AGREEMENT

between

IONIA PUBLIC SCHOOLS

and

IONIA ADMINISTRATORS ASSOCIATION

2024-2027

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PREAMBLE

This Agreement is entered into by and between the Board of Education of Ionia Public Schools (hereinafter the Board) and the Ionia Administrators Association (hereinafter the Association).

ARTICLE 1 - RECOGNITION

The Board hereby recognizes the Association as the exclusive bargaining representative pursuant to Act 379, P.A. 1965, as amended, for all administrative employees including principals, assistant principals, but excluding the superintendent/assistant superintendent, all central office positions including the Welch Principal position when combined with central office or teaching responsibilities.

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

ARTICLE 2 - BOARD RIGHTS AND SECURITY

The Board of Education and its Executive Officer, the Superintendent of Schools, reserve and retain full rights, authority, discretion and powers in the proper discharge of their respective duties and responsibilities to control, supervise and manage the Ionia Public School District and its staff, certified and non-certified under governing law, ordinance, rules and regulations as set forth in the Constitution and laws of the State of Michigan and of the United States. Such rights include, by way of illustration and not by way of limitation, the right to:

1. Supervise and direct the management and administration of the school system, its facilities, business, equipment, operations and properties.

2. Determine the qualifications, select, promote and transfer all administrators, subject only to the provisions of law.

3. Assign all personnel and determine the number of personnel and the schedules for said personnel.

4. Determine the number, function, authority and organization of its administrative and support staff.

5. Determine the initial pay rate, work schedule, function and authority for any new administrative position.

6. Establish programs and direct the development of courses of instruction and provision of special activities as deemed necessary or advisable by the Board.

7. Determine class schedules, class size, hours of instruction and assignment of staff with respect thereto.

8. Select textbooks, teaching aids and materials.

9. Determine services, supplies and equipment necessary for the operation of the District and to establish financial policies and procedures.

10. Determine the number, location and utilization of its facilities including buildings, departments and offices and divisions thereof.

11. Determine the workday.

The exercise of the foregoing powers, rights, duties and responsibilities by the Board and the adoptions of policies, rules regulations, practices and procedures in the furtherance thereof, shall be the prerogative of the Board except and unless limited by express provision of this Agreement.

Administrators shall comply with all policies of the Board and shall comply with such written rules, regulations, orders and procedures as are considered necessary to the implementation of said policies and to the operation of the District.

ARTICLE 3 - ASSOCIATION RIGHTS

A. The Association shall have the right to use school buildings and facilities for Association business upon notification to the Superintendent in accordance with District policy.

B. The Association shall have the right to use the district's interschool mail service for communications to its members.

C. The Board agrees to furnish to the Association, in response to written requests, verified and/or Board approved information concerning the finances of the District, in addition to information available under the Freedom of Information Act and/or the Public Employment Relations Act. (The Association will reimburse the Board for expenses incurred in furnishing information and/or making records available as per Board established policy.)

ARTICLE 4 - ADMINISTRATOR RIGHTS

A. All administrators shall be accorded, in regard to their personnel file, those rights to examine, copying and comment provided by law. Upon written notification and without interruption of their work schedule, the administrator may exercise these

rights, with an Association representative present, if so requested. A representative of the Superintendent's office shall be present.

B. Each building principal shall control student discipline within his/her building consistent with the law unless otherwise limited by Board's policies and procedures concerning the discipline of students.

C. The Board and Superintendent will support the actions of administrators when said actions are within the scope of the administrator's authority and are consistent with Board policy.

D. Each building principal shall have the right to make the determination regarding each pupil's assignment within his/her building as long as this determination is made in accordance with the Board's policies concerning the classification and promotion of students. The Superintendent has the authority to make final determination regarding pupil assignments.

ARTICLE 5 - VACANCIES, PROMOTIONS, and TRANSFERS

A. An administrator temporarily transferred shall be paid at his/her current rate or the rate of the new assignment, whichever is higher, for the duration of such assignment.

B. The Board retains the right to transfer administrators throughout the term of this agreement.

ARTICLE 6 - INDIVIDUAL CONTRACTS

A. **Initial Contracts**

The length (term of years) of an administrator's individual contract at the time of initial hire shall not exceed two (2) years.

Not later than the conclusion of the administrator's second full year of employment with the District, consideration shall be given to issuance of a three (3) year continuing contract. If the administrator's performance, as determined by the Superintendent, meets minimum requirements, a three (3) year continuing contract will normally be offered to the administrator.

