

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

- Purpose:** To ratify a successor agreement with the Dexter Administrators' Association.
- Explanation:** The attached tentative agreement with the DAA was ratified by the DAA membership last week. The successor agreement will run from 2022-2025 with a financial reopener in 2023-2024 and 2024-2025. Base salaries will increase by 4% for 2022-2023 and an additional 1% off-schedule payment. Effective January 2023, the Board maximum contribution will be increased by 4% more than the amount of the Board's monthly contribution levels that were effective in the previous benefit plan year. The agreement includes compensation for additional days worked, participation in Professional Learning Communities, an increase for professional conferences or university schooling and some language changes to align with state and national recognition for "recipient of the year" awards. A one-time off schedule payment of 3% will be paid on October 31, 2022.
- Recommendation:** It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the Dexter Administrators' Association.

**SUCCESSOR AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
DEXTER ADMINISTRATORS' ASSOCIATION**

This successor agreement for the contract expiring June 30, 2022 is entered into between and among the Dexter Administrators' Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

1. The contract will be for three (3) years effective July 1, 2022 through June 30, 2025.
2. There will be a financial re-opener for 2023-2024 and 2024-2025.
3. For 2022-2023, levels will be given per Board Action on May 2, 2022 plus a 4% increase on-schedule. In addition, a 1% "off-schedule" payment will be calculated on the 2022-2023 administrator salary schedule. The salary schedules for 2022-2023 are attached.
 - a. The 1% "off-schedule" will be permanently applied to the salary schedule when the combination of district enrollment times the foundation allowance = \$411,075. (Blended Count increase of 45 students to 3417 x \$9135.
 - b. The formula allows for variations in the count increase times a larger/smaller foundation increase equating \$411,075). Formula = (2022-2023 Blended Count - 3417) x (2022-2023 Foundation Allowance) = \$411,075 (i.e., [3462-3417] x [9135] = [45]x[9135] = \$411,075)
4. Effective January 1, 2023, the above Board maximum contribution levels shall be increased by four percent (4%) more than the amount of the Board's monthly maximum contribution levels that became effective at the beginning of the previous medical benefit plan coverage year.

Effective January 1, 2024, and on each ensuing medical benefit plan coverage year thereafter (unless prevented by Public Act 54 of 2011), the above Board maximum contribution levels shall be increased by the percentage increase factor specified by the State Treasurer for medical benefit plans in the applicable year, as is set forth in Section 3(1) of the Publicly Funded Health Insurance Contribution Act. Provided, in no event shall the resulting adjusted maximum Board contribution level amount not to exceed three percent (3%) more than the amount of the Board's monthly maximum contribution levels that became effective at the beginning of the previous medical benefit plan coverage year.

No further or additional adjustments in the Board's medical benefit plan cost contributions, beyond those stated above at the times designated above, shall be made as a result of this formula.

5. Article IX Administrative Fringe Benefits

H. State and National Recognition

A stipend of \$2500.00 will be received at the end of the school year for an administrator who is the “recipient of the year” from their respective state or national organization (i.e. Principal of the Year, Assistant Principal of the Year, Special Education Director of the Year or Athletic Director of the Year).

A recipient for a regional award from their respective state or national organization for would receive \$1250.

A recipient for a national award, not connected to the state award, from their respective state or national organization would receive \$4000

May earn up to a total amount of \$4000 and not to be cumulative.

6. PLC’s: Administrators who voluntarily participate in a districtwide Professional Learning Community in the 2022-2023 school year will receive a one-time stipend of \$2,000 for the additional time spent working as part of the Professional Learning Community. The PLC work will focus on the development of the Dexter Instructional Framework. Participation expectations will be to attend a one-day initial kickoff meeting on August 23rd plus a total of 2.5 hours per month in meetings outside of school hours held at least monthly through June of 2023. Sign-up will be provided upon ratification of the contract with administrators choosing to participate, selecting the day(s) of the week that best fit the administrator’s schedule to participate in a districtwide after-school PLC. PLC’s will be created on a district-wide basis for the days that are identified in this survey. Participants will be expected to actively participate through the entire year. We know that one or two conflicts/illnesses may arise and will plan accordingly to accommodate within the PLC for the conflict or illness. The stipend will be paid with the extra duty stipends with half in November and the remainder with extra duty stipends in May.

7. Article VIII Administrative Compensation

B. Any administrative contracts starting midyear of the contract year shall be prorated to conclude on June 30 with compensation and benefits prorated to actual contracted work days. The Superintendent may annually approve up to ~~five (5)~~ **ten (10)** additional contracted work days per contract year in addition to an administrator's base pay and compensated at the administrator's daily rate. Administrative work schedules and workloads will be established by the terms of the employment contract, the duties assigned, and the direction of the Superintendent.

8. Article IX Administrative Fringe Benefits

F. Conferences/Education:

Each administrator shall be accorded a budget line item of ~~\$2,000~~ **\$3000** for expenses attendant to participation in professional conferences, seminars, or university schooling approved by the Superintendent.

9. DAA members will receive a one-time off-schedule payment of 3.00% of the base amount earned in the 2021 calendar year as additional compensation for work performed. The payment will be made no later than October 31, 2022 for all DAA members. This payment can only be made if both parties ratify the agreement no later than June 20, 2022.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION**

By: _____

Its: _____

By: _____

Its: _____

**DEXTER ADMINISTRATORS'
ASSOCIATION**

By: _____

Its: _____

By: _____

Its: _____