July 1, 2026 – June 30, 2027

AGREEMENT

Between the

BOARD OF EDUCATION OF
THE FRASER PUBLIC SCHOOLS DISTRICT

and the

MEMBERS OF THE
FRASER ADMINISTRATORS ASSOCIATION

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PREAMBLE

The purpose of this document is to provide an outline of agreed to benefits for the members of the Fraser Administrators Association.

The articles set forth in this agreement shall, unless otherwise stipulated, be reviewed annually by the Superintendent or Designee and representatives of the Association and shall be subject to approval by the Board of Education.

Although this document is not intended to be a formal collective bargaining agreement, it is the result of extended discussions between representatives of the Association and the Board of Education.

ARITCLE I – RECOGNITION

A. The Board of Education of the Fraser Public Schools District recognizes the Fraser Administrators Association as the exclusive bargaining representative for the High School Principal, Assistant High School Principals, Middle School Principal, Assistant Middle School Principal, Elementary Principals, excluding all others.

B. In the event the Board establishes any new classification or new position in the Administrators' bargaining unit, the parties shall meet to bargain the hours, wages and terms and conditions of employment for such classification or position.

C. The term "Administrator" when used herein shall refer to all members of the bargaining unit represented by the Association.

ARTICLE II – NON-BARGAINING UNIT DUTIES

Administrators shall not be required to perform duties outside of the bargaining unit as a regular part of their administrative assignment. This provision shall not apply to the performance of periodic substituted teaching duties by an Administrator when substitutes are not available.

ARTICLE III – VACANCIES AND TRANSFERS

A. VACANCIES – "Vacancies" shall be defined to mean vacant administrative bargaining unit positions which have not been terminated or eliminated by the Board, including newly created bargaining unit positions and promotional bargaining unit positions. A vacancy shall not include a position which can be filled by an Administrator from the recall list, pursuant to Article VI.

1. Notice of Vacancy – A Notice of Vacancy shall be provided to the Association President at least ten (10) days prior to the date the vacancy is filled. The Notice shall include the qualifications, duties and responsibilities of the vacant position.

2. Interview – Administrators who have applied for the vacancy and who meet the qualifications for the vacant position shall, upon request, be granted an interview with the Superintendent or his / her designee.

3. Temporary Vacancies – Positions which are temporarily vacant due to absence of the assigned Administrator may be filled on a temporary basis by the reassignment of another Administrator. The reassigned Administrator shall be paid his / her regular salary while filling the temporary vacancy if the salary is greater than the salary which would be normally paid to the reassigned Administrator for the position which is temporarily vacant. If the reassigned Administrator's normal salary is lower, the reassigned Administrator shall be paid the salary to which he / she is entitled for the position which is temporarily vacant during the time the reassigned Administrator fills the position.

4. Consultation – Administrators may be consulted by the Superintendent or his / her designee in the filling of vacant bargaining unit positions.

B. TRANSFERS - "Transfer" shall be defined to mean a change in an Administrator's assignment to a position in the same classification or to a position in a different classification having equal or lesser base pay than the position held by the Administrator.

    1. Transfer Request – Administrators may submit a written request for transfer to the Superintendent or his / her designee. Written requests for transfers shall be renewed annually if the Administrator desires to transfer. A written request for transfer shall be considered in the filling of vacancies pursuant to Section A above if the requesting Administrator is qualified for the vacant position.

    2. Involuntary Transfers – Administrators shall be subject to being involuntarily transferred to positions within the administrator unit having an equal base pay pursuant to Board Policy or to being involuntarily transferred or reassigned pursuant to provisions of Article VI, entitled "Layoff and Recall."

ARTICLE IV – EVALUATIONS

A. EVALUATION FREQUENCY AND INSTRUMENT - Performance Evaluations of bargaining unit administrators shall be fully compliant with the procedural and substantive requirements of Section 1249 of the Revised School Code, mcl 380.1249.

B. ADMINISTRATOR'S RESPONSE – An Administrator may prepare a response to his / her evaluation, which shall be attached to the evaluation. The response shall be submitted within thirty (30) calendar days from the date the Administrator receives a copy of his / her evaluation.

