AGREEMENT BETWEEN

The

ATHERTON ADMINISTRATORS' ASSOCIATION

And The

ATHERTON BOARD OF EDUCATION

July 1, 2025 - June 30, 2028

This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

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ARTICLE I - RECOGNITION

1.1 The Board recognizes the Association as the exclusive bargaining representative of all administrative personnel in the following areas:

Building Principals

But Excluding
Superintendent
Central Office Administrators

1.2 The term "administrator," when used hereinafter in this agreement, shall refer to employees within the bargaining unit. Administrators on leave shall be included in this agreement. Administrators whose work is more than 50% administrative duties in academic areas shall be included in this agreement.

1.3 In the event the parties do not agree as to whether a position shall be included or excluded from the bargaining unit, the Michigan Employment Relations Commission shall make the final determination.

1.4 The Board agrees not to negotiate or contract with any administrators' organization other than the Association.

ARTICLE II - BOARD RIGHTS

2.1 The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provisions of this contract. This contract shall include, by way of illustration and not by way of limitation, the right to:

2.1.1. Manage and control the school's business, the equipment, and the operation, and direct the working forces and affairs of the employer, but not in conflict with the specific provisions of this contract.

2.1.2. The right to direct the working forces, including the right to hire, evaluate, promote, suspend and discharge employees, transfer employees, assign work to employees, determine the size of the workforce and lay off employees, but not in conflict with the specific provisions of this contract.

2.1.3 Determine the services, supplies, and equipment necessary to continue its operations and to determine the methods, schedules, and standards of operation, the means, and the institution of new and/or improved methods of changes therein, but not in conflict with the specific provisions of this contract.

2.1.4. Adopt rules and regulations, but not in conflict with the specific provisions of this contract.

2.1.5. Determine the qualifications of employees, but not in conflict with the specific provisions of this contract.

2.1.6. Determine the locations or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, divisions or subdivisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities, but not in conflict with the specific provisions of this contract.

2.1.7. Determine the placement of operations, production, services, maintenance, or distribution of work, and the source of materials and supplies, but not in conflict with the specific provisions of this contract.

2.1.8. Determine the financial policies, including all accounting procedures and all matters pertaining to public relations, but not in conflict with the specific provisions of this contract.

2.1.9. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization, but not in conflict with the specific provisions of this contract.

2.1.10 Determine the policy affecting the selection of employees, but not in conflict with the specific provisions of this contract.

2.2 Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district, or local laws or regulations as they pertain to education.

2.3 Waiver: The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties, after the exercise of that right and opportunity, are set forth in this agreement. Therefore, the District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

2.4 Entire Agreement: This contract constitutes the sole and entire existing Agreement between the parties in respect to rates of pay, wages, hours of employment, or other conditions of employment, which shall prevail during the term of the contract. It supersedes and cancels all prior practices, whether oral or written, and expressed all obligations of, and restrictions imposed upon, the District and the Association. All matters or subjects not herein covered have been satisfactorily adjusted, compromised or waived by the parties for the life of this Agreement. This contract is subject to amendment, alteration or additions only by a subsequent written agreement between and executed by the District and the Association. The waiver or breach of any term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of its terms and conditions.

2.5 Severability: If any provisions of the Agreement or any application of the Agreement to any employee shall be found contrary to law, then such provision or application shall be deemed null and void, but all other provisions or applications shall continue in full force and effect. The parties shall meet and attempt to negotiate that portion of the contract that is unenforceable.

ARTICLE III - USE OF EQUIPMENT & FACILITIES

3.1 Upon approval of the superintendent, the Association may use school equipment and school facilities. The Association shall reimburse the school district for costs incurred in the use of the equipment, facilities, or supplies.

3.2 No member of the Association shall use his/her secretary to perform Association work during working hours.

ARTICLE IV - MEMBERSHIP & PROFESSIONAL FEES

4.1 Membership in national and state professional organizations will be paid by the Board of Education.

4.2 Attendance at state professional conferences annually will be paid by the Board of Education for each administrator.

ARTICLE V - ADMINISTRATIVE PERSONNEL FILE

5.1 Administrators shall have the right to inspect the contents of their personnel file, excluding confidential recommendations. Administrators may attach responses to any material in their personnel file. Such response shall be limited to a total of five (5) typed legal pages.