Continuing Contracts

Thereafter, administrators shall receive two (2) year contracts of employment, which the Board in its discretion may choose not to renew for a subsequent term, upon notice to the administrator prior to the end of the first year of the two (2) year

contract. All individual administrator contracts of employment shall be made subject to the specific and express terms of this Agreement. Such contracts shall expressly deny the granting of tenure in the administrative capacity.

B. The administrator must hold all certificates and credentials required by law, (including applicable provisions of the School Code of 1976) the State School Aid Act, Michigan Department of Education Regulations and/or by the District to serve in the position assigned. Further, the administrator must possess proper credentials required for the School District to maintain accreditation at the educational level supervised by the administrator. If at any time an administrator fails to hold appropriate certificates and credentials, (as defined above) for the position assigned, the administrator's employment shall be immediately terminated and the District shall have no liability for any further payments or obligations under any contract of employment with said administrator.

ARTICLE 7 - CREATION OF POSITIONS

A. It is agreed that before any rates of pay, wages, hours or other conditions of employment are established for a new administrative position within the bargaining unit the parties shall engage in collective bargaining. Interim wages, hours and working conditions may be established by the Board, but said wages, hours and working conditions shall not establish the status quo and any wages, hours or conditions of employment established through bargaining shall be given full retroactivity.

ARTICLE 8 - WORK SCHEDULE

A. During each year of this agreement, the administrator shall work the number of days designated for his/her position classification.

Administrators are not required to report to work as normally scheduled on days when school is postponed or cancelled due to inclement weather, unless notified by the Superintendent to the contrary. Inclement weather days shall count toward the individual's contractual obligations unless the days and/or hours must be made up to meet State days and hours requirements.

The typical work calendar for each position is as follows:

High School Principal (225)

- 3 weeks after the last teacher day
- 3 weeks prior to the first teacher day of the school year
- With the remainder of the days/time to be flexed throughout the year and accounted for by the Administrator (based on an 8-hour day)

Middle School Principal (215)

- 2 weeks after the last teacher day
- 2 weeks prior to the first teacher day of the school year
- With the remainder of the days/time to be flexed throughout the year and accounted for by the Administrator (based on an 8-hour day)

Elementary Principal (205)

- 1 week after the last teacher day
- 2 weeks prior to the first teacher day of the school year
- With the remainder of the days/time to be flexed throughout the year and accounted for by the Administrator (based on an 8-hour day)

Assistant Principal (210)

- 2 weeks after the last teacher day
- 2 weeks prior to the first teacher day of the school year
- With the remainder of the days/time to be flexed throughout the year and accounted for by the Administrator (based on an 8-hour day)

B. During the school year, Elementary principals, Welch High School Principal, Asst. M.S. principal, and Asst. H.S. principal will follow the school calendar concerning holidays and will be available to work as needed. The High School and Middle School principals will follow the administrative calendar concerning holidays and will be expected to work on days when students and teachers are present. Exceptions must be pre-approved by the Superintendent.

C. Administrators who are requested to work days other than those set forth in Section A of this article shall be paid at the per diem rate or at the request of the administrator may be granted compensatory time as arranged with the Superintendent.

D. The per diem rate shall be the salary of the administrator divided by his/her number of working days as set forth in Section 1.

E. All principals shall be allowed a thirty (30) minute duty free lunch period. Such lunch period will not be scheduled and will be taken at a time to be determined by the principal involved. Principals will ensure adequate supervision of students lunches, and are to be available for emergency situations that may require the administrator's immediate attention. When it becomes necessary for the administrator to be absent during the lunch period, to attend meetings and other related school matters, the administrator will be responsible for seeing that the lunch period is adequately supervised.

F. In the event that a substitute teacher cannot be obtained to fulfill a vacancy, all the following procedures will be utilized before a Principal may fill in for the teacher:

1. The substitute system has completed its call out system and was unable to find a substitute teacher
2. The Principal or designee has reached out to substitutes personally who have fulfilled vacancy jobs before.
3. Teachers will be offered an opportunity to substitute for another teacher during the teacher's preparation time.

If all steps are taken and there is not an available substitute teacher, the Principal may substitute for the teacher and be compensated at the rate of $45.00 per hour with a compensation maximum of 3.5 hours totaling $157.50 for the complete day.

ARTICLE 9 - PROFESSIONAL GROWTH

A. An administrator who engages in a program of professional growth may be permitted to arrange his/her working hours to accomplish the same as long as he/she is otherwise able to perform his/her duties and responsibilities, provided that said arrangements are submitted to the Superintendent and receives his/her approval.