C. RECEIPT OF EVALUATION – An Administrator shall be provided with a copy of his / her written evaluation and shall sign the original evaluation only for the purpose of acknowledging receipt of a copy of the evaluation.

D. ASSOCIATION REPRESENTATION – Upon his / her request, an Administrator shall be entitled to have an Association representative present at any post-evaluation conference held for the purpose of discussing and reviewing the Administrator's evaluation.

ARTICLE V - INDIVIDUAL CONTRACTS

All Administrators shall be employed under written individual contracts, the terms of which shall be subject to and consistent with the terms of this Agreement. Said contracts shall be effective on July 1st and shall terminate on June 30th.

The term of individual contracts shall be in accordance with the following:

A. Probationary Contract – An Administrator who is employed in an administrative position covered by the terms of this Agreement shall receive a one (1) year probationary contract during the first year of employment in such position. The probationary employment contract shall be subject to reduction in force, suspension or discharge, termination and non-renewal in accordance with the terms of the individual contract and Section 1229 of the Revised School Code. In the event a probationary Administrator is employed with an effective starting date other than July 1, it is understood that the Administrator must serve one (1) full year (12 months) as a probationary Administrator and that the effective date and the termination date of the probationary contract may be other than July 1 and June 30, respectively.

B. Non-Probationary Contract – An Administrator successfully completing the probationary period (receiving an effective or higher evaluation rating during the probationary period) shall receive an individual employment contract for a fixed term of two (2) years. Administrators covered by the terms of this Agreement shall be subject to layoff/reduction in force during the term of their individual contracts at any time in the accordance with Article VII of this Agreement and shall be subject to suspension and discharge during such term, notwithstanding any of the provisions hereof. All administrative employment contracts, including probationary and non-probationary contracts, shall contain a tenure exclusion provision.

C. Termination by Administrator - This Agreement may be terminated by the Administrator upon written notice to the Board of Education at least forty-five (45) days prior to the termination date specified in the individual contract. The district may waive part or this entire forty-five (45) day notice requirement at its option.

D. Renewal/Non-renewal – The individual employment contract shall be renewed for an additional period of two (2) years, unless the Board gives written notice of non-renewal to the Administrator at least sixty (60) days prior to the expiration date of the Agreement, or unless the Administrator signs a successor Agreement. At least thirty (30) days prior to the issuance of a notice of non-renewal, the Administrator shall be

provided with a written notice that the Board is considering non-renewal and a written statement of the reasons the Board is considering non-renewal. After issuance of the written statements but prior to final Board action on non-renewal, the Administrator shall be given the opportunity to meet with not less than a majority of the members of the Board to discuss the reasons set forth in the written statement.

ARTICLE VI – LAYOFF AND RECALL

A. LAYOFF – In cases requiring the reduction of the administrative work force due to enrollment decline, organizational and program modifications or financial conditions, the order of reduction shall be in accordance with the following provisions:

1. Classifications – The following classifications shall be utilized in the event of a reduction of administrative personnel, or a recall of administrative personnel following reduction and are listed in the order of their priority for purposes of this provision.
    - High School Principal
    - Middle School Principal
    - Assistant Principals
    - Elementary Principals

2. Definitions:
    - Seniority – For purposes of this procedure, "seniority" shall be defined to mean the Administrator's length of service with the Fraser Public Schools District in an administrative capacity in administrative positions included in the bargaining unit set forth in Article I. Administrators shall not accrue administrative seniority when they are not employed and / or working in the administrative positions included in the bargaining unit as set forth in Article I. Administrators shall retain administrative seniority they have accrued prior to a break in service as an administrator for purposes of this Agreement.

    - Certification – "Certification" shall be defined to mean those areas of endorsement listed on the Administrator's State Teacher's Certificate, as per current law.

3. Qualifications – In compliance with Applicable Department of Education requirements as they pertain to administrators.