5.2 The employer shall furnish, upon request, a copy of the current job description for any position within the bargaining unit. Administrators shall be given notice of any additional duties that are assigned to their current position. An administrator must be given prior notice (express, implied, constructive, or inquiry) or have reasonable reason to know of an expected assignment, duty, or responsibility before that assignment, duty, or responsibility will be the basis of a negative final evaluation.

5.3 The administrator will respond to emergency calls when school personnel or agent on the scene deem his/her presence necessary.

5.4 The Atherton Community Schools shall offer by April 1st an individual contract for two (2) years, renewable each year, provided the most recent evaluation is satisfactory. Nonrenewal of contract is governed exclusively by Michigan School Code Provisions providing for standards of nonrenewal.

5.4.1. "Same administrative assignment" shall be defined to permit minor modifications in job title and function so long as the major emphasis has not changed.

5.4.2. A lateral change in principalships shall be considered the same administrative assignment.

5.4.3. The collective bargaining agreement shall supersede the individual contracts, and all conflicts therein shall be governed by the collective bargaining agreement. Individual written contracts shall be subject to the collective agreement and be controlled by the collective agreement. The employer's right to lay off, transfer, or discharge (in compliance with 5.2) shall not be limited by the individual contract.

ARTICLE VI - CREATION OF NEW ADMINISTRATIVE POSITIONS

6.1 In the event the Board establishes and places in use a new job description, a temporary salary shall be established by the Board, and written notice of the rate and job description will be furnished to the Association officers.

6.2 If the Association objects to the proposed wage scale, it shall so notify the Board, in writing, within ten (10) days following the date of notice and shall be subject to negotiations.

6.3 Upon agreement, or in the event the Board's proposed wage scale is not objected to by the Association within the time limits, the wage scale and job title shall be considered final and become a part of the Economic Appendix.

ARTICLE VII – REDUCTION AND ABOLISHMENT OF ADMINISTRATIVE POSITIONS

7.1 It is specifically recognized that it is within the sole discretion of the Board to reduce its educational program, curriculum, staff, and number of positions.

7.2 If it becomes necessary to reduce or abolish administrative positions, efforts will be made to place displaced administrators in a position that they are qualified to handle.

7.3 In placing the administrator, consideration will be given to his/her qualifications, competency, and his/her length of service in the district, with the understanding that the needs of the district are paramount.

7.4 Administrators who are laid off from the district shall receive notice of teaching and administrative vacancies for a period of two (2) years.

Vacancies, Transfers, and Promotions

7.5 It is the policy of the Board to secure the best-qualified person for each position. The Board recognizes that it is desirable in making assignments to consider the interests and aspirations of its administrators in accordance with their individual qualifications.

7.6 Tentative administrative assignments for the coming year shall normally be made in writing prior to May 1.

7.7 Any change in administrative assignments after May 1st shall be made in writing.

Retirement, Resignation, and Assignment

7.8 Any administrator planning to retire or resign will make every possible effort to submit in writing to the personnel office his/her intent no later than April 15th of the year he/she plan to retire.

ARTICLE VIII - LEAVES OF ABSENCE

8.1 Requests and conditions for leaves:

Employees may request a leave of absence. The request shall specify the following particulars of the leave:

a. Purpose
b. Length
c. Compensation, if any
d. Fringe benefits, if any
e. Incremental accrual, if any
f. Return right to either:
    1. First vacancy
    2. Same position
    3. Any position at the discretion of the employer

8.2 If the leave is granted, the employer shall specify the terms. Any term not specified in the employer's response is rejected. Examples of such leaves would be as follows: personal hardship, professional leaves, educational leaves, and long-term leaves.

ARTICLE IX - EVALUATION

The Board and the Association recognize the importance of an objective evaluation procedure.

