

AGREEMENT
between
MASON CONSOLIDATED SCHOOLS
ERIE, MICHIGAN 48133
and
MASON PRINCIPALS ASSOCIATION

PREAMBLE

This Agreement entered into this 15th day of June, 2020 by and between the Mason Consolidated School District, Erie, Michigan, hereinafter called the "District", and the Mason Principals Association, hereinafter called the "MPA". Contract positions covered under the MPA group: Principal, Assistant Principal and/or Dean of Students.

SECTION I – RECOGNITION

The District hereby recognizes the MPA as the sole bargaining representative for all administrators excluding the Superintendent of Schools and the Finance Director.

The term "District" when used hereinafter in this Agreement shall refer to the elected representatives of the School District and/or its officially designated representatives as listed above by exclusion.

The term "Administrator" when used hereinafter in this Agreement, shall refer to those persons indicated above who are authorized and employed by the District in administrative capacities possessing or be eligible for Michigan Administrator Certification within three years of appointment and whose responsibilities are, but not necessarily limited to, supervision of staff and building and District educational programs, recommending hiring, dismissing, and disciplining of employees and curriculum development as dictated by "District" policies, rules and regulations.

The term "Agreement" shall mean the Master Agreement itself together with all appendixes incorporated therein by reference.

SECTION II – PROFESSIONAL COMPENSATION

Salaries

The salaries of the administrators covered by this Agreement are set forth in Appendix A which is attached to and incorporated in this Agreement.

Initial placement on the salary schedule shall be determined by the Board of Education. Placement on the salary schedule may reflect experience, prior compensation and the needs of the Mason Consolidated School District.

Professional Development Activities

The Board of Education recognizes the importance of State and National conferences, and school visitations and agrees to pay all reasonable expenses with the Superintendent's prior approval, incurred while attending conferences and visitations, and to furnish upon request, advances commensurate with estimated expenses.

Mileage

Use of personal automobile while conducting authorized school business shall be reimbursed at the current Board-approved per mile rate.

Probation

Every employee covered by this Agreement shall serve two (2) years of probation as an administrator in the School District. In addition, the Employer shall have the right to place an employee on an additional term of probation for purposes of affording the administrator a reasonable and sufficient period to improve performance to the District's standards.

Tenure

Administrators do not acquire tenure in their administrative position.

Contracts

Administrative contracts of employment (excluding probationary administrators) are to be issued annually not less than 60 days prior to July 1. The length of the contract of employment shall be one (1) year during the first two (2) years of probation and two (2) years after the probation period. One-year extensions may be approved annually by the Board of Education upon completion of a satisfactory evaluation. The Board of Education has the right not to renew any administrative contract of employment pursuant to the provisions of Section 1229 of the Revised School Code, as amended.

Termination of Employment

The Board shall be entitled to terminate a member's employment at any time when it determines the member has engaged in acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, or if the member materially breaches a Board policy or this contract.

SECTION III – WORKING CONDITIONS

Management Team

The Board agrees to support the team management concept which requires that all administrators be recognized as part of management. This necessitates that all team members be fully informed on matters of mutual concern, subject to confidentiality requirements, and that information be shared prior to making the decisions that must be implemented by those involved at the various levels of administration.

Administrators shall be subject to assignment and transfer at the discretion of the Superintendent of Schools, subject only to the approval of the Board of Education. Individual contracts of employment shall be conformed to this provision.

If there are substantial changes in the duties of any existing administrative position, the MPA shall be given the opportunity to discuss these changes with the Board. Should it be mutually agreed that the job responsibilities have been significantly increased, the salary of the modified position shall be negotiated.

SECTION IV – PROTECTION OF ADMINISTRATORS

The Board recognizes its responsibility to give all reasonable support and assistance to administrators with respect to maintenance of control and discipline in the schools.

Any case of assault upon an administrator performing in the line of duty shall be promptly reported to the Board or its designated representative. In the event that the MASSP/MAESP will not provide legal counsel, the Board will provide legal counsel. The legal counsel will advise the administrator of his/her rights and obligations with respect to any such assault and will cooperate with the administrator in connection with the handling of the incident by law enforcement and judicial authorities.

The Board of Education will support and defend any administrator against whom a civil complaint is brought so long as the conduct of the administrator which is the subject matter of the complaint, was within the scope and authority of the administrator's employment with the school District, and is not in conflict with the policy and position of the School District or law.