4. Order of Reduction – The order of reduction of Administrators shall be based upon the performance evaluation, certification, qualifications and seniority, as defined herein, of the Administrators within the classification in which the layoff is occurring and shall be subject to the terms and conditions of this provision. Except as otherwise provided herein, a Secondary Administrator (Classifications 1, 2 and 3) who is laid off in a higher classification may displace a Secondary Administrator in a lower classification based upon the priority listing of secondary classifications hereinbefore set forth, provided such Secondary Administrator has appropriate performance evaluations,

certification, qualifications and seniority, as defined in this provision. A laid-off Secondary Administrator may not displace a Secondary Administrator in a higher classification.

An Administrator who displaces another Administrator under this provision shall displace the lowest seniority Administrator with the affected classification who has an equal or lower performance evaluation.

5. Ties – In the event two (2) or more Administrators have the same performance evaluation, certification, qualifications and seniority, the Superintendent shall recommend to the Board of Education the Administrator or Administrators to be laid off, based upon their respective abilities to perform the administrative assignment.

6. Notice of Layoff – An Administrator being laid off shall receive sixty (60) days' written notice prior to the effective date of the layoff.

B. RECALL – Any Administrator whose services are terminated because of a necessary reduction in personnel shall be appointed to the first vacancy within the classification from which the Administrator has been laid off, based upon the Administrator's performance evaluation, certification, qualifications and seniority. Except as otherwise provided herein, Secondary Administrators shall be eligible for recall to a lower classification, not including Classifications 4, based upon the Secondary Administrator's performance evaluation, certification, qualifications and seniority. Administrators shall not be eligible for recall to classifications other than the classifications from which they were laid off based upon the priority listing of classifications set forth in Section 1 of this provision.

An Administrator being recalled shall receive written notice of the recall thirty (30) days prior to the effective date of the recall. In the event the Administrator does not notify the Board within the 30-day period of his / her intent to return to an administrative position, the Administrator shall be deemed to have terminated his / her employment with the District and shall be removed from the recall list. The Administrator shall give notification of intent to return in writing.

ARTICLE VII – WORK SCHEDULE

During each year of this Agreement, the Administrator shall work the number of days designated for his / her position or classification as follows. The number of days shall exclude all holidays and holiday periods.

A. High School Principal - The basic work year for High School Principal shall be two hundred twenty five (225) days, subject to the provisions hereinafter set forth.

B. High School Assistant Principals - The basic work year for High School Assistant Principals be two hundred and Fifteen (215) days, subject to the provisions hereinafter set forth.

C. Middle School Principal - The basic work year for Middle School Principal shall *be two hundred fifteen (215) days*, subject to the provisions hereinafter set forth. See memorandum of understanding in Appendix A.

D. Middle School Assistant Principal - The basic work year for Middle School Assistant Principal two hundred and five (205) days, subject to the provisions hereinafter set forth.

E. Elementary Principals - The basic work year for Elementary Principals be two hundred and five (205) days, subject to the provisions hereinafter set forth.

F. Additional Summer Assignments – The Assistant Superintendent may assign extra days / weeks of summer employment to Administrators based upon the needs of the School District. Administrators who are assigned extra days / weeks of summer employment shall be paid at their daily rate.

Additional Workdays – Administrators may be required to work on days which are in addition to their normal workdays during the basic work year as their individual building responsibilities require or as required by the Assistant Superintendent and shall be paid at their daily rate.

ARTICLE VIII – SALARIES AND WAGES

A. Elementary principals who are assigned to buildings where additional enrollment (paid at end of school year based on actual days the student enrollment exceeds the table below.) increases their responsibilities and where no assistant has been assigned to the building will receive additional compensation according to the following schedule:

Enrollment 500 - 549:	1.5%
Enrollment 550 – 600:	2.5%
Enrollment 601 and above:	3.5%

B. Administrators who have obtained a Doctorate Degree shall receive an annual pay supplement of One Thousand ($1,000.00) Dollars.

C. Administrators shall begin receiving longevity payments following completion of ten (10) years of employment in the Fraser Public Schools District according to the following schedule:

	10 Years	15 Years	20 Years	25 Years
2026 – 27	$1,500	$2,000	$2,500	$3,000

Longevity shall pay shall not be cumulative. In the even that the amount of longevity increases for teachers through collective bargaining, the amount of longevity provided above for administrators shall be increased by the same amount.

