

***ROCHESTER COMMUNITY SCHOOLS  
ROCHESTER, MICHIGAN***

**DIRECTORS  
PERSONNEL MANUAL**

Revised 7/2025

**TABLE OF CONTENTS**

	<u>PAGE</u>
CONTRACTS.....	3
WORK SCHEDULE .....	3
LIABILITY INSURANCE.....	6
MILEAGE REIMBURSEMENT.....	7
ADVANCED EDUCATIONAL DEGREES.....	7
SICK DAYS.....	7
HEALTH INSURANCE.....	9
PAYMENT IN LIEU OF HEALTH INSURANCE BENEFITS.....	9
OTHER BENEFITS – Dental, Vision, Life, Long Term Disability.....	9
BENEFIT CONTINUATION.....	9
BOARD OF EDUCATION PROVIDED TAX SHELTERED COMPENSATION .....	9
LONGEVITY PAYMENTS.....	10
VACATION.....	10
RETIREMENT PAYMENT .....	10

You are part of the Rochester Community Schools' Administrators. We take pride in our employees and the services they provide to ensure that our students are provided with a quality, world-class education. Pride in Excellence!

Please take the time to read this manual carefully. It sets forth the basic guidelines concerning your employment. This manual supersedes any previously issued manuals dealing with the subjects discussed herein. The district reserves the right to interpret, modify, or supplement the provisions of the manual at any time. This manual is not a contract of employment, nor should it be perceived as such.

No employee manual can address every situation in the work place. If you ever have questions about your employment, you are encouraged to contact Human Resources.

You are encouraged to review and familiarize yourself with the Board of Education Policies and Administrative Regulations associated with your employment with Rochester Community Schools. These policies/administrative regulations can be found on the [RCS website](#).

**1. CONTRACTS**

Each administrator employed by the District who has served two (2) one year probationary period contracts shall be offered a two-year contract. The two (2) year contract will be extended annually. Exceptions to renewal shall be:

- Administrator receiving an overall rating of minimally effective or ineffective on an annual performance evaluation or unsatisfactory performance;
- reduction in work force;
- disciplinary action

**2. WORK SCHEDULE**

The work year will vary depending upon the annual calendar. The following are paid holidays:

January 1	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	December 24
July 4	December 25
Labor Day	December 26
Floating Holiday	December 31

The Floating Holiday will be set annually by the Cabinet.

### **3. SALARY SCHEDULES**

All staff will be eligible for one step advancement annually, pending RCS Board of Education approval and effective evaluation rating. The pay schedule will be evaluated annually for recommended adjustments to remain in line with market ranges. Any monetary modifications to the schedule will be subject to approval by the RCS Board of Education. New hire step placement decisions will consider the step placements of current District staff as well as candidate experience level. If a new position is established or the responsibilities of an existing position changes appreciably, the District will develop an updated job description and place/adjust the position after gathering pay data from similar positions in comparable school districts.

<b>Grade</b>	<b>Rochester Community Schools Position Title</b>	<b>Associated with Manual</b>
14	Deputy Superintendent of Schools	Cabinet
14	Assistant Superintendent of Business Operations and FOIA Coordinator	Cabinet
14	Assistant Superintendent of Elementary and Early Childhood Education	Cabinet
14	Assistant Superintendent of Human Resources and Title IX Coordinator	Cabinet
14	Assistant Superintendent of Secondary and Adult Education	Cabinet
13	Vacant	Non Union Administrator
12	Director of Technology Services	Director
12	Executive Director of Special Education	Cabinet
11	Director of Capital Projects and Facilities	Director
11	Director of Financial Services	Director
11	Director of Human Resources and Employee Relations	Director
11	Executive Director of Instructional Practices K-12, Grants, School Improvement	Director
11	Executive Director of Strategic Communications	Cabinet
10	Director of K-12 Career Readiness, CTE, CFE	Director
10	IT Manager	Non Union Administrator
9	Early Childhood Director	Director
9	Facilities Manager	Non Union Administrator
8	Information Systems Manager	Non Union Administrator
7	Athletic Director	Non Union Administrator
7	Instructional Tech Specialist	Non Union Administrator
6	Accountant	Non Union Administrator
6	Adult Education Program Supervisor	Non Union Administrator
6	Applications Coordinator	Non Union Administrator
6	Business Operations Supervisor	Non Union Administrator
6	Instructional Innovation Program Consultant	Non Union Administrator
6	Payroll Coordinator	Non Union Administrator
6	School Age Care Supervisor	Non Union Administrator
6	Student Enrollment Supervisor	Non Union Administrator
6	System Administrator	Non Union Administrator
5	Auditorium Coordinator	Non Union Administrator
5	Benefit and HR Specialist	Non Union Administrator
5	Enrichment Supervisor	Non Union Administrator
5	Executive Assistant for Superintendent	Non Union Administrator
5	Purchasing Supervisor	Non Union Administrator
5	Support Staff Specialist	Non Union Administrator
4	Executive Assistant for Business Operations	Executive Assistant
4	Executive Assistant for Curriculum	Executive Assistant
4	Executive Assistant for Deputy Superintendent of Schools	Executive Assistant
4	Executive Assistant for Human Resources	Executive Assistant
4	Foundation Coordinator	Non Union Administrator
4	Pre K Coordinator	Non Union Administrator
4	Project Engineer	Non Union Administrator
4	Public Relations Specialist	Non Union Administrator
4	School Age Care Coordinator	Non Union Administrator
4	Student Enrollment Coordinator	Non Union Administrator
4	Technology Facilitator	Non Union Administrator
4	Technology Services Specialist	Non Union Administrator
3	Vacant	Non Union Administrator
2	Administrative Assistant for Special Education	Executive Assistant
2	Administrative Assistant for Curriculum - Grants	Executive Assistant
1	ELD Coordinator	Non Union Administrator