9.1 Each administrator shall have an annual written evaluation.

9.2 A "state-approved" evaluation instrument will be utilized in the administrative evaluation process. The administrator shall receive a written copy of his/her yearly evaluation. A copy shall be placed in his/her personnel file.

9.2.1 The parties agree that the administrator and the supervisor will meet each year to establish goals for the upcoming school year. The summative meeting will be completed before June 30 of each year.

ARTICLE X – SENIORITY LANGUAGE

10.1 The Board shall make a good faith attempt to maintain the current administrative seniority language as stated in the 1979-80 teacher contract, as supported by fact-finder Grinstead's opinion.

ARTICLE XI - LEAVE PAY

11.1 At the beginning of each school year, each administrator shall be credited with ten (10) days of sick leave, the unused portion of which shall accumulate from year to year, not to exceed sixty-five (65) days. An administrator may be compensated for up to five (5) unused sick or personal days at his/her daily per diem rate. The administrator must have at least 50 unused days in his/her bank to qualify and may not fall below 50 days as a result. The leave days may be taken by an administrator for the following reasons and subject to the following conditions.

11.1.1 Personal illness or disability: The administrator may use all or any portion of the leave to recover from the administrator's own illness or disability, which shall include childbirth and complications of pregnancy, or for any other reason as permitted by the Earned Sick Time Act ("ESTA"), MCL 408.964. For sick time of more than three (3) consecutive days, the Board of Education shall have the right to require reasonable documentation and/or require an examination by an agreed-upon physician.

11.1.2 Effective July 1, 2025, administrators will be paid $75.00 for each sick day in their bank upon retirement from the Atherton Schools

11.2 Each administrator is entitled to eight (8) personal leave days per contract year. Personal days are not accumulative as personal days; however, they will not be deducted from sick leave. A personal day will be granted for a full or half day when approved by the Superintendent. At the end of each school year, an administrator's unused personal days shall be added to his/her accumulated sick days.

11.2.1. Any additional days will be deducted from the administrator's sick days.

11.3 An administrator who is unable to work because of personal illness or disability and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or disability, up to one year, and the leave may be renewed each year upon written request by the administrator.

11.4 An administrator shall be granted up to five (5) bereavement days.

11.5 An administrator called for jury duty shall be compensated for the difference between administrative pay and the pay received for the performance of such obligation.

11.6 An administrator subpoenaed to give testimony as a witness before any judicial or administrative tribunal, or is a participant in a mediation, fact-finding, or arbitration proceeding shall be compensated for the difference between the administrative pay and the pay received for the performance of such obligation.

11.7 Family and Medical Leave Act: The parties recognize the implementation of the Family and Medical Leave Act effective August 5, 1993, and will comply with the terms of the Act. It is understood that the incorporation of this section in the Agreement to recognize and comply with the Act is to supplement the terms of this Agreement and its benefits and in no way will be used to subtract any benefits from the terms of the Agreement. An arbitrator is limited to the interpretation of the contract language only.

11.8 It is mutually agreed upon by both the Board of Education and the administrative group that they will pursue health, dental, vision, L.T.D., and life insurance benefit package. The administrative group will continue to use the current fringe benefit package as outlined in Article XII, A, B, C, D, and F until a new company and payment plan are agreed upon by both parties, which may take place during this three (3) year agreement by a separate letter of agreement added to this contract at a future date.

11.9 The parties acknowledge and agree that the Earned Sick Time Act, MCL 408.961 *et seq*, remains applicable with respect to sick time in all areas not expressly addressed by this Article. In the event that relevant legislation is amended, repealed, or otherwise modified, the parties shall promptly reconvene to determine appropriate language.

ARTICLE XII - SALARY AND FRINGE BENEFITS

12.1 Health Insurance: The Board of Education will offer and pay the entire amount allowed by law and designated as the "hard cap" for the health insurance premium and deductible for the administrator, spouse, and/or family.

12.2 Dental Insurance: The Board will offer dental insurance for the administrator, spouse, and family.

12.3 Life Insurance: The Board shall provide group life insurance protection of $100,000.00 for the Duration of Contract with an accidental Death and Disability Rider, to be paid to the administrator's designated beneficiary.