ARTICLE IX – LEAVES

A. Personal Leave Days – Administrators shall be entitled to a total of twelve (12) personal leave days with full pay per work year to be used for reasons of illness or personal business. Leave days shall be earned, and any unused leave days shall be accumulated in a bank, which in no event shall exceed one hundred twenty (120) days.

   Administrators who have accumulated not less than one hundred twenty (120) days may accumulate up to an additional thirty (30) leave days over the one hundred twenty (120) days, subject to the following conditions:

   1. Administrators shall be eligible to use the additional accumulated leave days up to a maximum of thirty (30) if they have exhausted their total accumulated leave days of one hundred twenty (120) days, have been ill or disabled for a period of not less than one (1) year and have returned to an administrative position with the School District.

   2. Upon returning to employment with the School District , as provided in Number 1 above, an Administrator may use the additional accumulated leave days up to a maximum of thirty (30) for illness or disability purposes only.

   3. The additional accumulated leave days up to a maximum of thirty (30) shall not be subject to the provisions of Article XII and may not be used for purposes except as specified herein and under Article XI, Section C, of the Synopsis.

B. Leaves of Absence – Administrators shall be eligible to receive medical leaves of absence, maternity leaves, sabbatical leaves and other leaves of absence upon application to the Superintendent and subject to the approval of the Board of Education. The terms and conditions of a leave of absence requested by an Administrator shall be determined on an individual basis.

C. Income Protection – Any Administrator who has exhausted his / her accumulated bank of leave days and has been ill for thirty (30) or more consecutive days, and who otherwise qualified under the long-term income protection plan as above provided, shall be eligible to receive the difference between the substitute's daily rate1 and the daily rate of the Teachers' master's degree maximum for each workday he / she is absent during the terms of this Synopsis, subject to the following provisions:

   1. In order for an Administrator to be eligible to receive the above pay differential, the Administrator must be ill or disabled as defined in the current long-term disability plan income protection insurance policy. Eligibility of an Administrator to receive the subject pay differential shall not be based on whether the Administrator subsequently received benefits under the income protection insurance plan.

   2. An Administrator's eligibility to receive the above pay differential shall exist and shall be limited to between the 30th day and the 180th day of illness during the school year, excluding summer vacation when an administrator is not scheduled to work. The payment of the above pay differential to eligible

Administrators shall terminate on the 180th day from the date the Administrator first became ill or disabled.

3. Administrators requesting the above pay differential shall submit a doctor's statement explaining the nature of the illness of disability and stating further, the recovery prognosis. The Board may request such additional doctors' statements as are necessary to verify the status of the Administrator's illness and / or disability.

4. The pay differential shall not apply to Administrators who receive medical treatment or have operations which normally be scheduled when school is not in session.

5. The Board shall provide medical insurance, life insurance and income protection in accordance with the Article of the Synopsis for Administrators who are receiving the above pay differential for the first 180 days of illness and / or disability.

6. Administrators who receive the above pay differential and who do not return to their administrative positions after 180 days of illness or disability shall apply for a leave of absence for extended illness.

7. The substitute's daily rate shall be defined to mean the substitute's daily rate as established by the Board of Education for teacher substitutes. After sixty (60) consecutive workdays that an administrator has been absent due to illness, the substitute's daily rate for purposes of this provision shall be based upon the B.A. minimum salary as determined from the teachers' salary schedule then in effect.

8. The Workday is defined as any day during which an Administrator would have been assigned to work in accordance with the Administrator's work calendar.

D. Bereavement - Employees shall be granted up to five (5) workdays without loss of pay or use of personal business days related to a death in the employee's or his or her spouse's (which shall include significant other / life partner) immediate family (spouse, child(ren), parent, brother, sister, stepparents, daughter-in-law, son-in-law, half-brother, half-sister, grandmother, grandfather, grandchildren), or other relative residing in the employee's household. Documentation of the death of a family member must be provided if requested by the Director of Human Resources.