2025 – 2026 S T E P S										
Grade	1	2	3	4	5	6	7	8	9	10
14	\$139,196	\$143,372	\$147,673	\$152,103	\$156,666	\$161,366	\$166,207	\$171,193	\$176,329	\$181,619
13	\$126,542	\$130,338	\$134,248	\$138,275	\$142,423	\$146,696	\$151,097	\$155,630	\$160,299	\$165,108
12	\$115,038	\$118,489	\$122,044	\$125,705	\$129,476	\$133,360	\$137,361	\$141,482	\$145,726	\$150,098
11	\$104,580	\$107,717	\$110,949	\$114,277	\$117,705	\$121,236	\$124,873	\$128,619	\$132,478	\$136,452
10	\$95,073	\$97,925	\$100,863	\$103,889	\$107,006	\$110,216	\$113,522	\$116,928	\$120,436	\$124,049
9	\$86,430	\$89,023	\$91,694	\$94,445	\$97,278	\$100,196	\$103,202	\$106,298	\$109,487	\$112,772
8	\$78,573	\$80,930	\$83,358	\$85,859	\$88,435	\$91,088	\$93,821	\$96,636	\$99,535	\$102,521
7	\$71,430	\$73,573	\$75,780	\$78,053	\$80,395	\$82,807	\$85,291	\$87,850	\$90,486	\$93,201
6	\$64,936	\$66,884	\$68,891	\$70,958	\$73,087	\$75,280	\$77,538	\$79,864	\$82,260	\$84,728
5	\$59,033	\$60,804	\$62,628	\$64,507	\$66,442	\$68,435	\$70,488	\$72,603	\$74,781	\$77,024
4	\$53,666	\$55,276	\$56,934	\$58,642	\$60,401	\$62,213	\$64,079	\$66,001	\$67,981	\$70,020
3	\$48,787	\$50,251	\$51,759	\$53,312	\$54,911	\$56,558	\$58,255	\$60,003	\$61,803	\$63,657
2	\$44,352	\$45,683	\$47,053	\$48,465	\$49,919	\$51,417	\$52,960	\$54,549	\$56,185	\$57,871
1	\$40,320	\$41,530	\$42,776	\$44,059	\$45,381	\$46,742	\$48,144	\$49,588	\$51,076	\$52,608

**4. PAY PERIODS**

You will be paid according to the Rochester Community Schools’ payroll schedule. Payroll is issued every two weeks, a schedule of pay dates and payroll periods will be provided each year.

**5. DIRECT DEPOSIT**

The District requires that your paycheck be directly deposited into an eligible financial institution. Payroll information can be found on the Employee Online portal.

**6. TAX-SHELTERED ANNUITIES**

You are eligible to participate in a tax sheltered annuity program either a 403(b) or 457 (a) tax-sheltered annuity program. You may make a payroll deposit to a tax-sheltered annuity provider approved by the District. It is your responsibility to contact and make all the necessary arrangements with the annuity carrier and submit your request to the District for processing of the payroll withholding through OMNI, the district’s third party administrator for these programs.

