MASTER AGREEMENT

Between

THE DEXTER ADMINISTRATORS' ASSOCIATION

And

THE BOARD OF EDUCATION

Effective July 1, 2025

to

June 30, 2028

AGREEMENT

An Agreement entered into this 1st day of July 2025, by and between the Board of Education of the Dexter Community School District, hereinafter called "the Board" and the Dexter Administrators' Association, hereinafter called "the Association." No part of this agreement shall prevent the parties from implementing mutually beneficial and agreeable alternatives.

WITNESSETH:

WHEREAS, the laws of the State of Michigan authorize public employees and public employers to enter into collective bargaining agreements with respect to rate of pay, hours of employment, and other conditions of employment, and;

WHEREAS, the parties, following deliberate professional negotiations, have reached certain understandings which they desire to incorporate into a collective bargaining agreement;

THEREFORE, in consideration of the mutual covenants herein contained and the benefits derived, the parties therefore agree:

ARTICLE I
RECOGNITION

The Board, in accordance with the applicable provisions of Act No. 379 Public Acts of 1965, as amended, hereby recognizes the Association as the sole and exclusive bargaining representative for all certificated personnel employed by the Board in administrative or supervisory positions. Specifically excluded, however, are the Superintendent, Assistant Superintendent, Executive Director of Human Resources, Chief Financial Officer and administrative assistants attached to the Central Administration Office.

ARTICLE II
RIGHTS OF ADMINISTRATORS

Nothing contained herein shall be construed to deny or restrict any rights or protections an administrator may have under the Michigan General School Laws.

ARTICLE III
RIGHTS OF BOARD

It is expressly agreed that all rights which ordinarily vest in the Board, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in, and be exercised exclusively by, the Board without prior negotiations with

the Association either as to the taking of action under such rights or with respect to the consequences of such action during the term of this agreement.

Such rights include, but are not limited to, the right to the executive management and the administrative control of the school system and its properties, facilities, equipment, and activities of its employees during employee working hours: to hire all employees and, determine their qualifications and conditions of their continued employment, their placement, or their dismissal, suspension, layoff, or demotion, promotion, or transfer.

ARTICLE IV
PROTECTION OF ADMINISTRATORS

A. The parties recognize that administrators have responsibility for developing a respectful environment while maintaining control and discipline in the school to which the administrator is assigned. The Board recognizes its responsibility to provide support and assistance to administrators in the discharge of their duties, so long as such duties are discharged in conformity with Board policy and applicable statutes. The Board will not arbitrarily or capriciously overturn or countermand decisions, or otherwise interfere in the administration of school programs, so long as appropriate policies and statutes are followed, except in such cases as it is deemed appropriate after a Board hearing which examines all appropriate evidence.

B. If an administrator is complained against or sued by any party for decisions made during the normal course of his/her job including disciplinary action taken by the administrator against a student or employee, the Board will provide appropriate legal counsel and render necessary assistance to the administrator in his/her defense, provided that such administrator has acted within the terms of this agreement, the adopted policies of the Board, and all state and federal laws in regard to discipline and control.

C. Written complaints directed toward the actions of an administrator shall be promptly called to that administrator's attention.

D. Disciplinary action taken against an administrator, resulting from complaints from students, parents, or citizens shall be taken only if such complaints are in writing, and then only if the complaints have been investigated and deemed justified. Throughout this process appropriate due process shall be afforded the administrator. Disciplinary action shall not be taken on the basis of oral complaints. No record shall be maintained of any complaint ultimately found to be conclusively invalid.

E. No administrator shall be subjected to disciplinary action resulting in reprimand, reduction in rank or compensation, or discharge without just cause. In the event of charges being made against an administrator, every effort shall be made to ensure that discussion is limited to a private and professionally appropriate form. Except for offenses which on first commission justify dismissal or cannot justify continued employment, the parties adopt the concept of progressive discipline

designed to necessitate corrected behavior and agree with the concept that the severity of the infraction should determine the degree of discipline to be imposed.