E. Jury Duty - In the event an employee is called to serve on jury duty during the employee's work year, the employee shall be paid their daily rate for each workday that the employee serves on jury duty. To facilitate payment, the employee shall endorse his/her jury duty paycheck to the School District and shall receive his/her regular pay.

ARTICLE X – INSURANCE

A. MEDICAL INSURANCE – The Board agrees to provide medical insurance for all administrators covered by this agreement, and their dependents. Employees taking such coverage shall pay, as decided by the Board in compliance with current law, the applicable monthly premium cost. New members and their dependents shall be eligible for coverage from the first day of work. The parties agree that the carriers may be changed by the Board in its sole discretion, but the benefit levels will remain equivalent.

B. INSURANCE OPTION – Administrators may elect not to receive medical insurance, and instead receive either:

1. One Thousand ($1,000.00) Dollars cash, or
2. One Thousand ($1,000.00) Dollars cash less the cost of enhanced vision insurance coverage.
3. When the fifth Full Time Equivalent (FTE) elects the insurance option, each member opting out will receive Four Thousand ($4,000.00) Dollars cash per year.

C. DENTAL INSURANCE - The Board agrees to provide dental insurance for all administrators covered by this agreement, and their dependents. Employees taking such coverage shall pay ten percent (10%) of the applicable monthly premium cost. New members shall be eligible for coverage from the first day of following month. The parties agree that the carriers may be changed by the Board in its sole discretion, but the benefit levels will remain equivalent.

D. VISION INSURANCE - The Board agrees to provide vision insurance for all administrators covered by this agreement, and their dependents. Employees taking such coverage shall pay ten percent (10%) of the applicable monthly premium cost. New members shall be eligible for coverage from the first day of following month. The parties agree that the carriers may be changed by the Board in its sole discretion, but the benefit levels will remain equivalent.

E. LIFE INSURANCE AND ACCIDENTIAL DEATH AND DISMEMBERMENT (AD&D) - The Board agrees to pay the full cost of group life insurance and AD&D insurance policy in the face amount of One Hundred Thousand ($100,000) Dollars, per administrator, subject to the terms of the policy. New members shall be eligible for coverage from the first day of following month. The parties agree that the carriers may be changed by the Board in its sole discretion, but the benefit levels will remain equivalent.

F. LONG TERM DISABILITY - The Board agrees to pay the full cost a group long-term disability plan which pays 66 2/3 percent of an employee's pay after one hundred eighty (180) calendar days of disability to age sixty-five (65), subject to the terms of the policy. The parties agree that the carriers may be changed by the Board in its sole discretion, but the benefit levels will remain equivalent.

G. FLEXIBLE SPENDING ACCOUNTS - The District agrees to provide a voluntary enrollment in Flexible Spending Accounts, providing all bargaining unit members an opportunity to pay for medical expenses not covered by insurance and/or childcare

expenses with pre-tax dollars. New members shall be eligible for coverage from the first day of following month.

H. BENEFIT SUMMARY – Updated information on current benefit plans provided can be found in the Explanation of Benefits booklet distributed during open enrolment and on the District website.

I. OPTIONAL PAY PRIVILEGE – All Administrators have the option of receiving their pay on a twenty (20) or twenty-four (24) installment basis.

J. GENERAL - All employee contributions toward insurances shall be in pre-tax dollars.

K. CONTINUITY OF COVERAGE - The Board's contributions shall continue for twelve (12) full months, except as otherwise provided herein.

L. COST SHARING CALCULATION – All employee cost sharing calculations are prorated based on the employees FTE (Full Time Equivalent) status.

M. LIABILITY INSURANCE – In the event that the liability insurance, which includes coverage for Administrators acting within the scope of their authority (subject to the terms, conditions and limitations of the insurance policy) presently maintained by the School District, is terminated or cancelled by the School District or the insurance company or any successor insurance company for any reason whatsoever, the School District agrees to pay the dues on behalf of the Administrators for membership in state / national professional organizations appropriate to the Administrator's assignment, provided that the organization maintains some type of liability insurance insuring the Administrator. It is expressly understood that the School District reserves the right and authority to cancel, alter or modify its liability insurance in any manner whatsoever, including, but not limited to a reduction or increase in the limits of liability, and that it is under no obligation to maintain such insurance. Further, if Administrators are not afforded some type of liability insurance by membership in a professional organization, the School District shall not be obligated to pay membership dues as provided above.