B. The Board recognizes the importance of state and national conventions/conferences and school visitations, and agrees to pay approved expenses incurred by administrators while attending approved conferences and visitations as determined by the Superintendent when financially feasible.

C. Annual membership dues for one State and one National Professional Organization shall be paid by the Board. Should any portion of said dues be expended for purposes of negotiations or other purposes contrary to the best interest of the Board, it is hereby agreed that said commitment of the Board paid dues shall be immediately considered null and void.

D. Subject to the prior approval of the Superintendent, administrator shall be eligible for graduate tuition reimbursement for up to three (3) classes per year, providing the administrator receives at least a grade of 2.5 or higher.

ARTICLE 10 - PROTECTION OF ADMINISTRATORS

A. If an administrator is injured while acting in a legal manner within the scope of employment as an administrator, expenses incurred for medical, surgical and hospital care in excess of those covered by hospitalization insurance provided by the Board will be the responsibility of the Board.

B. Administrators shall report to the Superintendent's office all cases involving serious abusive conduct and/or torts or assaults suffered by them in connection with their employment.

C. If any administrator, while acting in a legal manner as an administrator within the jurisdiction of his/her assignment, is complained against or sued, the Board's Attorney will be available for legal advice. It shall be the responsibility of the administrator to bring any such complaint to the attention of the Board, in writing as soon as possible.

D. All administrators covered by this agreement shall be covered under the District's Comprehensive General Liability Policy or other appropriate group liability policies up to one million dollars ($1,000,000) in coverage.

E. An administrator temporarily absent from his/her duties as a result of an assault or suit while employed in school activities, and the assault or suit is related to performance of duties, shall receive full pay and shall not have the absence charged against his/her sick leave accumulation.

F. The Board shall reimburse any administrator up to (five hundred ($500.00) per incident for the damage or destruction of clothing and/or watches, jewelry and eye glasses having a value of ten dollars ($10.00) or more, provided such damage or destruction occurs on school premises, is connected with the execution of his/her assigned responsibilities and was not occasioned by the negligence of the affected administrator and loss is not covered by existing insurance or reimbursed from other sources.

ARTICLE 11 - LEAVES

Each full-year administrator shall be credited with twelve (12) sick leave days each year, beginning on July 1. Elementary principals, Welch High School Principal, Assistant M.S. principal and Assistant High School principal shall be credited with eleven (11) sick leave days each year, beginning on July 1. Such days may accumulate to a total of one hundred ninety (190) days. Administrators shall be given full credit for accumulated sick days they have accumulated while employed by the Ionia Public Schools. Administrators who have completed at least 10 years of service to the district will be paid $40 per day for each unused sick leave day, up to a maximum of 190 days, upon retirement or voluntary resignation, provided that they effective date on their letter of resignation is the end of their last contractual work day for the school year. All other unused sick leave days expire without compensation upon termination of employment. Administrators are expected to be at work on days when students and/or teachers are scheduled to be in school. Sick leave days may be utilized for the following reasons and subject to the following conditions:

1. Personal Illness or Disability - The administrator may use all or any portion of his/her leave to recover from any of his/her own illness or disability.

2. Death in the Immediate Family - The administrator may take a maximum of five (5) days per death, which shall not be deducted from accumulated sick leave. Immediate family shall be interpreted as mother, father, spouse, parent of spouse, brother, sister, child, grandparents, grandchild, or other dependents in the immediate household of the administrator.

3. Other Deaths - The administrator may take a maximum of three (3) days Funeral leave to attend the funeral of persons whose relationship to the administrator warrants attendance, providing arrangements are made with the Superintendent.

4. Personal Business Leave - Two (2) Personal Business Leave days shall be granted at the discretion of the Administrator. Any additional days for matters of an urgent nature which cannot be transacted at any other time may be granted upon the approval of the Superintendent.

5. Family Illness - The administrator may use accumulated sick leave for the illness of the administrator's spouse, child residing at home or for other immediate family members upon approval of the Superintendent.

6. Leaves of absence without pay or benefits up to one (1) year in duration may be granted at the discretion of the Board upon written request. Request for renewal of such leave shall also be at the discretion of the Board. Written requests shall minimally include the reason for the leave, along with the requested beginning and ending date of the leave. Upon return from an approved leave, the administrator shall be reinstated to the position held prior to the leave. At least sixty (60) days prior to the date a leave is scheduled to expire an administrator shall notify the District with written notice of intent to return. Failure to supply such written notice will be considered a voluntary resignation.

