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Tentative Agreement
between
Chippewa Valley Schools
and the
Organization of Administrators of Chippewa Valley Schools

Article	Proposal
1	This Agreement entered into this 9 day of December 2024, between the Chippewa Valley Schools, hereinafter referred to as the "School District", and the Organization of Administrators of Chippewa Valley Schools, hereinafter referred to as the "Organization."
2	3.D. The Organization may use school facilities and equipment, including computers, typewriters, ditto machines , other duplicating equipment normally available to teachers and audiovisual equipment at reasonable times, when such equipment is not otherwise in use, providing that such equipment shall not be removed from school property.
3	3.F. It is agreed that officers of OACVS may engage in activities to enforce the collective bargaining agreement and for collective bargaining without loss of personal-SICK leave time or compensation, with approval of superintendent/designee.
4	4.A. Each administrator shall be given an two (2) year individual contract of employment in the form attached hereto as Exhibit A.
5	5.F. A grandpersoned administrator involuntarily transferred without just cause shall not suffer a reduction in salary during the term of this Agreement. The term grandpersoned administrator refers to those administrators employed during the 1993-94 school year.
6	10.A. With the prior approval of the Superintendent/Designee, an administrator who enrolls in a course or courses related to his/her field of interest or specialty in an accredited college or university or professional development activity, or continuing education unit (SCECHS) shall receive reimbursement from the School District Zero (\$0.00) Dollars per school year for tuition and books upon the successful completion of such course or courses.
7	13.A. Approved Personal Leave BUSINESS Days

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8	13.D.	<u>Sick Day Conversion</u> As an incentive to save sick days, an Administrator who has an employment relationship with the Chippewa Valley Board of Education for at least fifteen (15) years and has a minimum of one hundred (100) personal accumulated sick days may convert sick days to vacation days. The number of vacation days shall be calculated based on the following formula: [(Number of sick days-50) times 100% 94.66% of current substitute rate], LESS FICA/MEDICARE (7.65%) divided by (contract amount divided by 208) = number of vacation days A SICK DAY TO VACATION DAY WORKSHEET IS EMAILED ANNUALLY Example: Years of Service-23 Years of Service-36 Accumulated Sick Days-200 Accumulated Sick Days-125 Contract Amount-\$96,650 Contract Amount-\$109,811 [(200-50)*.9466*\$75]/\$96,650/208) [(125-50)*.9466*\$75]/\$109,811/208) [150*\$71.00]/\$464.66 [75*\$71.00]/\$527.94 \$10,650.00/\$464.66=22.92 vacation days \$5,325.00/\$527.94=10.09 vacation days The maximum number of sick days that can be converted to vacation days during an administrator's employment with Chippewa Valley is two hundred (200). Any exceptions to the above day limits may be mutually agreed to by the Association and the Board. Vacation days shall be scheduled by the administrator. Vacation days must be scheduled for a calendar day other than one of the minimum required workdays (as defined in this agreement) of the school fiscal year. It is necessary to qualify once in regard to the 100-day accumulation of sick days.
9	16.F	Cash in lieu of health benefits will be paid at zero dollars (\$0) for the duration of the contract.

