

MASTER AGREEMENT
2026-2029

THE GROSSE POINTE PUBLIC SCHOOL SYSTEM

THE GROSSE POINTE ADMINISTRATORS ASSOCIATION

20601 Morningside Dr, Grosse Pointe Woods, MI 48236

Agreement Between
The Grosse Pointe Administrators Association
and
The Grosse Pointe Public School System
2026 – 2029

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THIS AGREEMENT entered into as of the, 24th day of June 2026 by and between the BOARD OF EDUCATION of THE GROSSE POINTE PUBLIC SCHOOL SYSTEM, WAYNE COUNTY, MICHIGAN, hereinafter called "the BOARD" and the GROSSE POINTE EDUCATIONAL ADMINISTRATORS ASSOCIATION, hereinafter called "the ASSOCIATION".

RECOGNITION

1.0 The BOARD hereby recognizes the Grosse Pointe Administrators Association, hereafter referred to as the "ASSOCIATION," as the exclusive bargaining representative pursuant to Act 379, P.A. 1965, as amended, for all fulltime principals, assistant principals, and supervisors of special education and student services who are employed by the BOARD, and such other positions as may be mutually agreed upon between the parties, but excluding all other positions.

1.1 The term "administrator," when used herein, shall refer to all members of the bargaining unit represented by the Association.

1.2 The term "Board" or "school system" when used herein; shall refer to the Board of Education of the Grosse Pointe Public School System or GPPSS designated agents.

RIGHTS OF THE BOARD

2.0 There is reserved exclusively to the Board all responsibilities, powers, rights, and authority vested in it by the laws and constitution of Michigan and all the United States or which have been heretofore properly exercised by it, excepting where expressly and in specific terms limited by other provisions of this Agreement, which rights shall include, by the way of illustration and without limiting the generality of the foregoing, the following:

2.1 To manage and administer the School System, its properties and facilities and to direct its administrators, teachers and other employees in the course of their duties.

2.2 To hire all administrators, and subject to the provisions of law, determine their qualifications and the conditions for their continued employment (including the making of periodic evaluation of administrators and the requirement of additional professional training available in the Metro Detroit) or their dismissal or demotion, to assign duties, responsibilities and the place of work to administrators, and to promote, reassign and transfer any such administrators.

2.3 To establish levels and courses of instruction (including special programs) and other athletic, recreational and social events for students, and to determine the basic and generally accepted methods of instruction, and to adopt textbooks and other teaching materials and aids.

2.4 To establish rules for the maintenance of discipline and order of students in the schools and procedures for enforcement of such rules.

2.5 To establish and enforce reasonable rules and personnel policies relating to the duties and responsibilities of administrators and their working conditions which are not inconsistent with the provisions of this Agreement or violative of law.

2.6 To be under no obligation to replace resigned or departed staff members when the Board intends to curtail or eliminate programs or when in its judgement such replacement would perpetuate a staffing problem which is the result of insufficient operating funds, less than projected enrollments, or reduced student elections in certain subject matter areas.

2.7 None of the foregoing rights shall be exercised in such a manner as to conflict with any other express provision of this agreement.

2.8 The Board further recognizes the valuable assistance to be gained in its responsibility of determining school policies from effective communication with the Association. Accordingly, it is agreed that representatives of the Board and the Association shall meet periodically, when deemed necessary by either party, to discuss school policies of legitimate concern to the Association and problems relating to the implementation of the Agreement. In no event are such meetings to be used for discussion of existing grievances or by either party to demand any modifications to the provisions of this Agreement.

RIGHTS OF THE ASSOCIATION

3.0 The Board agrees to furnish to the Association, upon reasonable request, such information concerning the 5 financial resources of the School District, tentative budgetary requirements and allocations, and any other available information that will assist the Association in developing accurate, informed and constructive proposals (which may be made only at the times expressly permitted by this Agreement) concerning the rates of pay, wages, hours of work, and other conditions of employment of administrators, together with such information that may be necessary for the Association to process efficiently any grievance in the grievance procedure.

3.1 The Association will have the opportunity to provide input related to the following: 1) design and implementation of curriculum; 2) implementation of courses of study; 3) amendment and implementation of student discipline policies; and 4) other building-level management activities. The Association has the obligation to request input related to such subject matter areas. The decisions regarding the design and implementation of curriculum, courses of study discipline procedures, and other management activities remain within the sole discretion of the Board, as stated in Article 1, Rights of the Board.

ADMINISTRATIVE CONTRACTS

4.0 Administrative appointments are covered by multiple year contracts so that all eligible administrators have some limited tenure as administrators. The essential elements of the plan are as follows:

4.1 A two-year administrative period of probation in a new administrative position shall be required. Additional years of administrative probation may be utilized if the circumstances warrant.

4.2 Once the administrative probationary period is satisfactorily served, a two-year contract will be offered. However, in the event that an administrator receives an evaluation rating of less than effective, he/she will not receive a contract extension as provided in paragraph 25.

4.3 All contracts will be reviewed annually by June 30. A decision will be made at that time by the Superintendent of Schools, subject to approval by the Board of Education, relative to the renewal of that contract. Such information will be communicated immediately to the individual administrator.