7. In the event an employee is summoned for jury duty, a special leave of absence shall be granted for that purpose, provided the employee presents the court order, subpoena, or summons, if one is issued, to the immediate supervisor as far enough in advance as possible. He/she shall be at work at all reasonable times when not serving as a juror. The regular pay for such employee shall continue at the same basic rate as if he had worked continuously on his regular shift. Checks received by the employee for jury duty shall be signed and remitted to the Board of Education. No deduction of leave time shall be made under these circumstances.

8. Administrators entitled to military leave shall be granted all rights and privileges required by law.

9. When Worker's Compensation is paid, the Board will pay the difference, if any, between that compensation and the administrator's regular salary for the length of leave time for which he is eligible under this Article. Such difference will be deducted from the employee's accumulated sick leave credits on a pro rata basis until the accumulated sick leave credit has been exhausted. Upon exhaustion of accumulated sick leave days, the employee shall receive only the amount provided by Worker's Compensation. If the Worker's Compensation paid is a result of battery upon the administrator acting in the line of duty, there shall be no deduction of leave time.

ARTICLE 12 - GRIEVANCE PROCEDURE

A. A grievance is a written claim or allegation that there has been a violation, misinterpretation or misapplication of the terms of this agreement.

B. Any administrator with a grievance or the Association on its own behalf may file a written statement of the grievance with the Superintendent within ten (10) working days from the initial time of the incident giving rise to the grievance or within ten (10) days of the time the administrator had or should have had knowledge of the incident giving rise to the grievance, whichever is later.

C. Within ten (10) working days of receipt of the grievance, the Superintendent shall meet with the administrator or his/her representative in an effort to resolve the grievance. The Superintendent shall render his decision in writing and shall deliver one copy thereof to the grievant or his representative within ten (10) working days of such meeting.

D. Should the administrator be dissatisfied with the disposition of the Superintendent or if no disposition is forthcoming within the time period allowed, the grievance may be appealed to the Board by filing it with its Secretary, within five (5) working days of the Superintendent's disposition or end of the time period if no disposition. The Board shall review the grievance, affording the administrator an opportunity to be heard, and render its decision within thirty (30) working days from receipt of the grievance.

ARTICLE 13 - VALIDITY OF AGREEMENT

A. The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in an amendment hereto.

B. Should any article, section or clause of this agreement be declared invalid by a court of competent jurisdiction, said article, section or clause as the case may be shall be automatically deleted from this agreement but the remaining articles, sections and/or clauses shall remain in full force and effect for the duration of the agreement.

C. This agreement shall supersede any rules or regulations or practices of the Board which shall be contrary to or inconsistent with its terms and shall likewise supersede any contrary inconsistent terms contained in any individual bargaining unit member contracts heretofore in effect. All future administrator's contracts shall be made expressly subject to the terms of this agreement and Board Policy.

D. The Association agrees that it will not, directly or indirectly, engage in or assist in any strike against the Ionia Public Schools. Failure or refusal on the part of the administrator to comply with the provisions of this Article shall be cause for whatever disciplinary action deemed necessary by the Board.

E. Section 15(7) of the Public Employment Relations Act (PERA) mandates that any contract entered into include a statement that allows an Emergency Manager appointed under the Local Government and School District Fiscal Accountability Act to reject, modify, or terminate the collective bargaining agreement as provided in the Local Government and School District Fiscal Accountability Act. This provision is intended to satisfy this requirement. No grievances may be processed contesting actions taken by the Emergency Manager.

ARTICLE 14 - BENEFITS

A. It is expressly understood that the Board's sole obligation is to pay premiums as designated in this agreement. All coverages are offered subject to the rules and regulations of the insurance carrier. The plan(s) chosen shall comply with all requirements of the PPACA, PA 152 of 2011, and the IRS Code, including any requirements necessary to avoid penalties, taxes, and liabilities attributable to the Board.

B. Upon acceptance of written authorization, the Board shall provide premium payments for eligible employee(s) in an annual amount not to exceed:

Effective January 1, 2024 – December 31, 2024
Single – $7,702.85
2 Person – $16,109.06
Family - $21,007.83

Effective January 1, 2025 – December 31, 2025
Single – $7,718.26

2 Person – $16,141.28
Family – $21,049.85

Effective January 1, 2026 – December 31, 2026
The hard cap rates established by MCL 15.1563, as last amended by 2018 PA 477 for plan years beginning on or after January 1, 2026.