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10	16.Q.	In recognition of services to the School District, IN THE POSITION OF AN ADMINISTRATOR , a terminal leave payment of One Thousand (\$1,000.00) Two Hundred Fifty (\$250.00) Dollars per year. THE TERMINAL LEAVE PAYMENT IS FOR THOSE YEARS THE EMPLOYEE SERVED AS AN ADMINISTRATOR FOR CHIPPEWA VALLEY SCHOOLS. THE TERMINAL LEAVE PAYMENT will be paid to the retiring administrator who notifies the District by August 31st for the first semester, or by the end of the first semester of his/her intent to retire at the end of the school year. THESE MONIES SHALL BE PLACED IN THE ADMINISTRATOR'S 403B OR 457 ACCOUNT. NO EMPLOYEE SHALL HAVE A CASH OPTION TO THIS PAYOUT. This payment shall be added to the administrator's salary and paid out evenly over the remaining pay periods of the school year. If the administrator retires within the school year, he/she shall receive the payment in a lump sum.
11	16.T.	<u>Sick Leave Accumulation</u> Administrators will be allowed service credit for unused sick leave days for retirement purposes, if the Michigan public school retirement law is changed to allow for this credit at the rate of ten (10) days per year, up to 180 days.
12	16.V.	<u>Sick Leave Days Pay Out</u> Upon retirement, an administrator SHALL BE PAID AT THE THEN CURRENT CERTIFIED SUBSTITUTE DAILY RATE FOR EACH DAY OF PERSONAL SICK LEAVE ACCUMULATIONS, with more than fifty (50) days in his/her personal sick leave accumulation shall be paid at the current substitute daily rate for each day beyond fifty (50), up to a maximum of two hundred (200) days. These monies shall be placed in the administrator's 403b or 457 account. No employee shall have a cash option to this payout.
13	17.A.	<u>Copies of this Agreement CAN BE FOUND ON THE DISTRICT'S WEBSITE: Bargaining Agreements - Transparency - Budget - Our District - Chippewa Valley Schools Home Page printed at the expense of the Board and presented to all administrators now employed or hereinafter employed by the Board.</u>

03

Tentative Agreement
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2025-2026 Salary Schedule

- Step movement
- 3% on schedule increase
- 3% off schedule increase
- Revenue/Expenditure Formula

2025-26 Building Administrator Salary Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Elem/MS Asst Princ								
Master	\$104,369	\$106,382	\$108,395	\$110,409	\$112,422	\$114,435	\$116,448	\$118,461
Ed Spec	\$108,093	\$110,133	\$112,173	\$114,213	\$116,253	\$118,293	\$120,333	\$122,373
Doctorate	\$110,567	\$112,603	\$114,640	\$116,676	\$118,713	\$120,749	\$122,786	\$124,822
HS Asst Principal								
Master	\$106,445	\$108,394	\$110,342	\$112,291	\$114,239	\$116,187	\$118,136	\$120,084
Ed Spec	\$110,346	\$112,297	\$114,247	\$116,197	\$118,147	\$120,098	\$122,048	\$123,998
Doctorate	\$112,789	\$114,739	\$116,690	\$118,641	\$120,592	\$122,543	\$124,494	\$126,444
9th Grade Center Princ.								
Master	\$109,107	\$111,261	\$113,414	\$115,568	\$117,721	\$119,875	\$122,028	\$124,182
Ed Spec	\$112,958	\$115,121	\$117,283	\$119,446	\$121,608	\$123,770	\$125,933	\$128,095
Doctorate	\$115,367	\$117,535	\$119,703	\$121,872	\$124,040	\$126,209	\$128,377	\$130,546
Elem Principal								
Master	\$109,107	\$111,615	\$114,123	\$116,632	\$119,140	\$121,648	\$124,156	\$126,664
Ed Spec	\$112,958	\$115,487	\$118,015	\$120,544	\$123,073	\$125,601	\$128,130	\$130,658
Doctorate	\$115,367	\$117,908	\$120,449	\$122,990	\$125,531	\$128,072	\$130,613	\$133,155
MS Principal								
Master	\$115,377	\$117,954	\$120,530	\$123,107	\$125,683	\$128,259	\$130,836	\$133,412
Ed Spec	\$119,107	\$121,710	\$124,312	\$126,915	\$129,517	\$132,120	\$134,722	\$137,325
Doctorate	\$121,440	\$124,059	\$126,678	\$129,297	\$131,916	\$134,535	\$137,155	\$139,774
HS Principal								
Master	\$121,936	\$124,600	\$127,265	\$129,931	\$132,596	\$135,262	\$137,927	\$140,593
Ed Spec	\$125,655	\$128,348	\$131,041	\$133,735	\$136,428	\$139,121	\$141,814	\$144,507
Doctorate	\$127,978	\$130,688	\$133,398	\$136,108	\$138,818	\$141,528	\$144,238	\$146,947