The following steps shall constitute the progressive discipline plan:

- Warning
- Verbal reprimand
- Written reprimand
- Suspension (with or without pay, depending upon circumstances)
- Termination of employment

F. Each administrator shall have the right, upon request, to review the contents of his/her personnel file, in accordance with MCLA 423.503 (Section 3 of the Bullard-Plawecki Employee Right to Know Act, Michigan Public Act 397 of 1978), excluding restricted placement credentials. A representative of the Association may, at the request of the administrator, accompany the administrator in this review.

Each administrator's official personnel file, located in the Central Administration Office, shall contain the following minimum items of information:

- Administrative evaluation reports
- Annual contract
- Teaching certificate
- Transcripts of academic records

When materials relating to an administrator's performance are placed in the administrator's file, the administrator shall be notified in writing, provided a copy, and given the opportunity to file a response with said item, subject to the restrictions contained in MCLA 423.505 (Section 5 of the Bullard-Plawecki Employee Right to Know Act, Michigan Public Act 397 of 1978).

ARTICLE V
ADMINISTRATIVE CONTRACTS

A. Administrators new to this District will serve in probationary status for the first two years of employment. Probationary contracts shall be for one year without tenure in position. Administrators with probationary status shall receive a midyear performance evaluation and review before January 31 of each probationary year.

B. Administrators who have completed a two-year probationary period, and whose performance meets the District's expectations, will be offered a two-year contract of employment without tenure in position. Administrators who are offered a two-year contract will be evaluated annually. If an administrator is rated "effective" for three consecutive years, the administrator may be evaluated biennially. On continued satisfactory performance, this contract may be renewed annually.

C. In the event the performance of an administrator in the first year of a two-year contract does not meet the District's expectations as determined by the Superintendent in such year, the administrator's contract will not be automatically renewed but shall revert to probationary status for the remaining contract year. Said probationary status shall not change placement on the administrative seniority list. If it is determined that the administrator does not meet the District's expectations as determined by the Superintendent, the Superintendent or his/her designee shall provide the administrator with an individualized development plan in consultation with the administrator. The individualized development plan shall be developed for the probationary contract year. The Superintendent or his/her designee shall evaluate the administrator in writing annually. If there are concerns regarding the continued employment of an administrator, an evaluation will be completed on or before February 15. The evaluation shall include an assessment of the administrator's progress in meeting the goals of his or her individualized development plan. Advance notice that the Board is considering non-renewal together with the statement of reasons the Board is considering non-renewal shall be provided to the administrator no later than March 31. The Board shall observe the non-renewal procedures required by Section 1229 of the Revised Code.

ARTICLE VI
REDUCTION IN PERSONNEL

A. In the event a certificated administrator returns to the teacher bargaining unit, he/she shall receive seniority credit for pay for all of their years of professional employment in the District, including those as an administrator. Compensation for such individuals shall be based on the appropriate step of the current teacher salary schedule.

B. Administrators whose positions have been eliminated shall be transferred to an appropriate position as a classroom teacher with full seniority for all years of service to the District subject to the limitations of the contract between the D.E.A./W.C.E.A. and the Board of Education and the Tenure Laws of the State of Michigan. In no case shall seniority rights be less than that provided by Article VIII, Paragraph D of the 1981-83 contract between the D.E.A./W.C.E.A. and the Board of Education.

ARTICLE VII
ADMINISTRATIVE ASSIGNMENTS

A. Each administrator shall be provided with a current position description indicating:

- Title of position
- Accountability statement
- Line and staff relationships
- Evaluator
- Duties

B. Administrators may be assigned, at the discretion of the Superintendent, non position duties, which are either ongoing and meet specific District needs or are special project assignments.

C. Administrators less than 1.0 FTE will receive prorated salaries and fringe benefits outlined in Articles VIII and IX. Years of service credit will be calculated based on prorated FTEs.

ARTICLE VIII
ADMINISTRATIVE COMPENSATION

The Dexter Board of Education recognizes that members of the Association serve in a leadership capacity and are therefore entitled to compensation apart from compensation and benefits negotiated by the other District unions.