ARTICLE XI – RETIREMENT / DEATH / SEPARATION FROM DISTRICT

A. RETIREMENT OR DEATH – In all cases where an Administrator retires from employment with the School District in accordance with the Michigan Retirement Act or where the Administrator's service to the School District is terminated by death, the Administrator or his/her heirs or personal representatives, as the case may be, shall be paid a sum of money equal to three-fourths (3/4) of his/her total accumulated personal leave days multiplied by his/her current daily rate determined by dividing his/her total salary by the total number of workdays.

B. RETIREMENT OR DEATH PAYOUT - Effective for the 1996-97 school year, all sums to be paid under Article XII shall be paid in equal installments over a three (3) year period. If the administrator is purchasing retirement credit within thirty (30) days of his/her retirement date, the administrator may elect to receive the first installment payment in an amount equal to the amount to be paid to MPSERS to purchase such retirement credit. The balance shall be paid in equal installments over the next two (2) years.

C. OTHER TERMINATION - When termination occurs as a result of voluntary resignation or termination by the District for cause, there will be no payout of personal leave days.

D. RETIREE LIFE INSURANCE - Administrators who are covered by the terms of this Agreement shall be eligible to purchase life insurance. If the Administrator elects such coverage upon retirement, the Administrator shall be solely responsible for the payment of the premium and the coverage provided shall be subject to the terms of the policy. This provision shall be subject to availability of the coverage, and it is understood that such coverage may not be available through other insurance carriers, and, further, the School District shall not be obligated to make such coverage available if it results in an increase in the costs of other insurance coverage's purchased from the same insurance carrier.

FRASER AFFILIATED ADMINISTRATOR'S
2026 - 2027

HIGH SCHOOL PRINCIPAL

STEP	MASTERS BASE	MA+15 BASE	MA+30 BASE	MA+PHD BASE
0.0	$111,589	$116,053	$120,516	$121,516
0.5	$113,375	$117,837	$122,301	$123,301
1.0	$115,161	$119,622	$124,086	$125,086
1.5	$116,946	$121,407	$125,871	$126,871
2.0	$118,731	$123,193	$127,656	$128,656
2.5	$120,962	$125,425	$129,889	$130,889
3.0	$123,193	$127,656	$132,121	$133,121
3.5	$125,871	$130,335	$134,798	$135,798
4.0	$128,550	$133,014	$137,476	$138,476
4.5	$131,675	$136,137	$140,601	$141,601
5.0	$134,800	$139,261	$143,725	$144,725

MIDDLE SCHOOL PRINCIPAL

STEP	MASTERS BASE	MA+15 BASE	MA+30 BASE	MA+PHD BASE
0.0	$102,662	$107,125	$111,587	$112,587
0.5	$104,447	$108,911	$113,374	$114,374
1.0	$106,232	$110,698	$115,161	$116,161
1.5	$108,017	$112,482	$116,946	$117,946
2.0	$109,803	$114,266	$118,731	$119,731
2.5	$112,035	$116,499	$120,962	$121,962
3.0	$114,266	$118,731	$123,193	$124,193
3.5	$116,944	$121,409	$125,871	$126,871
4.0	$119,622	$124,086	$128,550	$129,550
4.5	$122,746	$127,211	$131,675	$132,675
5.0	$125,871	$130,336	$134,800	$135,800

HIGH SCHOOL ASSISTANT PRINCIPAL

STEP	MASTERS BASE	MA+15 BASE	MA+30 BASE	MA+PHD BASE
0.0	$98,308	$102,988	$107,670	$108,670
0.5	$100,179	$104,860	$109,543	$110,543
1.0	$102,051	$106,732	$111,416	$112,416
1.5	$103,924	$108,605	$113,288	$114,288
2.0	$105,797	$110,478	$115,159	$116,159
2.5	$108,138	$112,819	$117,500	$118,500
3.0	$110,478	$115,159	$119,840	$120,840
3.5	$113,288	$117,969	$122,649	$123,649
4.0	$116,097	$120,778	$125,457	$126,457
4.5	$119,373	$124,052	$128,734	$129,734
5.0	$122,649	$127,325	$132,011	$133,011