2025-26 Building Administrator Lump Sum Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Elem/MS Asst Princ								
Master	\$3,131	\$3,191	\$3,252	\$3,312	\$3,373	\$3,433	\$3,493	\$3,554
Ed Spec	\$3,243	\$3,304	\$3,365	\$3,426	\$3,486	\$3,549	\$3,610	\$3,671
Doctorate	\$3,317	\$3,378	\$3,439	\$3,500	\$3,561	\$3,622	\$3,684	\$3,745
HS Asst Principal								
Master	\$3,193	\$3,252	\$3,310	\$3,369	\$3,427	\$3,486	\$3,544	\$3,603
Ed Spec	\$3,310	\$3,369	\$3,427	\$3,486	\$3,544	\$3,603	\$3,661	\$3,720
Doctorate	\$3,384	\$3,442	\$3,501	\$3,559	\$3,618	\$3,676	\$3,735	\$3,793
9th Grade Center Princ.								
Master	\$3,273	\$3,338	\$3,402	\$3,467	\$3,532	\$3,596	\$3,661	\$3,725
Ed Spec	\$3,389	\$3,454	\$3,518	\$3,583	\$3,648	\$3,713	\$3,778	\$3,843
Doctorate	\$3,461	\$3,526	\$3,591	\$3,656	\$3,721	\$3,786	\$3,851	\$3,916
Elem Principal								
Master	\$3,273	\$3,348	\$3,424	\$3,499	\$3,574	\$3,649	\$3,725	\$3,800
Ed Spec	\$3,389	\$3,465	\$3,540	\$3,616	\$3,692	\$3,768	\$3,844	\$3,920
Doctorate	\$3,461	\$3,537	\$3,613	\$3,690	\$3,766	\$3,842	\$3,918	\$3,995
MS Principal								
Master	\$3,461	\$3,539	\$3,616	\$3,693	\$3,770	\$3,848	\$3,926	\$4,002
Ed Spec	\$3,573	\$3,651	\$3,729	\$3,807	\$3,885	\$3,964	\$4,042	\$4,120
Doctorate	\$3,643	\$3,722	\$3,800	\$3,879	\$3,957	\$4,036	\$4,115	\$4,193
HS Principal								
Master	\$3,658	\$3,738	\$3,818	\$3,898	\$3,978	\$4,058	\$4,138	\$4,218
Ed Spec	\$3,770	\$3,850	\$3,931	\$4,012	\$4,093	\$4,174	\$4,254	\$4,335
Doctorate	\$3,839	\$3,921	\$4,002	\$4,083	\$4,165	\$4,246	\$4,327	\$4,408

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Tentative Agreement
between
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2026-2027 Salary Schedule

- Step movement
- 3% on schedule increase
- 3% off schedule increase
- Revenue/Expenditure Formula