The Board extends this negotiated agreement with the Association for three years commencing July 1, 2025 and ending June 30, 2028.

This agreement is designed to provide competitive salaries for all Association members, to encourage stability, and to attract highly qualified administrators. The Board provides a procedure for steady, fair and realistic growth of salaries. Compensation contained in Article VIII is for remuneration for services rendered.

A. A salary range has been developed for all administrative positions. Placement on the salary levels shall be recommended by the Superintendent and approved by the Board.

	Assistant Principal/ AD	Elementary Principal (Y5-6)/ Special Ed Director	Middle School Principal	High School Principal/Chief Academic Officer
~~Level A 22-23~~				
~~Level A 23-24~~				
~~Level A 24-25~~				
Level B 25-26	$97,692	$106,351	$112,155	$117,959
Level B 26-27	$99,157	$107,946	$113,837	$119,728
Level B 27-28	$	$	$	$
Level C 25-26	$99,834	$108,493	$114,298	$120,102
Level C 26-27	$101,332	$110,120	$116,012	$121,904
Level C 27-28	$	$	$	$
Level D 25-26	$101,973	$110,634	$116,437	$122,240
Level D 26-27	$103,503	$112,294	$118,184	$124,074
Level D 27-28	$	$	$	$
Level E 25-26	$104,115	$112,774	$118,579	$124,381
Level E 26-27	$105,677	$114,466	$120,358	$126,247
Level E 27-28	$	$	$	$
Level F 25-26	$107,307	$116,052	$121,914	$127,774
Level F 26-27	$108,917	$117,793	$123,743	$129,691
Level F 27-28	$	$	$	$
Level G 25-26	$110,500	$119,244	$125,106	$130,968
Level G 26-27	$112,158	$121,033	$126,983	$132,933
Level G 27-28	$	$	$	$

B. The Board recognizes the high level of professional responsibility of the District's administrative staff. In addition to the base salary, each administrator's contract

salary will be increased by an off- schedule amount of $2000. This is compensation as renumeration for services.

C. Administrators will be contracted for the following number of days per year:

H.S. Principal/Chief Academic Officer	222 days
M.S. Principal	217 days
Elem. Principal (Y5-6)/S. E. Director	217 days
Athletic Director/Administrator	217 days
Assistant Principal	212 days

Contract and non-contract days shall be used in a manner to minimize interference with the orderly operation and conduct of business of the District and are subject to the approval of the Superintendent. Non-contract days shall be used within the school year (July 1 - June 30) and may not be accumulated.

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 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.

C. During the term of this agreement, the Board shall have the right to set salaries of new administrators without regard to Section A above.

D. Administrators who have earned an Educational Specialist will receive annual compensation in the amount of $1,000; Educational Doctorate, $1,250.

E. The Board will pay on behalf of the administrator an amount equal to 3% of base salary toward a tax-deferred annuity selected by any administrator who has completed two (2) years of administrative service to the District. Administrators having completed three (3) years in the District, as an administrator, will have an amount equal to 4% of total salary paid by the Board. Administrators having completed four (4) years in the District, as an administrator, will have an amount equal to 5% of total salary paid by the Board. If two-year, three-year and four-year anniversary hire dates fall before opening day for teachers, the year will be counted as a completed year. For each contract year, the payment will be made one half in September and one half in February, for administrators who are actively working, including paid FMLA, and have not otherwise terminated at the time of payment.

F. Administrators who have completed the number of years of service to the District as an administrator indicated in the table below will be eligible for the specified stipends. To earn the ten (10) and fifteen (15) year stipends, administrators must be on the top step of the salary schedule for their position. Administrators will receive a payment based on FTE assignment.

A. Five (5) years and then annually	$4200
B. Ten (10) years and then annually	In addition to A, a $1200 annual increase
C. Fifteen (15) years and then annually	In addition to A and B, a $300 annual increase

ARTICLE IX
ADMINISTRATIVE FRINGE BENEFITS

A. Sick Days

Each administrator shall receive twelve (12) sick days per year, to accumulate at the rate of one (1) day per month, with unlimited accumulation.