12.4 Long-Term Disability Insurance: The Board will provide long-term disability (66-2/3) salary after ninety (90) calendar days of continuous absence, with a maximum of $4,000.00 per month.

12.5 Mileage and Travel: $325.00 per semester for the life of the contract. The Board reserves the right to request documentation of miles. Such mileage shall be subject to the reopener thirty (30) days after ratification of the teacher's contract.

12.6 Vision: The Board will offer vision insurance for the administrator, spouse, and family.

12.7 Negotiations: If an administrator is selected to assist the Board of Education in collective bargaining negotiations with the A.E.A., he/she will receive a $250.00 stipend in the year that negotiations take place.

12.8 Section 125 Cash Option

The Atherton Board of Education shall provide a cash option in lieu of health benefits (the "Cash Payment"). The Board shall develop and implement a qualified plan document that complies with Section 125 of the Internal Revenue Code (the "Plan").

12.8.1 The amount of the cash payment received shall be applied by the association member to a tax-deferred annuity. The cash payment amount shall be $250.00 paid monthly for the life of the contract into the board-approved carrier of the association member's choice. To elect a tax-deferred annuity, the association member shall enter into a salary reduction agreement.

12.8.2 The Board and the association member shall be responsible for paying their respective FICA taxes on the Cash Payment amount applied to a Tax-Deferred Annuity.

12.8.3 All costs relating to the implementation and administration of benefits under this program shall be borne by the board.

12.9 Job Categories

All building-level administrators will work all teacher workdays, plus the remainder of June and the entire month of August (excluding the Friday prior to Labor Day). Flex time during June or August may be granted by the Superintendent.

Administrators may be required to work up to five (5) days in July to perform professional responsibilities, including but not limited to staff interviews, budgeting, scheduling, staffing, or other related duties as assigned by the District, without additional compensation.

12.9.1 All newly hired administrators will be given a one (1)-year contract for the first year, which is a probationary status contract. If the newly hired administrator satisfactorily completes the first year in the administrative position, he/she would be eligible for a two (2)-year contract. During the probationary period, the District may terminate the employment of a probationary administrator for any reason that is not arbitrary or capricious. A probationary administrator's termination is not subject to the disciplinary standards applicable to non-probationary administrators under this Agreement or Board Policy.

12.9.2 Salaries will be based upon negotiations with the Superintendent and/or the Atherton Board of Education. See attachment for wage scales.

12.10 Tax-Sheltered Annuity Contributions

	25-26	26-27	27-28
Elementary Principal	$2775	$2850	$3000
Middle/High School Principal	$2775	$2850	$3000

12.11 Working Hours

All administrative working hours will be as directed by the Superintendent of Schools.

12.12 Longevity

5-9 years	Increase annuity amount by $2250
10-14 years	Increase annuity amount by $3250
15+ years	Increase annuity amount by $3750

*Longevity is defined as years of service within the administrative association.
*Longevity payment will be paid in full at the beginning of each fiscal year.

12.13 Merit Pay: The administrator shall receive an annual merit pay stipend if rated as effective or highly effective on the annual evaluation.

2025-2026	4.0% of annual salary
2026-2027	4.25% of annual salary
2027-2028	4.5% of annual salary

12.14 EXTRA DUTY STIPENDS

Extra duty stipends are given for additional responsibilities beyond "normal" principal duties.

Each administrator may submit a list of responsibilities or duties he/she feels go beyond the administrator's normal daily duties or responsibilities for review by the Superintendent. After review, a stipend of $500 or $1000 may be awarded.

ARTICLE XIII – CERTIFICATION

In addition, accreditation standards under the State of Michigan and/or North Central Association must, if required, be met as follows:

13.1. A staff member who may be "grandparented" in her/his position pursuant to the accrediting agency will be allowed to keep her/his current assignment.

13.2 Pursuant to the accrediting agency, an administrator who does not meet accreditation standards is not "grandparented" and wishes to be considered for another position must agree, in writing, during the posting period to take the required hour/courses (at her/his own expense) within the time allotted.

