88,572	88,572	89,591	90,666
	2	89,338	89,338	90,365	91,450
	3	90,103	90,103	91,139	92,233
	4	90,875	90,875	91,920	93,023
	5	91,639	91,639	92,693	93,805
	6	92,007	92,007	93,065	94,182
	7	92,426	92,426	93,489	94,611
	8	92,846	92,846	93,914	95,041
	9	93,257	93,257	94,329	95,461
Senior High Asst. Principal	0	77,928	77,928	78,824	79,770
	1	78,691	78,691	79,596	80,551
	2	79,462	79,462	80,376	81,340

Position	Step	2003-04	2004-05	2005-06 Estimate 1.15%	2006-07 Estimate 1.20%
	3	80,225	80,225	81,148	82,121
	4	80,989	80,989	81,920	82,903
	5	81,758	81,758	82,698	83,691
	6	82,126	82,126	83,070	84,067
	7	82,545	82,545	83,494	84,496
	8	82,965	82,965	83,919	84,926
	9	83,376	83,376	84,335	85,347
Junior High Principal	0	82,675	82,675	83,626	84,629
	1	83,450	83,450	84,410	85,423
	2	84,211	84,211	85,179	86,202
	3	84,980	84,980	85,957	86,989
	4	85,747	85,747	86,733	87,774
	5	86,515	86,515	87,510	88,560
	6	86,882	86,882	87,881	88,936
	7	87,302	87,302	88,306	89,366
	8	87,722	87,722	88,731	89,796
	9	88,132	88,132	89,146	90,215
Junior High Asst. Principal	0	74,315	74,315	75,170	76,072
	1	75,081	75,081	75,944	76,856
	2	75,852	75,852	76,724	77,645
	3	76,623	76,623	77,504	78,434
	4	77,394	77,394	78,284	79,223
	5	78,159	78,159	79,058	80,007
	6	78,527	78,527	79,430	80,383
	7	78,946	78,946	79,854	80,812
	8	79,366	79,366	80,279	81,242
	9	79,777	79,777	80,694	81,663
Elementary Principal	0	76,026	76,026	76,900	77,823
	1	76,790	76,790	77,673	78,605
	2	77,894	77,894	78,587	79,531
	3	78,319	78,319	79,220	80,170
	4	79,069	79,069	79,978	80,938
	5	79,855	79,855	80,773	81,743
	6	80,222	80,222	81,145	82,118
	7	80,642	80,642	81,569	82,548
	8	81,062	81,062	81,994	82,978
	9	81,472	81,472	82,409	83,398
Elementary Asst. Principal	0	72,614	72,614	73,449	74,330
	1	73,357	73,357	74,201	75,091
	2	74,110	74,110	74,962	75,862
	3	74,862	74,862	75,723	76,632
	4	75,613	75,613	76,483	77,400
	5	76,359	76,359	77,237	78,164
	6	76,726	76,726	77,608	78,540
	7	77,147	77,147	78,034	78,971
	8	77,567	77,567	78,459	79,401
	9	77,977	77,977	78,874	79,820

APPENDIX 1

FIRST YEAR PROBATIONARY EMPLOYMENT CONTRACT
(INSERT JOB TITLE HERE)

This Agreement, made and entered into this ____ day of _____, _____, by and between the TAYLOR SCHOOL DISTRICT, hereinafter called the “School District” and _____, hereinafter called the “Administrator.”

WITNESSETH: It is agreed by and between the parties hereto as follows:

1. The School District hereby hires the Administrator and the Administrator agrees to work for the School District for a one (1) year term commencing on **July 1**, _____ and ending on **June 30**, _____ subject to all the covenants and conditions of this Agreement. The Administrator agrees that he/she shall not be deemed to be granted continuing tenure in any administrator capacity, nor shall failure of the School District to continue or reemploy such Administrator in any administrator capacity, be deemed a breach of this contract, or the collective bargaining agreement, nor shall it be deemed a discharge or demotion within the provision of Act 4, Michigan Public Acts of 1937, Extra Session, as amended. (Teacher Tenure Act).

2. If a collective bargaining agreement, covering the Administrator is in effect during the term of this contract and has not been terminated, then the provision of this contract shall be subject to and be governed by the provision of that collective bargaining agreement and this employment contract shall incorporate by reference all of the provisions of that existing collective bargaining agreement.