**7. LIABILITY INSURANCE**

The Board will provide a minimum of \$1,000,000 of liability insurance for each administrator. Additionally, the administrator will be provided with a minimum of \$1,000,000 of liability insurance for personal cars used by the administrator while on authorized school business.

**8. MILEAGE REIMBURSEMENT**

Each July 1, the mileage reimbursement rate will be established at the Internal Revenue Service rate. Upon submission of travel/mileage statements, work-related travel will be reimbursed at the established IRS rate.

**9. ADVANCED EDUCATIONAL DEGREES**

A stipend for advanced degree work will be added to each administrator’s contract amount:

	Amount
MA + fifteen (15) semester hours	\$1,065
Educational Specialist	\$1,365
Ed.D or Ph.D.	\$1,765

Hours must be those hours taken beyond the Masters Degree and must be on the graduate level leading towards a degree in an educational field, must be certified by the university and the Superintendent of Schools or his/her designee.

If the administrator has completed some type of alternative education that is relevant to his/her position, the information should be submitted to the Superintendent for verification and approval.

**10. SICK DAYS**

Administrators regularly employed by the District shall be allocated thirty (30) sick leave days at the beginning of the contractual year. Sick leave will not be cumulative. From the annual allotment, a maximum of five (5) sick leave days may be used for illness in the immediate family (husband, wife, son, daughter, parents, or dependents).

The Board may require any administrator to submit to a physical, psychological or psychiatric examination. If the choice of the examiner is not agreeable to both the Board and the administrator involved, the Board and administrator shall mutually agree to a qualified examiner from a list of three (3) provided by the Board. The cost of this (these) examination(s) will be paid by the Board.

**11. BEREAVEMENT DAYS**

A maximum of three (3) days of bereavement leave may be used for a death of a spouse, the individual’s parents, siblings, or child. (This includes step relatives and in-laws). Bereavement Leave, meeting the above definition, will not be charged against the administrator’s sick days.

A maximum of five (5) sick leave days may be used each year for a death in the immediate family or of a close relative. These days will be deducted from the administrator’s sick days. For relatives listed in the paragraph above, a total of eight days (3 not deducted from sick days and 5 deducted from sick days) may be used.

## **12. APPROVED LEAVE DAYS**

Upon approval of your supervisor, three (3) days of sick leave may be used annually for approved leave. Approved leave is an activity which requires the supervisor or coordinator's presence during the workday and is of such a nature that it cannot be attended to before/after work hours.

Approved leave days will not be granted the last scheduled workday immediately before or after a holiday, vacation, or school break period.

## **13. INCENTIVE DAYS**

Each administrator is eligible for up to three (3) Incentive Days each year. An Incentive Day may be used without specification. Applications must be made at least five (5) days prior to the day of leave except in cases of emergency. All Incentive Days used will be deducted from the administrator's sick bank. Not more than three (3) members will be excused under this Section on any given day District-wide. Priority will be established by order of receipt of the request in the Human Resources Office.

## **14. SICK BANK DAYS**

After 30 days of illness, the administrator will be covered at 100% of his/her salary a maximum of one hundred-fifty (150) days each fiscal year can be drawn by an individual from the Bank. If the individual is still out for the same illness at the beginning of the next school year and has exceeded the one hundred-fifty (150) days, he/she may draw an additional one hundred (100) days for a total not to exceed two hundred-fifty (250) days.

## **15. LEAVES OF ABSENCE - UNPAID**

A leave of absence (leave) is defined as an unpaid approved absence from work for a specified period of time for medical, parental, military, or other approved reasons. If an employee finds that he/she must be out of work for more than five (5) days, he/she should contact the Human Resources department to request a leave of absence.

While on leave, an employee must contact the Human Resources department at least every 30 days. This provision does not apply to employees taking Family and Medical Leave Act (FMLA) leave. Employees taking FMLA leave should consult the documents they are provided for FMLA leave or should discuss such notification or certification issue with Human Resources.

## **16. LEAVE DAY AND SALARY ADJUSTMENT DUE TO PRO-RATED CONTRACTUAL YEAR**

An employee leave days and salary are provided to employees when they are hired and at the start of each new fiscal year on July 1. If you begin employment or leave employment during the contractual year, you will have your leave days and contractual salary pro-rated in accordance with days worked. If you have used all of your leave days for the year and you do not finish working the contractual year, a pro-rated wage adjustment will be made in your final paycheck.