During the first five (5) years of employment in the District, should the administrator need to take a medical leave due to the birth of a newborn child of the employee or a serious health condition, as defined under the provisions of Family & Medical Leave Act of 1993, after exhausting any accumulated sick days, the administrator may use non-chargeable days up to a combined total of 45 for such health condition.

B. Personal Business Days

Each administrator shall receive three (3) personal days per school year. If an administrator does not use these days, they will be converted to sick days at the end of the year with unlimited accumulation.

C. Force Majeure Days

Administrators who work at least one-half (.5) day on a force majeure day will be credited with one (1) additional day worked.

D. Separation/Retirement

Upon voluntary separation from the District, the administrator shall receive payment equivalent to payment extended to District certificated employees.

Upon retirement (defined as receiving benefits from the Michigan Public Schools Employees Retirement Fund) the administrator shall receive payment equivalent to payment extended to District certificated employees.

E. Memberships

Each administrator shall receive a membership in one state and one national professional organization approved by the Superintendent.

F. Conferences/Education
Each administrator shall be accorded a budget line item of $3,000 for expenses attendant to participation in professional conferences, seminars, or university schooling approved by the Superintendent.

G. Funeral Days
Administrators will be allowed a maximum of three (3) days per funeral not charged to paid leave days for the purpose of attending the funeral of a close friend or relative of the administrator. Administrators shall also be allowed to use up to three additional paid leave days from their accumulated leave days per funeral for the purpose of assisting in settling the affairs of the deceased. The use of additional days beyond these six (6) days may be approved by the Superintendent.

H. State & 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.

ARTICLE X
HEALTH BENEFITS

The Board of Education agrees to make available health benefit plan cost contributions and (including HSA and premium payments), to the extent specified below, for all eligible bargaining unit members and their eligible dependents in the amount specified below for the health insurance portion of the plans and products identified below in B.1.

A. Health benefit plans and products will be made available through the Board's participation in the Health Plan Purchasing Consortium. The health benefit plans, specifications and products available to bargaining unit members will be as designated by the Washtenaw Health Insurance Consortium.

B. 1. Medical (including Prescription Drugs)

Effective January 1, 2026, the Board's contribution for medical benefit plan costs will not exceed the lesser of the actual medical benefit plan costs or:

- Single $606.42/month
- Two-person $1337.58/month
- Family $1656.57/month

Effective January 1, 2026, the above Board maximum contribution levels shall be increased by 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.

Effective January 1, 2027, and on each ensuing medical benefit plan coverage year thereafter, 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 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.

Effective January 1, 2025, Single subscribers who choose an HSA option plan year 2025 will receive $500 toward their HSA.

Two-person and Full-Family subscribers who choose an HSA option plan year 2025 will receive $1000 toward their HSA

District HSA contributions will be provided on a prorated per-pay basis throughout the calendar year. District HSA contributions shall count toward the District's maximum medical benefit plan contribution.

No further or additional adjustments in the Board's medical benefit plan cost contributions, beyond those stated above shall be made.

For employees not electing medical coverage, a cash in lieu of medical benefit payment of $2,000 (annual amount) beginning January, 2025, will be paid. This amount will be prorated for partial year service at $166.67 per month. In order to be eligible for this option, the employee must: (a) voluntarily and in writing opt out of medical coverage annually; and (b) provide documentation to the Board that he/she has other medical coverage that meets the minimum value and coverage requirements of the Affordable Care Act.

2. PAK B – Dental, vision, group long-term disability, and group term life insurance benefit plans and products will be made available through the Board's participation in the Health Plan Purchasing Consortium. Effective January 1, 2026, employee contributions for ancillary insurance benefits (i.e., non-medical benefit plan costs such as dental, vision, life, and LTD), including both PAK B and the non-medical portion of the insurance plans listed above, shall be adjusted to reflect a total annual contribution of $60 single, $72 double, and $120 family.

3. Group Term Long-Term Disability (LTD) – LTD benefit plans and products will be made available through the Board's participation in the Health Plan Purchasing Consortium. The LTD benefit plans, specifications and products available to bargaining unit members will be as designated by the Washtenaw Health Insurance Consortium.