Any serious complaints by a person other than the Superintendent directed toward an administrator shall be promptly called to the administrator's attention and the person's name making the complaint shall be made in writing and shall be signed by the complainant. Unless the complaint is signed by the complainant, it cannot be placed in his/her personnel folder or be brought before the Board for formal action unless there is other evidence to substantiate the complaint. The parties recognize that anonymous complaints can form the basis for an investigation of an administrator's conduct.

SECTION V – VACANCIES

The MPA shall be given written notice of all administrative vacancies in the District, including duties, responsibilities, and qualifications necessary to the position. Qualified employees within the bargaining unit, as well as outsiders are encouraged to apply.

SECTION VI – SENIORITY

Seniority in the MPA is based on the date of hire as an administrator in the school district. If administrators are hired on the same day, the total time with the school district will determine seniority.

SECTION VII – GRIEVANCE PROCEDURE

Definition: A grievance is a complaint by either a member of the bargaining unit or by the MPA on its own behalf, alleging violation, misapplication, or misinterpretation of any provision of this Agreement.

- A. **Counsel:** During all phases of the Grievance procedure, the administrator or MPA is entitled to legal counsel without expense to the Board.
- B. **Reprisals:** No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.
- C. **Time Limits:** Time limits in all steps of the grievance procedure shall be strictly adhered to and may be extended by written agreement only. If the Board representative fails to communicate a decision within the time limits, the MPA may take the matter to the next step.

Step One

Any administrator with a grievance or the MPA acting on its own behalf may file a grievance directly with the Superintendent within ten (10) school days of the occurrence of the grievance. Within ten (10) school days of receipt of the written grievance, the Superintendent, or his/her designee, shall investigate the grievance, and meet with the administrator of the MPA, and shall communicate any decision, in writing, to the MPA representative(s).

Step Two

If the decision at step one is unsatisfactory to the MPA, they may appeal the decision, in writing, within ten (10) days to the Board of Education. Within ten (10) days after receiving the grievance a hearing will be held by the Board of Education. Within five (5) days of the hearing, the Board will render its decision in writing to the administrator and the MPA.

Step Three

If the MPA is not satisfied with the decision of the Board of Education, or if the Superintendent fails to abide by that decision, the MPA may submit the grievance to an impartial and mutually agreed upon mediator. The mediator's decision will not be binding.

SECTION VIII – MISCELLANEOUS PROVISIONS

Individual Employee Contracts

Individual employee contracts shall be subject to the terms of this Agreement, Board policy and law, and the provisions therein shall be incorporated into and be considered part of the established practices of the Board.

Reproducing Agreement

The Agreement shall be reproduced and one copy presented to each employee who is covered by the Agreement.

Sabbatical Leave

Sabbatical leave for professional improvement may be permitted on the basis of the law as stated in General School Laws. The Board, after an administrator has been employed for seven or more consecutive years, may grant said administrator a sabbatical leave for professional improvement for a period not to exceed two semesters at any one time provided that the administrator holds State required certification. During said sabbatical leave the Administrator shall be considered to be in the employ of the Board, shall have a contract, and may or may not be paid compensation as provided in the rules and regulations of the Board, provided, however, that the Board shall not be held liable for death or injuries sustained by any administrator while on sabbatical leave. Request for sabbatical leave shall be made directly to the Superintendent of Schools.

Jury Duty

The Board of Education will pay the regular salary for jury duty. Any check received by the administrator for such duty will be sent to the Business Office.

SECTION IX – FRINGE BENEFITS

Disability Insurance

Coverage will be at 66 2/3 % of monthly earnings up to a maximum of \$5,000 per month, after a 90-day waiting period.

Group Term Life Insurance

The Board of Education shall provide at no cost to the employee \$100,000 Life / \$100,000 AD & D

Health Care Insurance

The Board of Education shall contribute up to the "hard cap" amounts per 2011 Public Act 152 toward health/medical insurance coverage up to and including full family sponsored dependents, up to age 26. Employees will contribute toward the cost of health/medical insurance for premium costs above the Board's contribution through automatic payroll deduction. Should health/medical insurance premiums fall below

the "hard cap" the Board of Education shall contribute the difference up to the "hard cap" directly to the employee each month in payroll (payment is subject to tax) for Options 1 or to the individuals HSA for Options 2, 3 & 4.

The insurance plan year is January 1 – December 31.