2026-27 and 2027-28 Building Administrator Salary Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Elem/MS Asst Princ	\$107,500	\$109,574	\$111,647	\$113,721	\$115,794	\$117,868	\$119,941	\$122,015
Master	\$117,336	\$119,437	\$121,538	\$123,639	\$125,740	\$127,842	\$129,943	\$132,044
Ed Spec	\$113,884	\$115,982	\$118,079	\$120,177	\$122,274	\$124,372	\$126,469	\$128,567
Doctorate								
HS Asst Principal	\$109,639	\$111,646	\$113,653	\$115,659	\$117,666	\$119,673	\$121,680	\$123,687
Master	\$113,657	\$115,665	\$117,672	\$119,683	\$121,692	\$123,700	\$125,709	\$127,718
Ed Spec	\$116,172	\$118,182	\$120,191	\$122,200	\$124,210	\$126,219	\$128,228	\$130,238
Doctorate								
9th Grade Center Princ	\$112,360	\$114,368	\$116,377	\$118,385	\$120,393	\$122,401	\$124,409	\$126,417
Master	\$116,347	\$118,357	\$120,367	\$122,375	\$124,383	\$126,391	\$128,399	\$130,407
Ed Spec	\$118,828	\$120,838	\$122,846	\$124,854	\$126,862	\$128,870	\$130,878	\$132,886
Doctorate								
Elem Principal	\$112,360	\$114,368	\$116,377	\$118,385	\$120,393	\$122,401	\$124,409	\$126,417
Master	\$116,347	\$118,357	\$120,367	\$122,375	\$124,383	\$126,391	\$128,399	\$130,407
Ed Spec	\$118,828	\$120,838	\$122,846	\$124,854	\$126,862	\$128,870	\$130,878	\$132,886
Doctorate								
MS Principal	\$118,838	\$120,846	\$122,854	\$124,862	\$126,870	\$128,878	\$130,886	\$132,894
Master	\$122,890	\$124,898	\$126,906	\$128,914	\$130,922	\$132,930	\$134,938	\$136,946
Ed Spec	\$125,083	\$127,091	\$129,099	\$131,107	\$133,115	\$135,123	\$137,131	\$139,139
Doctorate								
HS Principal	\$125,593	\$127,601	\$129,609	\$131,617	\$133,625	\$135,633	\$137,641	\$139,649
Master	\$129,425	\$131,433	\$133,441	\$135,449	\$137,457	\$139,465	\$141,473	\$143,481
Ed Spec	\$131,818	\$133,826	\$135,834	\$137,842	\$139,850	\$141,858	\$143,866	\$145,874
Doctorate								

2026-27 and 2027-28 Building Administrator Salary Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Elem/MS Asst Princ	\$3,225	\$3,287	\$3,349	\$3,412	\$3,474	\$3,536	\$3,598	\$3,660
Master	\$3,340	\$3,403	\$3,466	\$3,529	\$3,592	\$3,655	\$3,718	\$3,781
Ed Spec	\$3,417	\$3,479	\$3,542	\$3,605	\$3,668	\$3,731	\$3,794	\$3,857
Doctorate								
HS Asst Principal	\$3,289	\$3,349	\$3,410	\$3,470	\$3,530	\$3,590	\$3,650	\$3,711
Master	\$3,410	\$3,470	\$3,530	\$3,590	\$3,651	\$3,711	\$3,771	\$3,832
Ed Spec	\$3,485	\$3,545	\$3,606	\$3,666	\$3,726	\$3,787	\$3,847	\$3,907
Doctorate								
9th Grade Center Princ	\$3,371	\$3,436	\$3,504	\$3,571	\$3,638	\$3,704	\$3,771	\$3,837
Master	\$3,490	\$3,557	\$3,624	\$3,691	\$3,758	\$3,825	\$3,891	\$3,958
Ed Spec	\$3,565	\$3,632	\$3,699	\$3,766	\$3,833	\$3,900	\$3,967	\$4,034
Doctorate								
Elem Principal	\$3,371	\$3,449	\$3,526	\$3,604	\$3,681	\$3,759	\$3,836	\$3,914
Master	\$3,490	\$3,569	\$3,647	\$3,725	\$3,803	\$3,881	\$3,959	\$4,037
Ed Spec	\$3,565	\$3,643	\$3,722	\$3,800	\$3,879	\$3,957	\$4,036	\$4,114
Doctorate								
MS Principal	\$3,565	\$3,645	\$3,724	\$3,804	\$3,884	\$3,963	\$4,043	\$4,122
Master	\$3,690	\$3,761	\$3,841	\$3,922	\$4,002	\$4,083	\$4,163	\$4,243
Ed Spec	\$3,753	\$3,833	\$3,914	\$3,995	\$4,076	\$4,157	\$4,238	\$4,319
Doctorate								
HS Principal	\$3,758	\$3,850	\$3,933	\$4,015	\$4,097	\$4,180	\$4,262	\$4,344
Master	\$3,883	\$3,966	\$4,049	\$4,132	\$4,216	\$4,299	\$4,382	\$4,465
Ed Spec	\$3,955	\$4,038	\$4,122	\$4,206	\$4,289	\$4,373	\$4,457	\$4,541
Doctorate								