   The Board will pay 100% of the premium for the LTD plan. The Board may alternatively self-fund all or a portion of LTD coverage.

4. Group Term Life Insurance – Life and AD&D Insurance benefit plans and products will be made available through the Board's participation in the Health Plan Purchasing Consortium. The Life and AD&D Insurance benefit plans, specifications and products available to bargaining unit members will be as designated by the Washtenaw Health Insurance Consortium, subject to the terms and conditions as described in the policy by the carrier. The Board will pay 100% of the premium for the Life and AD&D Insurance policy.

   Due to the limitations in the amount of group term life insurance coverage that can be purchased through the Consortium, the Board will purchase an additional $55,000 group term life policy, subject to the terms and conditions as described in the policy by the carrier. The Board will provide a total of $100,000 total life and AD&D coverage, subject to the terms and conditions as described in the policies by the carriers.

5. Cafeteria Plan/Section 125/HSA –The Section 125 plan will include an employee funded medical care reimbursement account and employee funded dependent care assistance account.

B. "Full time" Association bargaining unit members are eligible for participation in the benefit program described in this Article. "Full time" is defined as an employee assigned 0.75 FTE or more. Employees assigned more than 0.25 FTE, but less than 0.75 FTE, are eligible for one half of the Board's contribution for benefits for a full-time employee as described in this Article. (For example, the Board will pay one half of the above amounts of the representative rates for employees electing coverage). Employees assigned 0.25 FTE or less are not eligible to participate in any benefits under this Article or for any Board-contributed amounts for such benefits.

C. Any representative rates, premium amounts, and other medical benefit plan costs exceeding the amount of the Board contributions specified in this Article are the responsibility of the enrolled employee and will be deducted from the wages of the employee. Where the representative rate and any other medical benefit plan costs for a self-funded plan exceed the amount designated for the Board contribution toward that representative rate, the difference will be payroll deducted from the wages of the enrolled employee. For an insured program, where the premium and any other medical benefit plan costs exceed the amount designated for the Board contribution toward that premium, the difference will be payroll deducted from the wages of the enrolled employee.

D. The medical benefit plan coverage year, and the other self-funded and insured plans described in this Article, shall be subject to the terms of the policy. An annual open enrollment period will be during the month of November.

E. All self-funded plans are subject to the terms, conditions, and requirements identified within those plans as indicated in the applicable Summary Plan Descriptions for the coverages elected. Matters involving application, interpretation, and administration of the self-funded programs will be handled exclusively through the dispute resolution procedures within the underlying plans and are excluded from the grievance procedures in the collective bargaining agreement. Any disputes pertaining to the application, interpretation or administration of an insured benefit under this Article will be solely and exclusively between the enrolled employee and the carrier or third-party administrator, as applicable, and shall not be subject to the grievance procedures in this Agreement.

G. The enrolled employee shall notify the District of eligibility or dependent status changes as described in the Summary Plan Description. Failure to notify that results in the overpayment of any claims, representative rates, or representative premiums shall become the employee's responsibility.

H. If an employee does not remain in service during the entire benefit plan year (i.e., unpaid leave of absence, retires, or terminates his/her employment with the school district) the health benefit coverages will terminate at the end of the calendar month and the Board's annual contribution will be prorated for the months of service. Health benefits will continue for employees on a Family and Medical Leave Act (FMLA), for up to 12 weeks, in accordance with the Federal law. The employee and/or his/her eligible dependents may continue the group health plan benefits in accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA).

   If an employee is approved for a long-term disability by the LTD carrier, the health benefit coverages shall be allowed to continue based on the terms and conditions of the Health Plan Purchasing Consortium.

ARTICLE XI
DURATION OF AGREEMENT

This agreement shall be in effect from July 1, 2025 until June 30, 2028.

Date of Execution: July 1, 2025

BOARD OF EDUCATION
DEXTER COMMUNITY SCHOOLS


President


Secretary

DEXTER ADMINISTRATOR'S ASSOCIATION