The Board of Education shall provide following five options:

1. BCBSM Simply Blue PPO 100% (No Coinsurance) \$1000/\$2000 deductible in-network with out-of-pocket maximum in-network \$6350/\$12,700 insurance coverage. Employees shall be subject to \$30 office visit co-pay, \$30 specialist office visit co-pay, \$30 urgent care co-pay, and \$150 emergency room co-pay. Prescription coverage of \$15 generic, \$30 preferred brand, \$60 nonpreferred brand and mail order 2x (90 supply @ 2-month out of pocket cost).
2. BCBSM Simply Blue PPO 80%/20% (Coinsurance) \$1400/\$2800 HSA in-network with out-of-pocket maximum in-network \$2250/\$4500 insurance coverage. Office visit, specialist office visit, urgent care, and emergency room are subject to deductible and coinsurance. Prescription coverage subject to deductible then \$15 generic, \$30 preferred brand, \$60 nonpreferred and brand mail order 2x (90 supply @ 2-month out of pocket cost).
3. BCBSM Simply Blue PPO 80%/20% (Coinsurance) \$3500/\$7000 HSA in-network with out-of-pocket maximum in-network \$4500/\$9000 insurance coverage. Office visit, specialist office visit, urgent care, and emergency room are subject to deductible and coinsurance. Prescription coverage subject to deductible then \$15 generic, \$30 preferred brand, \$60 nonpreferred brand mail order 2x (90 supply @ 2-month out of pocket cost).
4. BCBCM Simply Blue MVP PPO 100% (No Coinsurance) \$6350/\$12700 HAS in-network with out-of-pocket maximum in-network \$6350/\$12700 insurance coverage. Office visit, specialist office visit, urgent care, and emergency room are subject to deductible and 100% covered after deductible. Prescription coverage subject to deductible then 100% covered after deductible.
5. A cash in lieu payment will be established each year based on the cash in lieu program. The minimum amount shall be \$400 per month with the maximum to not to exceed the "hard cap". Dental, Vision & Life Insurance/AD&D will be provided at no cost for those employees and dependents taking cash in lieu.

Dental Insurance

The Board of Education shall provide at no cost to the employee 100/90/80/\$1500/\$1000 Principal Dental Insurance Coverage

Vision Insurance

The Board of Education shall provide at no cost to the employee VSP Choice Network Vision Insurance Coverage

Change of Benefits

All insurance benefits provided by this agreement shall be subject to review and change of carrier pursuant to the School District bidding procedures during the life of this agreement. Benefits shall remain substantially equivalent. Any change(s) in benefits or carriers are subject to mutual agreement by the parties.

Business/Personal Days

Business and or personal days are allowed at the rate of three (3) per year. Any unused business/personal days at June 30th will be transferred to accumulated sick leave.

The administrator has the obligation to report business days by utilizing the District's prescribed method of recording business days prior to taking a business day and must have prior approval by the superintendent.

If an administrator resigns or is otherwise terminated prior to the end of the fiscal year, personal days posted for that fiscal year shall be prorated based on the number of days worked. Personal days shall not be credited to an administrator while on an unpaid leave.

Sick Days

Sick leave days will be allowed at the rate of fifteen (15) days per year for 260-day employees, maximum accumulated sick leave of 260 days. All 240-day employees are allowed thirteen (13) sick leave days per year, maximum accumulated sick leave of 240 days.

The administrator has the obligation to report days absent by utilizing the District's prescribed method of recording sick days by the end of each day absent. The administrator is to also inform the Superintendent of absences.

If an administrator resigns or is otherwise terminated prior to the end of the fiscal year, sick days posted for that fiscal year shall be prorated based on the number of days worked. Sick days shall not be credited to an administrator while on an unpaid leave.

Payment for Sick Leave

Administrators leaving employment and or retiring from the Mason Consolidated Schools after at least ten (10) years of administrative service will be paid ten dollars (\$10.00) per day for each unused accumulated sick leave day. Payment shall not be made for more than two hundred sixty (260) days. The District will also pay the accumulated sick day's bank amount to the estate of any deceased MPSA member.

Funeral Leave

The administrator shall be granted a maximum of five (5) consecutive days paid leave per event for immediate family members. Immediate family shall be interpreted as husband, wife, mother, father, brother, sister, grandparents, children, grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents-in-law, step related family members, or permanent residents of the employee's household. Unused funeral/bereavement leave shall not be cumulative. Five (5) additional days with pay deductible from the employee's sick leave may be granted for travel or personal business by the Superintendent at his/her discretion. An employee may submit a request to the Superintendent for one (1) day paid funeral leave due to the death of an individual whose relation with the present employee warrants such attendance. If such request is granted, the day shall be deducted from any accrued personal business days or sick leave days. Requests for Bereavement Leave shall be made through the immediate supervisor.