4.4 Individual contracts shall expressly exclude tenure in position as an administrator. No provision of this agreement shall be construed to grant tenure in an administrative position.

REDUCTION OF ADMINISTRATIVE STAFF AND SENIORITY

5.0 In the event the Board decides to reduce the administrative staff, preferential status and priority for retaining any administrator in a position for which he/she is deemed qualified as required by law and other qualifications the Board may from time to time promulgate, shall be based upon the total number of years he/she has satisfactorily served the Grosse Pointe Public School System as an administrator. Additionally, one-half of the administrative experience outside of Grosse Pointe will be counted for seniority purposes only for individuals who are actively working as an administrator covered by this Agreement in Grosse Pointe as of June 30, 2023. Any individual who begins work for Grosse Pointe on or after July 1, 2023, will not be granted any outside experience for seniority purposes, including anyone who is employed by Grosse Pointe as of the effective date of this Agreement, who is the future resigns from Grosse Pointe, and later returns to work in Grosse Pointe as an administrator covered by this Agreement.

5.1 Administrators will be deemed qualified in their current administrative position and any other administrative position they have successfully held in Grosse Pointe for a minimum of one year. In addition, administrators may be deemed qualified for other administrative positions by the Superintendent of Schools or the Board of Education.

5.2 The areas for qualification shall be Principal, Assistant Principal, Athletic Director, and Supervisor of Special Education and Student Services. A seniority list shall be published by October 1 of each year showing the seniority of each administrator in his/her areas of qualification. An Administrator shall have thirty (30) days following such publication to contact, in writing, the Deputy

Superintendent regarding any mistakes he/she believes exists with their seniority as shown on said list. After this date the list shall be deemed conclusively correct until the following October 1.

5.3 In the event that a major proportion or operating revenue is lost due to a millage failure, the Board may declare that a financial emergency has occurred at a level that requires the layoff of administrators. In this circumstance administrative contracts may be rendered null and void on the June 30 following this declaration of financial emergency. In the event any portion of the lost millage is restored, any reduction of administrative staff will be conducted in accordance with paragraph 5.0.

5.4 In the event of a reduction of administrative staff for reasons other than a financial emergency, an administrator will be given at least ninety (90) days' notice prior to the effective date of the layoff. Upon layoff of employment the administrator's individual contract will be terminated.

5.5 Those who lose their positions by reduction of staff will be recalled to the first open administrative position for which they have prior successful administrative experience of a least one (1) year or are deemed qualified by the Superintendent, in order by effectiveness rating and then by administrative seniority, prior to the appointment of any candidates new to the school system.

5.6 The right to be recalled from layoff shall last for a period of three (3) years from the date of layoff. The Board shall give written notice of recall from layoff by registered or certified letter to the administrator at his/her address as it appears on the Board's records which shall be conclusive when used in connection with layoffs, recall or other notice to the administrator. If an administrator fails to report to work within thirty (30) calendar days from the date of mailing of the recall letter, unless an extension is granted in writing by the Board, the administrator shall be considered a voluntary quit.

5.7 If an administrator is given a notice of layoff, the Board will make an effort to secure a teaching position within the school system for which the affected administrator is certified and qualified (and per the Michigan Teacher Tenure Act), and, if successful, will pay the difference between his/her administrative salary and the corresponding years of service/steps on the teaching salary for a one-year period from the date of notice. However, administrative benefits will not be continued past the effective date of layoff. If the Board is not able to secure a teaching position for the affected administrator, he/she will be laid off from employment with the school system.

5.8 Administrators who leave the bargaining unit for a position within the GPPSS shall retain their seniority for the time served in the bargaining unit for one year after leaving the bargaining unit. After the year, the administrator shall lose any retained seniority. If the administrator leaves GPPSS they will be removed from the bargaining unit and shall lose any retained seniority. After leaving the bargaining unit, the administrator has no right to positions with the bargaining unit.

5.9 During the period from the notice of layoff to the effective date of layoff an affected administrator will continue to receive all fringe benefits.

5.10 The difference between administrator and teacher pay will be calculated by subtracting teacher base pay from administrator base pay. In both instances base pay consists of scheduled salary plus longevity pay.

5.11 When the board is obligated to pay the difference between administrator and teacher pay, compensation received from E.P.E.D. activities will not be offset against administrator pay.

5.12 When an administrator accepts a teaching position through a reduction of staff, the Board will reimburse that portion of the premium for optional life insurance which, when combined with Board paid group life insurance, will not exceed two times his/her scheduled administrative salary. It is understood that the administrator must apply and qualify for such optional life insurance.

5.13 If an administrator accepts other employment during the period from the notice of layoff to the effective date of layoff, all salary and benefits will cease upon the commencement of such other employment. If an administrator accepts a teaching position through a reduction of staff, salary will be paid and administrator benefits will cease upon the commencement of work for the teaching period.

GRIEVANCE PROCEDURES

6.0 The term grievance shall be interpreted to mean a complaint by an administrator that there has been a violation, misinterpretation or misapplication of this agreement.