MIDDLE SCHOOL ASSISTANT PRINCIPAL, ELEMENTARY PRINCIPAL

STEP	MASTERS BASE	MA+15 BASE	MA+30 BASE	MA+PHD BASE
0.0	$93,735	$98,197	$102,662	$103,662
0.5	$95,520	$99,982	$104,448	$105,448
1.0	$97,304	$101,767	$106,234	$107,234
1.5	$99,090	$103,554	$108,019	$109,019
2.0	$100,876	$105,340	$109,803	$110,803
2.5	$103,108	$107,571	$112,035	$113,035
3.0	$105,340	$109,803	$114,266	$115,266
3.5	$108,019	$112,482	$116,944	$117,944
4.0	$110,698	$115,161	$119,622	$120,622
4.5	$113,821	$118,282	$122,746	$123,746
5.0	$116,944	$121,403	$125,871	$126,871

2026 - 2027:

- One (1) year contract ending June 30, 2027.
- One full step increase to those on steps.
- Off-Schedule 3.0% to those already at the top step.
- $1,000 payment can be earned based on 2026 - 2027 overall evaluation of “effective” or better. Paid in June, 2027.
- $1,000 payment can be earned based upon merit/performance by meeting building goals established by Central Office Administration as outlined in each Administrator’s 2026 - 2027 Goals. Paid in June, 2027.
- INSURANCE OPTION – Administrators may elect not to receive medical insurance, and instead receive either:

    3. When the fourth Full Time Equivalent (FTE) elects the insurance option, each member opting out will receive $4,000.00 per year.

It is further understood that this agreement is contingent upon ratification by the Board of Education and the Association.

For the Association:	For the District:
_____	_____
_____	_____
Date: _____	Date: _____

Appendix A

MEMORANDUM OF UNDERSTANDING
between the
FRASER PUBLIC SCHOOLS
and
FRASER AFFILIATED ADMINISTRATORS

Re: Middle School Principal Workdays and Compensation

The annual work days for the position of Middle School Principal will remain 210 until such time when the current Principal (Huston Julian) is no longer in this position. When another individual assumes the role of Middle School Principal, the contract language in effect at the time will apply.

Fraser Affiliated Administrators	Date
Fraser Public Schools	Date

Fraser Public Schools District And
Fraser Administrators Association (FAA)
Tentative Agreement
June 10, 2026

2026 - 2027:

- One (1) year contract ending June 30, 2027.
- One full step increase to those on steps.
- Off-Schedule 3.0% to those already at the top step.
- $1,000 payment can be earned based on 2026 - 2027 overall evaluation of "effective" or better. Paid in June, 2027.
- $1,000 payment can be earned based upon merit/performance by meeting building goals established by Central Office Administration as outlined in each Administrator's 2026 - 2027 Goals. Paid in June, 2027.
- INSURANCE OPTION – Administrators may elect not to receive medical insurance, and instead receive either:

    3. When the fourth Full Time Equivalent (FTE) elects the insurance option, each member opting out will receive $4,000.00 per year.

It is further understood that this agreement is contingent upon ratification by the Board of Education and the Association.

For the Association:

Date: 6/10/2026

For the District:

Date: 6/15/26

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Appendix A

MEMORANDUM OF UNDERSTANDING
between the
FRASER PUBLIC SCHOOLS
and
FRASER AFFILIATED ADMINISTRATORS

Re: Middle School Principal Workdays and Compensation

The annual work days for the position of Middle School Principal will remain 210 until such time when the current Principal (Huston Julian) is no longer in this position. When another individual assumes the role of Middle School Principal, the contract language in effect at the time will apply.

Fraser Affiliated Administrators — Date: 6/21/2021

Fraser Public Schools — Date: 6/21/2021