

## ECONOMIC REOPENER 2021-22 LETTER OF AGREEMENT

This Agreement is entered into this \_\_\_ day of April, 2021 by and between the Adrian Administrators Association (the Association); and the Adrian Public Schools of Adrian, Michigan (the Board).

Whereas, the Association and the Board agree:

### **ARTICLE IX - BENEFITS**

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#### **A. Medical Insurance**

Each Administrator may select Plan A or Plan B. It is understood and agreed that the Board's obligation for insurance benefits shall be limited to the terms and conditions of each plan. For all coverage the Board reserves the right to select benefit carriers at a comparable level. Summary plan descriptions are available upon request.

#### **Plan A**

##### **Health Insurance-**

Effective the first of the month following Board of Education ratification, the District will make health insurance premium payments up to ~~\$568~~ **586.99** per month single coverage, ~~\$1,188~~ **1,227.58** per month two-person coverage, and ~~\$1,549~~ **1,600.89** per month for full family coverage on the employee's behalf. \$500/\$1000 Deductible for traditional coverage, \$20 office visit co-pay, with Saver RX prescription coverage. \$500/\$1000 Deductible with 20% coinsurance and SRX Mail prescription coverage, \$1350/\$2700 ABC HSA plans with Saver RX prescription coverage or \$2000/\$4000 ABC HSA plan with 10% coinsurance and ABC RX prescription coverage.

##### **Vision Insurance -**

Each bargaining unit member enrolled will pay, through payroll deduction, any premium amounts in excess of the following rate:

Single:	<del>\$7.21</del> <b><u>\$7.91</u></b> per month
Two Person:	<del>\$15.50</del> <b><u>\$16.96</u></b> per month
Full Family:	<del>\$23.34</del> <b><u>\$25.55</u></b> per month

# ARTICLE XIX - ADMINISTRATIVE SALARY SCHEDULE

## A. Salary Schedule

*The ~~2020-21~~ 2021-22 salary schedule includes a 2% increase and steps:*

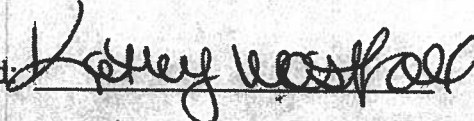
Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
*H.S. Principal	<del>99,518</del> <b>101,508</b>	<del>101,109</del> <b>103,131</b>	<del>103,695</del> <b>105,769</b>	<del>105,779</del> <b>107,895</b>	<del>107,895</del> <b>110,053</b>	<del>110,052</del> <b>112,253</b>
*M.S. Principal	<del>94,820</del> <b>96,716</b>	<del>96,389</del> <b>98,317</b>	<del>98,141</del> <b>100,104</b>	<del>100,113</del> <b>102,115</b>	<del>102,115</del> <b>104,157</b>	<del>104,158</del> <b>106,241</b>
*Elem Principal	<del>88,043</del> <b>89,804</b>	<del>88,541</del> <b>90,312</b>	<del>91,799</del> <b>93,635</b>	<del>93,644</del> <b>95,517</b>	<del>95,517</del> <b>97,427</b>	<del>97,428</del> <b>99,377</b>
**H.S. Ass't. Principal	<del>80,887</del> <b>82,505</b>	<del>82,327</del> <b>83,974</b>	<del>85,315</del> <b>87,021</b>	<del>87,030</del> <b>88,771</b>	<del>88,771</del> <b>90,546</b>	<del>90,546</del> <b>92,357</b>
**M.S. Ass't. Principal	<del>80,887</del> <b>82,505</b>	<del>82,327</del> <b>83,974</b>	<del>85,315</del> <b>87,021</b>	<del>87,030</del> <b>88,771</b>	<del>88,771</del> <b>90,546</b>	<del>90,546</del> <b>92,357</b>
**Athletic Director	<del>80,887</del> <b>82,505</b>	<del>82,327</del> <b>83,974</b>	<del>85,315</del> <b>87,021</b>	<del>87,030</del> <b>88,771</b>	<del>88,771</del> <b>90,546</b>	<del>90,546</del> <b>92,357</b>
***Dean of Students	<del>76,233</del> <b>77,758</b>	<del>76,686</del> <b>78,220</b>	<del>77,453</del> <b>79,002</b>	<del>78,227</del> <b>79,792</b>	<del>79,792</del> <b>81,388</b>	<del>81,388</del> <b>83,016</b>

*\*Any movement to HS, MS, or EL Principal classifications will begin 2 steps lower on the scale.*

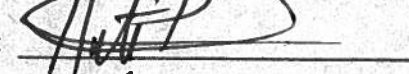
*\*\*Any movement within these classifications will remain on the current step and continue the progression. If a principal position is accepted by an Asst. Principal or Athletic Director, the placement will be on Step 1.*


*\*\*\*Any employee that is on Step 5 or 6 for Dean of Students, that moves to an Assistant Principal position, shall be placed on Step 3.*

Administrators on Steps 1-4-6 in 2018-19, will remain on the same step with the new wage schedule for 2019-20, due to the elimination of Step 1 and all Steps being renumbered. Progress to the next step on the 2017-18-2018-19 schedule.

For the Board:  Date: 4-27-2021

For the Board:  Date: \_\_\_\_\_

For the Union:  Date: 4-27-2021

For the Union:  Date: 5-3-21