STEP ONE

6.1 An administrator may initiate a grievance by first discussing the matter with his/her immediate supervisor. The grievant may be accompanied by an Association representative. A grievance must be presented 10 days immediately following the event or condition which gives rise to the grievance. Within 10 days after presentation of the grievance, the immediate supervisor shall give his/her answer orally to the administrator.

STEP TWO

6.2 If the grievance is not resolved at Step One, the administrator may reduce his/her grievance to writing and present it to the Superintendent or his designee. The grievance must be filed within 10 days after receipt of the oral answer at Step One. The grievance shall be on a form provided by the Board. The Superintendent or his designee shall schedule a meeting to discuss the matter and shall provide the administrator a written answer to the grievance within 10 days of the meeting.

STEP THREE

6.3 If the matter is not satisfactorily resolved at Step Two the Association may invoke grievance mediation pursuant to the rules of the Federal Mediation and Conciliation Service or the Michigan Employment Relations Commission. The parties may also mutually agree upon a private mediator. It is understood that recommendations of a mediator are not binding on either party and that all discussions in mediation are confidential and shall not be used as evidence in any other proceeding.

GENERAL PROVISIONS

6.4 All references to "days" in this Article shall be regular work days.

6.5 Time limits may be extended by mutual agreement of the parties.

6.6 The Association may provide representation through its officers at Steps One and Two; legal counsel may be present at Step Three.

6.7 Grievances shall be processed during the administrator's non-working hours unless mutually agreed otherwise.

RIGHTS TO REPRESENTATION

6.8 When an administrator has a reasonable belief that discipline may result from an investigatory interview with a supervisor, the administrator has a right to have an Association Representative present at the meeting. The reasonableness of the apprehension or belief of the administrator that the meeting will result in disciplinary action is to be determined by objective standards.

WORK YEAR

7.0 All work years are in terms of calendar months. The school year officially begins July 1 and ends June 30 annually. Exceptions will be noted in individual contracts.

FLEX DAY ALLOWANCES

8.0 All 11-month administrators will receive 5 flex days annually.

8.1 All 12-month administrators will receive 10 flex days annually.

8.2 Flex days are awarded to administrators in recognition for the additional work that all administrators perform on a yearly basis. Flex days may be taken on student days with prior approval of the deputy superintendent of educational services.

8.3 All 11-month administrators will work each Monday through Friday from August 1st through June 30th with the following changes:

- A reduction of the last 5 work days in June, beginning in June 2027.
- A reduction of the first 5 work days in August, beginning in August 2027.

All 12-month employees will work each Monday through Friday with the following changes:

- A reduction of the last 5 work days of June, beginning in June 2027.
- A reduction of the first 5 work days of July, beginning in July 2027.

In the 2028-2029 school year, administrators will become 10.5-month and 11.5-month employees.

Administrators will not work on days between the First Teacher Duty Day and the Final Teacher Duty Day where teachers are not required to report to work, (i.e. the Friday before Labor Day, Labor Day, the three days of Thanksgiving Week, the two weeks in December, MLK Day, the week of mid-winter break, spring break and Memorial Day.) In the event the teacher calendar changes to either increase or decrease the days listed above the administrators' calendar will change accordingly with no change in compensation (either monetary or time) being provided to administrators.

8.4 Unused flex days shall roll over from year to year into the administrator's Individual Roll Bank.

8.5 An administrator may request to work an 'un-scheduled day' (i.e. December 24th) and with prior approval of the deputy superintendent the administrator will be awarded an additional flex day. Such requests must entail the administrator's presence being required at the building and should be rare in occurrence.

8.6 Flex days are to be scheduled at the mutual convenience of the administrator and the school system. Flex days cannot be taken adjacent to holidays or on days of major school events (ex: promotion ceremony, last day of school, high school graduation).

8.7 The two weeks prior to the opening of school in the fall shall not be requested as flex time for principals and assistant principals.

8.8 An administrator will receive flex days for supervising student activities or field trips as follows:

One flex day for time spent supervising the trip during the day on a non-work day.

One flex day for time spent overnight regardless of whether the day was work or non-work day.

RESIGNATION FOR RETIREMENT TRANSITION PROGRAM

9.0 In recognition of GPAA members no longer being eligible for vacation day pay out upon retirement the following provisions will be provided to GPAA members currently employed as GPAA members by the BOE on January 1, 2015.

9.1 Each administrator will be permitted to retain up to 10 vacation days in their own personal lock box for the duration of their employment as a GPAA member in GPPSS. They will be permitted to use any of these 10 days as vacation days in future years. In the event the GPAA member resigned for the purpose of retirement and they had unused vacation days remaining in their lock box they will receive compensation at the identified daily rate for these unused days. This compensation will be paid into a TSA in a manner identical to how vacation day payouts are currently handled.