Holidays

The following will be paid holidays for MPA members covered by this Agreement:

Labor Day	
Thanksgiving Day	Day after Thanksgiving
Christmas Eve	Christmas Day
Day after Christmas Day	New Year's Eve Day
New Year's Day	President's Day
Martin Luther King Day	Good Friday
Memorial Day	Fourth of July

If the holiday falls on a Sunday, the employees shall receive the following Monday off. If the holiday falls on a Saturday, the employees shall receive the preceding Friday off.

Any holiday MPA members are required to work would be taken off at a later date with approval from the Superintendent.

Vacation Time

MPA members will be required to use all of their earned vacation time during the fiscal year through June 30, with no carryover.

Time when vacation days are used will be mutually agreed upon and must be approved by the Superintendent in advance.

The administrator has the obligation to report vacation days by utilizing the District's prescribed method of recording vacation days prior to taking a vacation day.

If an administrator resigns or is otherwise terminated prior to the end of the fiscal year, vacation time posted for that fiscal year shall be prorated based on the number

of days worked. Vacation time shall not be credited to an administrator while on an unpaid leave.

Vacation time posted on July 1st for use during the current fiscal year:

0-9 years of District experience – 25 days

Start of year 10-14 years of District experience – 30 days

Start of year 15+ years of District experience – 35 days

Inclement Weather

MPA members may use vacation days or business/personal days on inclement weather days, if they choose not to report for the day.

If MPA members are directed by the Superintendent to report to work for any reason during a non-work day, that day will be credited as an additional non-work days to use during the summer.

Annuity

The Board of Education shall provide a \$1,000.00 tax free annuity for each MPA member covered by this agreement. Payment shall be spread out evenly over the twelve (12) month period.

Merit Pay

A one thousand (\$1,000) lump sum payment will be made to the Administrator on the last pay of June for being Effective or High Effective based on their 2018–2019 evaluation.

SECTION X – DURATION OF AGREEMENT

An emergency manager appointed under the Local Financial Stability and Choice Act is authorized to reject, modify, or terminate this Agreement as provided in the Local Financial Stability and Choice Act, 2012 Public Act 436.

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated below.

This Agreement shall be effective as of the 1st day of July, 2020 and shall continue in effect for two (2) year(s), ending on until and including the 30th day of June, 2022. To the extent that the terms of this Agreement require the:

The employees agree to a pay freeze for the 2020-2021 year, meaning the same salary as the 2019-2020 year along with reducing the cash in lieu amount to the single person amount of (\$527.86) beginning July 1 – December 31 and will stay at the single rate for January 1 – June 30 but will be based on the new calibration in November 2020.

The parties agree to a wage and benefit reopener November 2020 when the unaudited fall student count, official per pupil foundation amount, first budget revision, and 2019/2020 audit is complete. Should the District be able to reinstate the step program for the 2020-2021 year the employee will receive the full step amount divided evenly over the remaining pays of the contract. Reinstatement of the full cash in lieu system will be determined during the wage and benefit reopener.

MASON PRINCIPALS ASSOCIATION

Debra McCann
MPA Representative

6/22/2020
Date

Brand Bate
MPA Representative

6/22/2020
Date

MASON CONSOLIDATED SCHOOLS BOARD OF EDUCATION

Bruce D. Hildner
President

7-20-2020
Date

Janice Skaggs
Secretary

8/5/20
Date

Andrew D. ...
Superintendent

6-16-2020
Date

APPENDIX A

SALARY SCHEDULE

2020-2022

Sr. High Principal [260 days]	1	\$78,224
	2	\$81,229
	3	\$84,358
	4	\$87,096
	5	\$89,823
	6	\$93,306
MS Principal Elem Principal [260 days]	1	\$75,190
	2	\$78,081
	3	\$80,072
	4	\$82,801
	5	\$85,528
	6	\$88,836
Asst. Principal And/or Dean of Students [240 days]	1	\$70,094
	2	\$72,767
	3	\$74,917
	4	\$77,066
	5	\$79,280
	6	\$81,561

Bargaining Unit members working 240 days will take their 20 unpaid days when school is not in session and as mutually agreed upon by the Superintendent and the employee.