3. This contract shall terminate upon the discharge or layoff of the Administrator.

4. This Agreement contains the entire agreement of the parties hereto, and may not be altered, modified or rescinded by any prior or contemporaneous statement or understanding of either such party, or any person on their behalf; this Agreement may be amended, modified, rescinded or otherwise altered during its terms only by an expressed written modification denominated as such, and signed by each of the parties hereto.

(Administrator) (Date)

Administrator on Behalf of the Taylor School District (Date)

APPENDIX 2

SECOND YEAR PROBATIONARY EMPLOYMENT CONTRACT
(INSERT JOB TITLE HERE)

This Agreement, made and entered into this ____ day of _____, _____, by and between the TAYLOR SCHOOL DISTRICT, hereinafter called the “School District” and _____, hereinafter called the “Administrator.”

WITNESSETH: It is agreed by and between the parties hereto as follows:

1. The School District hereby hires the Administrator and the Administrator agrees to work for the School District for a one (1) year term commencing on **July 1**, _____ and ending on **June 30**, _____ subject to all the covenants and conditions of this Agreement. The Administrator agrees that he/she shall not be deemed to be granted continuing tenure in any administrator capacity, nor shall failure of the School District to continue or reemploy such Administrator in any administrator capacity, be deemed a breach of this contract, or the collective bargaining agreement, nor shall it be deemed a discharge or demotion within the provision of Act 4, Michigan Public Acts of 1937, Extra Session, as amended. (Teacher Tenure Act).

2. If a collective bargaining agreement, covering the Administrator is in effect during the term of this contract and has not been terminated, then the provision of this contract shall be subject to and be governed by the provision of that collective bargaining agreement and this employment contract shall incorporate by reference all of the provisions of that existing collective bargaining agreement.

3. This contract shall terminate upon the discharge or layoff of the Administrator.

4. This Agreement contains the entire agreement of the parties hereto, and may not be altered, modified or rescinded by any prior or contemporaneous statement or understanding of either such party, or any person on their behalf; this Agreement may be amended, modified, rescinded or otherwise altered during its terms only by an expressed written modification denominated as such, and signed by each of the parties hereto.

(Administrator) (Date)

Administrator on Behalf of the Taylor School District (Date)

APPENDIX 3

TWO YEAR SENIORITY CONTRACT
(INSERT JOB TITLE HERE)

This Agreement, made and entered into this ____ day of _____, _____, by and between the TAYLOR SCHOOL DISTRICT, hereinafter called the "School District" and _____, hereinafter called the "Administrator."

WITNESSETH: It is agreed by and between the parties hereto as follows:

1. The School District hereby hires the Administrator and the Administrator agrees to work for the School District for a two (2) year term commencing on **July 1**, _____ and ending on **June 30**, _____ subject to all the covenants and conditions of this Agreement. The Administrator agrees that he/she shall not be deemed to be granted continuing tenure in any administrator capacity, nor shall failure of the School District to continue or reemploy such Administrator in any administrator capacity, be deemed a breach of this contract, or the collective bargaining agreement, nor shall it be deemed a discharge or demotion within the provision of Act 4, Michigan Public Acts of 1937, Extra Session, as amended. (Teacher Tenure Act).

2. If a collective bargaining agreement, covering the Administrator is in effect during the term of this contract and has not been terminated, then the provision of this contract shall be subject to and be governed by the provision of that collective bargaining agreement and this employment contract shall incorporate by reference all of the provisions of that existing collective bargaining agreement.

3. This contract shall terminate upon the discharge or layoff of the Administrator.

4. This Agreement contains the entire agreement of the parties hereto, and may not be altered, modified or rescinded by any prior or contemporaneous statement or understanding of either such party, or any person on their behalf; this Agreement may be amended, modified, rescinded or otherwise altered during its terms only by an expressed written modification denominated as such, and signed by each of the parties hereto.

(Administrator)

(Date)

Administrator on Behalf of the Taylor School District (Date)

For TPA

Brian Theil, President

Richard Kunzi, Former President

Dated

For TSD

Howard Schwager, Assistant Superintendent

John Gierak, Attorney

Dated

Notes for next contract

What happened to 5 day by back language which was old Appendix G from 1997-2002 contract.