9.2 Days identified as being in the 'lock box' were determined at the conclusion of the 2014-15 school year. No administrator shall have more than 10 days in his/her 'lock box' entering in the 2015-16 school year. No additional days may be accumulated and placed in to the 'lock box' beyond June 30, 2015. The following is an example of the explanation above:

Suzy Smith is an elementary principal. At the conclusion pf the 2014-15 school year she had 10 days in her 'lock box' from previous years. She also had 5 unused vacation days from the 2013-14 school year and 19 days from the 2014-15 school year. For the 2015-16 school year she would start the year with 10 'lock box' days. The days from the 2013-14 and 2014-15 school years would not be available to her. During the 2015-16 school year she would have 5 flex days at her disposal in addition to the 10 in her 'lock box'. In the event she does not use her 5 flex days allotted for 2015-16 they would not be added to her 'lock box'.

NON-DUTY ALLOWANCE

10.0 The administrator will be awarded two (2) non-duty days to be taken at the discretion of the administrator during days in which school is not in session with prior approval from their immediate supervisor in central administration.

LEAVE BANK

11.0 At the beginning of the school year, each administrator will be provided ten (10) days of paid leave to be used for personal illness, family illness, and the funeral of a non-immediate family member. While an administrator is using days from their Leave Bank (LB), they will be paid their regular rate of pay. At the end of each school year, any unused LB days shall be rolled into an Individual Roll Bank for use during absences for Personal Illness. The number of days in an administrator's Individual Roll Bank shall not exceed sixty (60). Individual Roll Bank days should be used after the Leave Bank has been depleted. An administrator may use up to fifteen (15) Individual Roll Bank days for non-FMLA personal and family illness each year. Administrators may utilize up to sixty (60) Individual Roll Bank Days for FMLA-qualifying events. When using their Individual Roll Bank for Non-FMLA personal illness, lasting 3 or more days, an administrator may be required to provide a copy of a doctor's note substantiating that the medical condition prevents the administrator from being at work.

11.1 The District shall provide Short-Term Disability coverage beginning on the twenty-fifth (25^{th}) calendar day of disability. Coverage shall provide 70% salary replacement for up to eighty-nine (89) workdays of benefits. This benefit shall bridge the waiting period before Long-Term Disability eligibility.

11.2 The District will continue to provide LTD coverage beginning on day 90 of absence.

OTHER LEAVES

12.0 The Board will make reasonable provisions to extend paid leaves of absence to administrators for such leaves as are necessary. These provisions include leaves for such reasons as illness or death in the family, jury duty, religious observance, court appearances, military duty, and personal business. Whenever possible, such leaves must have prior approval of the Superintendent/Deputy Superintendent.

12.1 Extended leaves for such things as maternity, Peace Corps, Job Corps, sabbatical leave or for some special or unusual reason will be considered on an individual basis with a decision primarily based on the value such leave may bring to the school district.

12.2 The maximum number of personal business days per year shall be 2 annually. The Superintendent could grant additional person business days as he/she sees fit.

FAMILY MEDICAL LEAVE ACT (FMLA)

13.0 The Board will grant up to twelve (12) weeks of family and medical leave during any twelve (12) month period to eligible employees in accordance with the Family and Medical Leave Act of 1993 (FMLA). All requests for such leave will be made to the Director of Human Resources. When the need is foreseeable, notice will be given thirty (30) days before the start of the FMLA leave. If it is not

possible for the employee to give thirty (30) days' notice, the employee must give as much notice as is practicable. Proper certification of the reason for the leave must be provided. An employee may be required to use all available leave time (i.e., sick leave, personal leave, and/or vacation leave) for all or part of the duration of the FMLA leave, with any balance of time being without pay. At the end of the FMLA leave, the employee will be returned to his/her position substantially similar to the position held prior to the leave.

EMOTIONAL AND MENTAL HEALTH

14.0 In a case of a leave of absence involving an emotional or mental health diagnosis, the Board of Education shall determine such administrator's ability to return to duty.

14.1 This determination may be based on an advisory opinion from a panel of three qualified physicians. In such cases, the panel of physicians shall consist of one physician selected by the administrator, one selected by the Board, and a third selected by the other two appointees.

14.2 The recommendations of this panel (which shall be advisory only as to the matter) shall be placed in writing, with a copy made available to the administrator. The Board of Education will assume the payment of fees for the services of all three physicians in this regard.

LIABILITY INSURANCE

15.0 The Board will provide comprehensive liability insurance protection under the liability policy now carried by the Board for all administrators in its employ, with limits of $500,000 per occurrence for all bodily injury and property damage with a $5,000,000 Umbrella Liability Policy to supplement the same. In addition, the Board will provide liability insurance with respect to any claims for loss or damage not otherwise covered by liability or casualty insurance with respect to liabilities for policy-making activities with limits of $5,000,000.

FRINGE BENEFITS

16.0 The Board of Education will provide all administrators with health, dental, vision, life, and long-term disability insurance through a flexible benefits plan. To comply with PA 152, GPPSS elects the 80/20 cost sharing option.

PHYSICAL EXAMINATION

17.0 Upon written request, reimbursement equal to the amount charged by St. John Occupational Health or Shores Urgent Care or equivalent for its basic minimum examination is paid to administrators for an annual physical examination.

17.1 Every third year an administrator will be eligible for reimbursement equal to the amount charged by St. John Occupational Health or Shores Urgent Care or equivalent for its full comprehensive examination.