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Tentative Agreement
between
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and the

Organization of Administrators of Chippewa Valley Schools

2027-2028 Salary Schedule

- Step movement
- 3% off schedule increase
- Revenue/Expenditure Formula

2026-27 and 2027-28 Building Administrator Salary Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Elem/MS Asst Princ								
Master	\$107,500	\$109,574	\$111,647	\$113,721	\$115,794	\$117,868	\$119,941	\$122,015
Ed Spec	\$111,336	\$113,437	\$115,538	\$117,639	\$119,740	\$121,842	\$123,943	\$126,044
Doctrate	\$113,884	\$115,982	\$118,079	\$120,177	\$122,274	\$124,372	\$126,469	\$128,567
HS Asst. Principal								
Master	\$109,639	\$111,646	\$113,653	\$115,659	\$117,666	\$119,673	\$121,680	\$123,687
Ed Spec	\$113,657	\$115,665	\$117,674	\$119,683	\$121,692	\$123,700	\$125,709	\$127,718
Doctrate	\$116,172	\$118,182	\$120,191	\$122,200	\$124,210	\$126,219	\$128,228	\$130,238
9th Grade Center Princ.								
Master	\$112,380	\$114,598	\$116,817	\$119,035	\$121,253	\$123,471	\$125,689	\$127,907
Ed Spec	\$116,347	\$118,574	\$120,802	\$123,029	\$125,256	\$127,483	\$129,711	\$131,938
Doctrate	\$118,826	\$121,061	\$123,295	\$125,528	\$127,762	\$129,996	\$132,229	\$134,462
Elem Principal								
Master	\$112,380	\$114,594	\$117,547	\$120,131	\$122,714	\$125,297	\$127,881	\$130,464
Ed Spec	\$116,347	\$118,951	\$121,556	\$124,160	\$126,765	\$129,369	\$131,974	\$134,578
Doctrate	\$118,826	\$121,445	\$124,062	\$126,680	\$129,297	\$131,914	\$134,532	\$137,149
MS Principal								
Master	\$118,836	\$121,492	\$124,146	\$126,800	\$129,453	\$132,107	\$134,761	\$137,415
Ed Spec	\$122,680	\$125,361	\$128,042	\$130,722	\$133,403	\$136,084	\$138,764	\$141,445
Doctrate	\$125,083	\$127,761	\$130,479	\$133,176	\$135,874	\$138,572	\$141,269	\$143,967
HS Principal								
Master	\$125,593	\$128,338	\$131,083	\$133,829	\$136,574	\$139,320	\$142,065	\$144,810
Ed Spec	\$129,425	\$132,199	\$134,973	\$137,747	\$140,521	\$143,295	\$146,069	\$148,843
Doctrate	\$131,816	\$134,609	\$137,400	\$140,191	\$142,982	\$145,774	\$148,565	\$151,356