13.3 Failure to comply with the previous agreed upon course of study will be grounds for dismissal.

13.4 The qualification criteria contained in this section, if required, supersede any other language to the contrary contained in this collective bargaining agreement and supplement the administrator's individual contract.

13.5 The Atherton School District will not be allowed to lose its legally required or district-desired accreditation status.

ARTICLE XIV – MISCELLANEOUS PROVISIONS

Printing of Agreement:

A. Copies of this Agreement shall be printed at the expense of the Board and furnished to all administrators now employed or hereafter employed by the Board without charge.

B. Cell Phone: An administrator in the district will be given a stipend of $75.00 per month for the use of their private cell phone. This stipend will be the total reimbursement to cover any work-related calls that the administrator may make on their cell phone.

Workshops and Courses:
Realizing that it is desirable for administrators to be cognizant of current philosophies, trends, and techniques, the Board may provide in-service workshops or courses for administrators in areas deemed necessary.

A. The Atherton Board of Education will reimburse the cost of tuition for up to three (3) semester hours of graduate class per administrator per year. If the graduate coursework is part of an approved Specialist or Doctoral Program, the district will reimburse an additional three hours per year. Prior approval of the class by the Superintendent must be obtained. Individuals seeking reimbursement must remain with the Atherton School District one year after the reimbursement is made. Those leaving prior to one year will be required to repay the district the amount of tuition reimbursed.

Salary Deductions:
Upon written authorization from the administrator and approval by the Superintendent, the Board shall deduct from the salary of the administrator and make appropriate remittance for Flint Teachers' Credit Union, savings bonds, United Fund, tax-sheltered annuity, or other plans or programs jointly agreed to by the Board and the Association.

ARTICLE XV – GRIEVANCE PROCEDURES

Definitions

A. A grievance shall mean a complaint by an administrator, or group of administrators, alleging that there has been a violation, misinterpretation, or misapplication of a specific provision of this agreement.

B. "Days" means "workdays" as specified in the Grievance Procedures.

C. The term "grievance" shall not apply to:

1. Any matter for which another remedial procedure is prescribed by law or any rule or regulation of any state administrative agency.

2. The termination of services of or a failure to re-employ any probationary administrator. The probationary period shall be her/his first year as an administrator in the Atherton School District.

3. Any matter involving administrator evaluation (this shall not limit the administrator's right to attach rebuttal statements to his/her evaluation.)

D. It is expressly understood that the grievance procedure shall not apply to those areas in which the Tenure Act prescribes a procedure or authorizes a remedy (discharge and/or demotion).

Written Grievances: Written grievances as required herein shall contain the following:

A. It shall be signed by the grievant or grievants.

B. It shall be specific.

C. It shall contain a synopsis of the facts giving rise to the alleged violation.

D. It shall cite the section or subsections of this contract alleged to have been violated.

E. It shall contain the date of the alleged violation.

F. It shall specify the relief requested.

Procedures

A. Level One: An administrator alleging a violation of the express provisions of this contract shall, within five (5) days of its alleged occurrence, or if it involves a dispute over a pay period, within ten (10) days of the end of the pay period, orally discuss the grievance with the superintendent or designee in an attempt to resolve same. The superintendent, or his/her designee, will respond in writing within three (3) days of the discussion. If the administrator doesn't agree with the written response, he/she shall reduce the grievance to writing and proceed within five (5) days to level two.

B. Level Two: A copy of the written grievance shall be filed with the superintendent within five (5) days of receipt of the grievance, the superintendent shall arrange a meeting with the grievant and/orhis/her designated Association representative, at the option of the grievant, to discuss the grievance. Within five (5) days of the discussion, the superintendent shall render his/her decision, in writing, transmitting a copy of the same to the grievant and the Association.

   If no decision is rendered within five (5) days, or the decision is unsatisfactory to the grievant or the Association, the grievant or the Association may appeal same to the Board of Education by filing a written grievance along with the decision of the superintendent with the officer of the Board in charge of drawing up the agenda for the Board's meetings. The Board shall schedule a meeting to hear the matter not more than thirty (30) days from the appeal.