17.2 Direct billing to the school district will be honored for examinations given at St. John Occupational Health or Shores Urgent Care. Documentation for reimbursement, to include receipts or canceled checks, is necessary if examinations are given elsewhere.

HEALTH INSURANCE COST CONTROLS

18.0 The Association agrees to explore and discuss with the District methods for possible cost controls when, in any one insurance year, health insurance premiums increase greater than five percent (5%).

18.1 In addition, the Association agrees to endorse a voluntary wellness and health awareness program. Possible wellness programs could include, but not be limited to, stress reduction, weight loss and control, smoking cessation, cholesterol improvements, CPR, flu prevention, hand hygiene, etc.

PERSONAL PROPERTY

19.0 It is the policy of the Board of Education to reimburse administrators up to $400 for loss or damage to personal property which is normally used in the discharge of assigned duties and when reasonable care has been demonstrated. Such reimbursement is not made for ordinary wear or gradual deterioration of property, loss of money or whatever is covered by personal insurance carried by the administrator or by the Board.

DIRECT DEPOSIT

20.0 The Board agrees, upon written authorization of the administrator, to make available the opportunity for direct deposit of administrators' pay checks to the bank(s) and account(s) of their choice. Procedures for this process will be established by the Business Office and implemented within 60 days of the ratification of this document.

TRAVEL/CAR ALLOWANCE

21.0 Administrators will be reimbursed for the use of their private automobiles for business purposes according to prescribed procedures set up by the Business Office.

PROFESSIONAL DUES

22.0 Upon a written request, an amount equal to the annual dues of the National Association of Elementary School Principals is available to administrators for dues to professional organizations approved by the Superintendent.

EMPLOYMENT RESTRICTIONS

23.0 Competent administrative performance in The Grosse Pointe Public School System requires considerable stamina and dedication of purpose. Accordingly, administrators are not permitted to seek or to accept professional responsibilities which require time from regular duties and for which there is financial compensation unless such responsibilities have prior approval of the Board. This clause does not apply during the "unscheduled month" of the work year for an eleven-month administrator.

EVALUATION

24.0 Administrators will be evaluated in accordance with the agreed upon procedures or relevant state law or the currently established agreed procedures in the event state law no longer requires evaluations.

STEP PROGRESSION

25.0 The following plan will be implemented effective beginning with the 2014-15 school year:

- Administrators on steps will be eligible to advance a step for the following year if their overall evaluation from the previous year is effective or highly effective.
- Administrators on steps who are rated overall minimally effective or ineffective will not be eligible to advance a step in the next school year, and will remain ineligible to advance until successfully completing a school year with an "effective" or "highly effective" evaluation.
- Administrators already at the maximum of their salary lane will be eligible to stay at that step for the following year if they are rated effective or highly effective.

25.1 Administrators already at the maximum of their salary lane, who are rated overall minimally effective or ineffective, shall be moved one full step lower on the salary schedule for the year after an overall minimally effective or ineffective rating.

SALARIES

26.0 Salaries for 2026-2029 will be paid in accordance with the following classification and compensation schedules.

The following wage changes (see attached tables) shall be in place during this contract.

2026-2027	1% on schedule
2027-2028	1% on schedule
2028-2029	2% on schedule

SALARY SCHEDULE 2026-2029

Administrative Classification and Compensation Schedule									
Classification	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Annual yearly step increase**
Twelve Month Administrators									
Director	$113,000	$118,942	$124,883	$130,825	$136,767	$142,708	$148,650	$154,592	$5,942
High School Principal	$115,000	$120,990	$126,979	$132,969	$138,959	$144,948	$150,938	$156,927	$5,990
Eleven Month Administrators									
Supervisor of Special Education	$98,000	$103,228	$108,457	$113,685	$118,913	$124,142	$129,370	$134,598	$5,228
Middle School Assistant Principal	$95,000	$100,092	$105,184	$110,275	$115,367	$120,459	$125,551	$130,642	$5,092
High School Assistant Principal **High School Assistant Principal/Athletic Director**	$98,000	$103,228	$108,457	$113,685	$118,913	$124,142	$129,370	$134,598	$5,228
Elementary Principal	$100,000	$105,019	$110,038	$115,057	$120,077	$125,096	$130,115	$135,134	$5,019
Middle School Principal	$102,000	$107,263	$112,525	$117,788	$123,050	$128,313	$133,576	$138,838	$5,263

2026-2027 - The twelve-month schedule is based on 255 workdays per year; the eleven-month schedule is based on 235 workdays per year; vacation days, which vary by incumbent, and holidays are included.

2027-2028 - The twelve-month schedule is based on 250 workdays per year; the eleven-month schedule is based on 230 workdays per year; vacation days, which vary by incumbent, and holidays are included.