2026-27 and 2027-28 Building Administrator Salary Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$3,225	\$3,287	\$3,349	\$3,412	\$3,474	\$3,536	\$3,598	\$3,660
	\$3,340	\$3,403	\$3,466	\$3,528	\$3,592	\$3,655	\$3,718	\$3,781
	\$3,417	\$3,479	\$3,542	\$3,605	\$3,668	\$3,731	\$3,794	\$3,857
	\$3,289	\$3,349	\$3,410	\$3,470	\$3,530	\$3,590	\$3,650	\$3,711
	\$3,410	\$3,470	\$3,530	\$3,590	\$3,651	\$3,711	\$3,771	\$3,832
	\$3,485	\$3,545	\$3,606	\$3,666	\$3,726	\$3,787	\$3,847	\$3,907
	\$3,371	\$3,438	\$3,504	\$3,571	\$3,638	\$3,704	\$3,771	\$3,837
	\$3,490	\$3,557	\$3,624	\$3,691	\$3,758	\$3,825	\$3,891	\$3,958
	\$3,565	\$3,632	\$3,699	\$3,766	\$3,833	\$3,900	\$3,967	\$4,034
	\$3,371	\$3,449	\$3,526	\$3,604	\$3,681	\$3,759	\$3,836	\$3,914
	\$3,490	\$3,569	\$3,647	\$3,725	\$3,803	\$3,881	\$3,959	\$4,037
	\$3,565	\$3,643	\$3,722	\$3,800	\$3,879	\$3,957	\$4,036	\$4,114
	\$3,565	\$3,645	\$3,724	\$3,804	\$3,884	\$3,963	\$4,043	\$4,122
	\$3,680	\$3,761	\$3,841	\$3,922	\$4,002	\$4,083	\$4,163	\$4,243
	\$3,753	\$3,833	\$3,914	\$3,995	\$4,076	\$4,157	\$4,238	\$4,319
	\$3,768	\$3,850	\$3,933	\$4,015	\$4,097	\$4,180	\$4,262	\$4,344
	\$3,883	\$3,966	\$4,049	\$4,132	\$4,216	\$4,299	\$4,382	\$4,465
	\$3,955	\$4,038	\$4,122	\$4,206	\$4,289	\$4,373	\$4,457	\$4,541

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Letter of Agreement
between
Chippewa Valley Schools (District)
and the
Organization of Administrators of Chippewa Valley Schools

The parties have agreed to the following:

Whereas, the possibility of a change in the District's financial projection changed from the time in which the District received bargaining parameters and the parties reaching a Tentative Agreement,

Whereas, the District originally proposed a four percent (4%) on-schedule increase in year one (2025-2026), a three percent (3%) on-schedule increase for year two (2026-2027), and a Step for year three (2027-2028); those salary schedules are attached.

Whereas, at that time, the medical benefit plan coverage years beginning on or after January 1, 2025, the limit on the amount that a public employer may contribute to a medical benefit plan equals the sum of the following:

- \$7,718.26 times the number of employees and elected public officials with single-person coverage.
- \$16,141.28 times the number of employees and elected public officials with individual-and-spouse coverage or individual-plus-1-nonspouse dependent coverage.
- \$21,049.85 times the number of employees and elected public officials with family coverage,

Therefore, the Michigan House of Representatives have introduced House Bill 6058.

(2) Except as otherwise provided in this act, a public employer that offers or contributes to a medical benefit plan for its employees or elected public officials shall pay no more of the annual costs or illustrative rate and any payments for reimbursement of co-pays, deductibles, or payments into health savings accounts, flexible spending accounts, or similar accounts used for health care costs, than a total amount equal to any of the following for a medical benefit plan coverage year beginning January 1, 2025, to December 2025, \$8,258.54 times the number of employees and elected public officials with single-person coverage, \$17,271.17 times the number of employees and elected public officials with individual-and-spouse coverage or individual-plus-1-nonspouse-dependent coverage, plus \$22,523.34 times the number of employees and elected public officials with family coverage.

Now Therefore, should what is known and presented as House Bill 6058, and presented above, fail, or PA 152 is not repealed; the District agrees that the salary schedule for 2025-2026 shall automatically revert to the originally proposed four percent (4%) on schedule scale.

For the district:


Adam Blanchard
Assistant Superintendent Human Resources
12-5-24
Date

For the association:


Kari Drogosh
President
12-5-24
Date