## **17.INSURANCE/BENEFITS**

At the time of hire and during open enrollment each year you will be given a YOUR BENEFITS GUIDE for your administrative group. The YOUR BENEFITS GUIDE will be updated and reissued and is subject to change.

## **18.HEALTH INSURANCE**

Rochester Community Schools provides its regular full-time administrators with health insurance for themselves and eligible dependents. Health plan benefits for eligible employees and their dependents are described in detail in Your Benefits Guide for your administrative group. This document can be found on the Human Resources/Benefits web page.

Administrators are eligible for Family Medical Leave (FMLA), Paid Medical Leave (PMLA) and continuation of benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA). Information about these benefits are set forth in Your Benefits Guide.

## **19.PAYMENT IN LIEU OF HEALTH INSURANCE BENEFITS**

If the administrator does not take the Board paid health insurance benefits, he/she will be eligible for payment in lieu of health benefits. Information regarding this payment is set forth in the Your Benefits Guide for your administrative group.

## **20.OTHER BENEFITS – Dental, Vision, Life, Long Term Disability**

The district provides administrators dental, vision, life and long-term disability insurance. Please refer to Your Benefits Guide for your administrative group for specific information.

## **21.BENEFIT CONTINUATION**

In the event of the death of an administrator, all salary and fringe benefits will continue for three (3) month from the employee's death. The salary will be paid to the beneficiary indicated on the term life insurance form.

## **22.RETIREMENT BENEFITS**

All Rochester Community Schools' employees are required by law to participating in a plan offered by the Michigan Public School Employees Retirement System (MPERS). Retirement pension and tax deferred savings plans/benefits are established by MPERS.

## **23.BOARD OF EDUCATION PROVIDED TAX SHELTERED COMPENSATION**

The Board will pay an annual amount for each administrator of \$4015.00. The plan is subject to the following restrictions:

1. The District will pay the full amount of the tax-sheltered income on the payroll check prior to November 2 of each year.
2. The administrator must select a Board approved 401(a) tax sheltered plan for the monies to be contributed to.
3. Administrators on a leave of absence for any reason, or not employed on the date the tax-sheltered compensation is paid, will not receive this benefit.

**24. LONGEVITY PAYMENTS**

Longevity payments shall be made annually in addition to the administrator's base contract as follows:

8 to 9 years of continuous service	\$2,065
10 to 14 years of service	\$2,265
15 to 19 years of service	\$2,465
20 to 24 years of service	\$2,665
25 or more years of service	\$2,865

To be eligible for this payment, the administrator must be employed by the Rochester Community Schools for a full eight years.

**25. VACATION**

Vacations will be granted based on years of continuous employment with the District as follows on July 1 of each year:

	<b>12 Month Employees</b>
0 to 10 years	22 days
11 to 14 years	23 days
15 to 19 years	24 days
20 or more years	25 days

Vacation days granted during a contract year must be used before February 1<sup>st</sup> following the contract year or else forfeited. Annually each administrator is encouraged to use at least five (5) vacation days during the Winter or Spring vacations.

**26. TERMINAL LEAVE PAYMENT**

In recognition of service to the District, a terminal leave payment of three hundred fifteen (\$315) dollars per year of service will be paid to an administrator upon severance of employment. To be eligible, the employee shall have been employed by the District for at least five (5) years and be retiring, or be employed by the district for ten (10) years if resigning. The maximum for this provision is \$7,500.

**27. RETIREMENT PAYMENT**

An administrator who elects to retire may be eligible to receive a retirement payment as follows if certain eligibility requirements are met:

<u>Years of Service</u>	<u>Amount</u>
10-14	\$15,000
15-19	\$20,000
20-24	\$25,000
25+	\$30,000

This payment is in addition to any terminal leave payment and shall be verified by the Superintendent or Superintendent's designee before it can be submitted to the Board of Education in order to secure benefits.

The administrator must be eligible for retirement under the Michigan Public School Employees Retirement System and have ten (10) years of continuous service to Rochester Community Schools prior to his/her request for retirement to be eligible for this payment. Eligibility for this Retirement Payment will be premised upon the following from the employee:

- Written resignation for the purpose of retirement to the Human Resources Office.
- Confirmation of approved retirement from the Michigan Public School Employees Retirement System.

The administrator may select one of the following or a combination of the following options of payment:

- Tax sheltered annuity
- One payment during the month of July
- Two payments -- one during July and one during January