**The work year for 11-month administrators begins on/or around August 1st and continues through June 30th. Eleven (11) month administrators hired before August 1, 2025 are paid for their work year starting with the first pay in July. This results in some 11-month administrators being 'prepaid' for service not yet performed. It has been the practice of GPPSS to reduce final payouts for 11-month administrators who separate employment from GPPSS prior to June 30th. This reduced final payout is implemented to ensure that departing 11-month administrators are not overpaid relative to the number of days worked and their total received compensation.*

LONGEVITY PAY

27.0 Administrators will be eligible for longevity pay in accordance with the following schedule:

Grosse Pointe Administrator Experience	Combined Grosse Pointe Experience	Amount 2026-2029
Beginning with 5th year	10th year	$1,285
Beginning with 10th year	15th year	$1,928
Beginning with 15th year	20th year	$2,571

27.1 Longevity pay will be calculated on July 1 each year and will be payable to qualified administrators beginning with the first paycheck thereafter. Longevity will count whole years of employment completed as of July 1. Administrators hired after September 1st of a school year will not receive a year of credit towards longevity.

HOURS AND DEGREES

29.0 Administrators will be recognized for advanced study beyond a Master's Degree according to the following formula:

- $30 per credit hour, up to a maximum of $450
- $1,000 for Education Specialist, or two Masters' Degrees
- $1,750 for Doctorate

ANNUAL BOARD PAID TSA

30.0 Effective with the 2026-27 school year each member of the GPAA will be provided a Board paid TSA annually, equal to 2% of the administrator's base salary. This will be paid over the 26 pay period. In the event the administrators either leaves the school year prior to June 30th of a school year or is hired after July 1st of a school year the TSA will be prorated accordingly.

EARLY NOTIFICATION STIPEND

31.0 An eligible administrator who notifies the district prior to March 1st in writing of his/her intent to resign effective June 30 of the current year shall receive a one-time payment of $2000 paid upon separation with the district in the administrator's last pay into a 403(b) if they meet the following qualifications:

- The resignation must be effective June 30th of the current schoolyear.
- The resignation must be received in the Office of Human Resources prior to March 1st of the current school year.
- The resignation must be for the purposes of retirement with ORS. Formal confirmation from ORS of a received retirement notification may be requested by the District.
- The resignation must be in writing and is irrevocable subject to the terms of the Older Workers Benefit Protection Act.
- Upon receipt of the resignation the District will place the employee's name on the Board Report for acceptance by the Board of Education. Confidentiality of resignation cannot be guaranteed.

31.1 The intent of this program is to allow the district to make the best possible staffing and budgeting decisions in a timely manner.

SEVERANCE PAYMENT

32.0 The Board shall provide GPAA members $200 per year for all full completed years of Grosse Pointe service; partial years shall not be prorated; payable to a tax deferred plan of the district's choice at the administrator's resignation or retirement.

FLEXIBLE BENEFITS PROGRAM

33.0 The Board will provide a flexible benefits program that offers choices among the benefit plans described in the paragraphs below. This program was in effect on February 1, 2001.

33.1 Newly hired administrators are eligible to participate in the life, health, dental, and vision portions of the flexible benefits plan upon hire. Administrators who have completed one year of service with the Board are also eligible to participate in the long-term disability insurance portion of the flexible benefits plan.

33.2 The Board, in consultation with the GPAA, will establish a menu of benefit options that will be available to administrators under the flexible benefits plan. The cost of each benefit option will be determined by a third party for the plan year. All benefits, conditions and requirements of the following plans shall be as set forth in the policies of insurance and as interpreted by the plan administrators and/or carriers.

33.3 The flexible benefits plan will include the following:

SHORT TERM DISABILITY INSURANCE

34.0 The District will provide Short-Term Disability coverage beginning on the twenty-fifth (25th) calendar day of disability.

Coverage shall provide:

- 70% salary replacement
- Up to eighty-nine (89) workdays of benefits

This benefit shall bridge the waiting period before Long-Term Disability eligibility.

*GPPSS is working with Gallagher, our benefits coordinator, to establish an effective start date of 8/1/2026 for this benefit. Administrators will be enrolled in the program by the district; there will be no need to self-enroll via Employee Navigator.

LONG TERM DISABILITY INSURANCE

34.1 The Board will provide administrators with long term disability insurance that has the following features:

- 90 duty day waiting period;
- Payment of 90% of base monthly earnings for the first six (6) months of benefits;
- Thereafter, payment of 66 2/3% of base monthly;
- Up to 24 months of benefits for outpatient mental and nervous disorders.

GROUP LIFE INSURANCE

35.0 The Board will provide core group life and accidental death and dismemberment coverage with a face value equal to twice the administrator's annual salary. Additional life insurance coverage will be available under the flexible benefits plan.

HEALTH COVERAGE

HEALTH PLAN FOR FEATURES FOR 2026-2029

36.0 Effective July 1, 2017 members of the GPAA shall be provided the option to enroll in BCBS Community Blue PPO 10 with Rx Drugs ($15 Generic, $50 Formulary, $50% $70min - $100 max Non- Formulary) under the new three-tier Rx plan found here:

http://www.bcbsm.com/member/prescription_drugs/custom_formulary.shtml

35.0 The employee will be responsible for paying the employee portion.

35.1 Administrators working less than full time but at least 50% will be eligible for the health care plan. If health coverage is elected, the Board will calculate the FTE equivalent of the plan based on the percentage of time the administrator is employed with the district. For example, if the cost of the full family health plan is $17,442 and a full-time administrator is credited by the Board for 80% of this cost, then the Board would contribute for a full-time administrator a total of $13,954. For an 80% employed administrator with the district, the Board would pay for 80% of the Board contribution to the health care and therefore, contribute $11,163 with the remaining balance of $6,279 being the responsibility of the 80% employed administrator with an automatic pre-tax deduction of this amount to be paid via automatic payroll deduction over 26 pays.