C. Level Three: Upon proper application as specified in Level Two, the Board shall allow the administrator or the Association an opportunity to be heard at the meeting for which the grievance was scheduled. Within five (5) days from the hearing of the grievance, the Board shall render its decision in writing.

ARTICLE XVI – MISCELLANEOUS

A. Any grievance that arose prior to the effective date of the Agreement shall not be processed.

B. The failure of an aggrieved person to proceed from one step of the Grievance Procedure to the next step within the time limits set forth shall be deemed to be an acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance.

C. Any party of interest may be represented at all meetings and hearings at any level of the grievance procedure by another building administrator or a representative of the Association, or a legal representative.

D. A grievance may be withdrawn at any step without prejudice.

E. The filing of a grievance shall in no way interfere with the right of the Board to proceed in carrying out its management responsibilities, subject to the final decision of the grievance.

F. The association is not prohibited from processing a grievance on behalf of an employee or group of employees, but the grievance must be signed by the affected employee.

G. Should an employee fail to institute a grievance within the time limits specified, the grievance will not be processed. Should an employee leave the employ of the Board, all further proceedings on a previously instituted grievance may be continued by the Association.

H. No reprisals of any kind shall be taken by or against a building administrator participant in the grievance procedure for the reason of such participation.

I. All supportive documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participant.

J. It shall be the general practice of all parties of interest to process grievance procedures during times which do not interfere with assigned duties provided, however, in the event it is agreed by the Board to hold proceedings during regular working hours, a building administrator Association president, or the Association president's designee participating in any step of the grievance procedure, with any representative of the Board, shall be released from assigned duties without loss of salary.

ARTICLE XVII – MEMORANDUM OF UNDERSTANDING

Additional personal business days may be granted at the sole discretion of the Superintendent. Such a decision shall be non-grievable.

Administrators may request, on a rotating basis, that leave time with pay may be granted during times when school is not in session. Leave time will be granted on the condition that the administrator will have coverage of their responsibilities by another administrator. The Superintendent shall grant the leave at his/her sole discretion. Such a decision shall not be grievable.

Thirty (30) days after the ratification of the teacher's contract the administrators may request additional bargaining over fringe benefits.

ARTICLE XVIII – NO STRIKE CLAUSE

1. For the term of this Agreement, the Association agrees for and on behalf of its officers, members, and each and every employee within the Bargaining Unit that they will neither instigate, call, maintain, condone, support, or permit in any manner a strike, a slowdown, or other stoppage of work, or picketing on the Board premises.

2. In the event of any action in violation of the foregoing, the Association and its officers shall in good faith take the following action when notified by the Board of the occurrence of the violation:

a. Promptly, but not later than within twenty-four (24) hours, issue a statement to the local newspapers and furnish the Board with a signed statement, both of which shall be to the effect that the work interruption is unauthorized by the Association and is in violation of the Agreement.

b. Within twenty-four (24) hours, instruct all of its members guilty of such violation to return to work at once and all of its members to continue at work, and confirm all such instructions by letter or bulletin within forty-eight (48) hours.

c. Refrain from giving any aid, encouragement, or support of any sort whatsoever to members who are violating the provision of this section.

3. The Association will not directly or indirectly take reprisals against an employee who continues, or attempts to continue, his/her duties, or refuses to participate in any of the activities prohibited by this section.

4. The Board will have the right to all remedies available at law for violation of this section, including discharge and/or injunctive relief and/or damages against any person, group, or organization violating this section of the agreement.

5. Compliance by the Association with all the provisions above shall free the Association from all liability for any breaches of this section of the agreement.

ARTICLE XIX – DURATION

This agreement shall be in effect July 1, 2025, and shall continue until the 30th day of June, 2028. Any administrator wishing to retire or resign will provide the Board with a thirty (30) day notice of intent.

ADMINISTRATORS' ASSOCIATION

ATHERTON BOARD OF EDUCATION