35.2 Administrators working 50%, but less than full time or more time may elect to waive participation in a district-sponsored health insurance plan; they will receive a cash incentive of $2,200 per year.

35.3 Payments for incentive stipend specific in 35.1 above will be spread over 26 pay periods per year. This stipend will be prorated for administrators working less than a full year and prorated based on their scheduled FTE in the district for that school year. Administrators working less than 50% time are not eligible for this cash incentive.

DENTAL COVERAGE

DENTAL INSURANCE

36.0 An opt out payment for declining the dental insurance would be provided in an amount of $250 per year prorated by yearly FTE assignment.

36.1 The dental insurance coverage for an out-of-network dental facility would be covered with $1,200 maximum payment per routine visit per year and $1,000 lifetime orthodontic per employee and dependent with 90% coverage.

36.2 Dental insurance coverage will provide a minimum in-network 90% benefit on all covered services up to a $1,500 annual maximum payment per covered member as well as a 90% orthodontia benefit up to $1,200 per lifetime per dependent (ages 6-18).

- The parties have agreed that dependent coverage for dental and vision insurance will be expanded to cover all dependents up through December 31st of the year they turn 26. This is intended to mirror ACA coverage restrictions currently in place for medical insurance. This change will only be made if all employee groups agree to this change.

VISION COVERAGE

37.0 The primary plan provided will be a plan with the same benefits as those available as of June 30, 2000. In addition, the flexible benefits plan will include at least one less expensive vision plan option.

BENEFIT CREDITS

38.0 The district will give each administrator a specified amount of benefit credits for each category of benefit plans within the flexible benefits program. The amount of credits each administrator receives will be based upon his/her family status and percent of time worked. The administrator will use these credits to "buy" the plans that best meet his/her individual needs.

HEALTH PLAN

39.0 Full time administrators who choose to waive the health plan will receive an amount of benefit credits resulting in the following outcomes:

- Full time administrators whose status is family or two-person and who choose to waive the health plan participation will receive $2,200 per year for doing so.
- Administrators whose family status is single and who choose to waive the health plan participation will receive $1,100 per year for doing so. The stipend paid for waiving medical plan participation will be prorated for administrators who are not employed for the full

school year or whose assignments are less than full time.

39.1 Part time administrators will receive benefit credits proportionate to their assignments. For example: a half time administrator will receive 50% of the benefit credits indicated above.

NON-MEDICAL PLAN CREDITS

40.0 Each contract year, full time administrators will receive benefit credits for dental, vision, basic life insurance, and long-term disability insurance equivalent to the actual costs of the plans on July 1 of that year. For example, for the 2000-2001 year, each full-time administrator will receive dental benefit credits equivalent to the actual cost of the dental plan on July 1, 2000. Part time administrators will receive benefit credits proportionate to their assignments. Full time administrators will be required to elect dental, vision, basic life and long-term disability insurance plans. Part time administrators may elect to waive coverage in these plans, but no cash stipends will be paid in that event.

PRICE TAGS

41.0 Each benefit plan option included within the flexible benefits plan will have a price tag. The price tag is the amount of benefit credits that an administrator must spend to "buy" that particular option.

ELIGIBILITY

42.0 The above provision does not apply to spouses eligible for group health plan coverage that does not coordinate with the Flexible Plan described above.

42.1 The provision does not require an administrator's spouse to enroll the administrator's dependent children in the spouse's group health plan coverage.

SELF FUNDING STATEMENT

43.0 It is acknowledged and agreed that references to insurance encompass references to self-funded benefits. The Board may continue to self-fund any or all of the benefits described herein.

NON-MEDICAL PLAN PRICE TAGS

44.0 Price tags for dental, vision, life, and long-term disability insurance plans will equal the actual costs of the plans.

SECTION 125 OF THE IRS CODE

45.0 Notwithstanding any other provision of the contract to the contrary, the Grosse Pointe Public School System shall provide a cash option in lieu of benefits. The employer shall formally adopt a qualified plan document that complies with Section 125 of the Internal Revenue Code. Said plan document shall be approved by the Association.

45.1 The amount of cash option may be applied by the bargaining unit member to a tax deferred annuity. To elect a tax deferred annuity, the bargaining unit member shall enter into a salary reduction agreement.

45.2 All cost relating to the implementation and administration of benefits under this program shall be borne by the Grosse Pointe Public School System.

DURATION

46.0 This agreement shall continue in full force and effect for a period of three years, commencing on July 1, 2026 ending on June 30, 2029.

IN WITNESS WHEREOF, the parties have executed the attached Agreement by their duly authorized representatives on June 24, 2026.

Board of Education The Grosse Pointe Public School System By	Grosse Pointe Administrators Association By
Clint Derringer President	John Kernan, President Elect
Valarie St. John Secretary	
Moussa Hamka Assistant Superintendent of Human Resources	

LETTER OF AGREEMENT
BETWEEN
THE GROSSE POINTE PUBLIC SCHOOL SYSTEM (GPPSS)
AND
THE GROSSE POINTE ADMINISTRATORS ASSOCIATION (GPAA)
RE: HIGH SCHOOL ATHLETIC DIRECTOR WORK SCHEDULE

The Grosse Pointe Public School System ("District" or "GPPSS") and the Grosse Pointe Administrators Association ("GPAA") recognize that the responsibilities and work schedules of the High School Athletic Directors at Grosse Pointe North High School and Grosse Pointe South High School differ from those of other eleven-month administrators due to the nature of interscholastic athletics and the demands associated with athletic seasons.

The parties further recognize that the GPAA Master Agreement establishes work-year expectations for eleven-month administrators. The parties desire to provide an alternative scheduling arrangement for the High School Athletic Directors that better aligns their work schedules with the operational demands of interscholastic athletics.

Accordingly, GPPSS and GPAA agree as follows:

1. Applicability

This Letter of Agreement shall apply only to the High School Athletic Director positions at Grosse Pointe North High School and Grosse Pointe South High School.

2. First Five (5) Workdays in August

The parties agree that the first five (5) workdays in August shall be scheduled as non-workdays for the High School Athletic Directors.

The parties recognize, however, that the operational demands of interscholastic athletics may require an Athletic Director to work during one or more of these five (5) days.

For each such day worked, the Athletic Director shall receive one (1) compensatory day. Compensatory days earned for work performed during the first five (5) workdays in August must be used during the same school/contract year in which they are earned.

Such compensatory days may be used between athletic seasons or at other mutually agreeable times during the school year, subject to prior approval by the Athletic Director's direct supervisor.

Alternatively, the Athletic Director may elect to be paid for any such day worked at the administrator's applicable daily rate in lieu of receiving a compensatory day. The election to receive payment must be made within two (2) weeks of the date worked and submitted in accordance with District payroll procedures.

An Athletic Director shall not receive both a compensatory day and additional payment for the same day worked.

3. Last Five (5) Workdays in June

The parties agree that the last five (5) workdays in June shall be scheduled as non-workdays for the High School Athletic Directors.

The parties recognize, however, that the operational demands of interscholastic athletics may require an Athletic Director to work during one or more of these five (5) days.

For each such day worked, the Athletic Director shall receive one (1) compensatory day. Compensatory days earned for work performed during the last five (5) workdays in June may be used during the immediately following school/contract year.

Such compensatory days may be used between athletic seasons or at other mutually agreeable times during the following school year, subject to prior approval by the Athletic Director's direct supervisor.

Alternatively, the Athletic Director may elect to be paid for any such day worked at the administrator's applicable daily rate in lieu of receiving a compensatory day. The election to receive payment must be made within two (2) weeks of the date worked and submitted in accordance with District payroll procedures.

An Athletic Director shall not receive both a compensatory day and additional payment for the same day worked.

4. Use and Approval of Compensatory Days

Use of all compensatory days earned pursuant to this Letter of Agreement shall be subject to prior approval by the Athletic Director's direct supervisor.

Compensatory days shall be scheduled in a manner that does not interfere with essential athletic, building, or District responsibilities. The parties recognize that the intent of this provision is to provide scheduling flexibility during periods of reduced athletic activity while maintaining appropriate administrative coverage.

5. Expiration and Carryover of Compensatory Days

August Days. Compensatory days earned for work performed during the first five (5) workdays in August must be used during that same school/contract year. Any unused August-earned compensatory days shall expire at the conclusion of that contract year and shall not carry over.

June Days. Compensatory days earned for work performed during the last five (5) workdays in June are carried into and used during the following school/contract year. Any such June-earned compensatory days remaining unused at the conclusion of that following contract year shall expire and shall not carry over further.

Compensatory days shall not otherwise accumulate from year to year and shall have no cash value after expiration. This provision does not affect an Athletic Director's timely election to receive payment in lieu of a compensatory day pursuant to Sections 2 or 3.

6. Existing Flex Days

Compensatory days earned pursuant to this Letter of Agreement are separate from, and in addition to, any flex days otherwise available to the High School Athletic Directors under the GPAA Master Agreement.

7. Remaining Agreement

Except as specifically modified by this Letter of Agreement, all provisions of the GPAA Master Agreement shall remain in full force and effect.

8. Duration

This Letter of Agreement shall remain in effect for the duration of the current CBA expiring in 2029, unless modified, extended, or terminated by mutual written agreement of GPPSS and GPAA.

FOR THE GROSSE POINTE PUBLIC SCHOOL SYSTEM

Moussa Hamka 10/1/26

Moussa Hamka Date

Assistant Superintendent

FOR THE GROSSE POINTE ADMINISTRATORS ASSOCIATION

10-1-26

John Kernan, GPAA President Date

10/6/24

Sarah Dirkse, GPAA Vice President Date