Effective January 1, 2027 – December 31, 2027
The hard cap rates established by MCL 15.1563, as last amended by 2018 PA 477 for plan years beginning on or after January 1, 2027.

Health	Western Michigan Health Insurance Pool (WMHIP) BC/BS CB500, Rx1, or WMHIP BC/BS Flexible Blue 2, Rx6, or WMHIP BC/CS Flexible Blue 3, Rx7 Long Term Disability 66 2/3% $5,000 maximum 90 calendar days - modified fill Freeze on Offsets Alcoholism/drug addiction and Mental/nervous same as any other illness COLA
Delta Dental	90/90/80: $1,500
Negotiated Life	$45,000 AD & D
Vision	VSP-3+

For employees not electing health insurance:

Cash in lieu will be paid per the amounts in Section D.

Delta Dental		90/90/80: $1,500
Vision		VSP-3+
Negotiated Life		$50,000 AD & D
Long-Term Disability	66 2/3%	Same as above

C. The Board reserves the right to select and change insurance carriers provided that comparable coverage is maintained. The Association may chose a different insurance plan than that listed above, which shall be effective on January 1, 2017, so long as there is no additional cost to the Board, and the change is made with sufficient lead time to enable the District to implement the plan prior to January 1, 2017.

D. New administrators who hold contracts with other than the present companies may retain such carriers. No new companies will be added under this provision after October 1, 1987.

ARTICLE 15 – ADMINISTRATIVE SALARY SCHEDULE (2024-25)

I.E.A. 30th Step on Masters Schedule		**73,688**
	INDEX	
HIGH SCHOOL PRINCIPAL (225 DAYS)		
PROFESSIONAL (YR 5)	1.58	116,427
PROFESSIONAL (YR 4)	1.55	114,216
PROFESSIONAL (YR 3)	1.50	110,532
PROBATIONARY (YR 2)	1.45	106,848
PROBATIONARY (YR 1)	1.40	103,163
ASST. H.S. PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 5)	1.30	95,794
PROFESSIONAL (YR 4)	1.27	93,584
PROFESSIONAL (YR 3)	1.22	89,899
PROBATIONARY (YR 2)	1.17	86,215
PROBATIONARY (YR 1)	1.12	82,531
M.S.PRINCIPAL (215 DAYS)		
PROFESSIONAL (YR 5)	1.46	107,584
PROFESSIONAL (YR 4)	1.43	105,374
PROFESSIONAL (YR 3)	1.39	102,426
PROBATIONARY (YR 2)	1.34	98,742
PROBATIONARY (YR 1)	1.29	95,058
ASST. MIDDLE SCHOOL PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 5)	1.30	95,794
PROFESSIONAL (YR 4)	1.27	93,584
PROFESSIONAL (YR 3)	1.22	89,899
PROBATIONARY (YR 2)	1.17	86,215
PROBATIONARY (YR 1)	1.12	82,531
ELEMENTARY PRINCIPALS * (205 DAYS)		
PROFESSIONAL (YR 5)	1.33	98,005
PROFESSIONAL (YR 4)	1.30	95,794
PROFESSIONAL (YR 3)	1.25	92,110
PROBATIONARY (YR 2)	1.20	88,426
PROBATIONARY (YR 1)	1.15	84,741

*Boyce, Jefferson, Emerson, Rather & Twin Rivers

For 2024-2025 – 6% increase is included on the salary schedule and one step increase will be granted

For 2024-2025- $500 retention bonus for employees who completed the 2023-2024 school year and remain employed through December 1, 2024.

ARTICLE 15 – ADMINISTRATIVE SALARY SCHEDULE (2025-26)

I.E.A. 30th Step on Masters Schedule		**75,899**
	INDEX	
HIGH SCHOOL PRINCIPAL (225 DAYS)		
PROFESSIONAL (YR 5)	1.58	119,920
PROFESSIONAL (YR 4)	1.55	117,643
PROFESSIONAL (YR 3)	1.50	113,849
PROBATIONARY (YR 2)	1.45	110,054
PROBATIONARY (YR 1)	1.40	106,259
ASST. H.S. PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 5)	1.30	98,669
PROFESSIONAL (YR 4)	1.27	96,392
PROFESSIONAL (YR 3)	1.22	92,597
PROBATIONARY (YR 2)	1.17	88,802
PROBATIONARY (YR 1)	1.12	85,007
M.S.PRINCIPAL (215 DAYS)		
PROFESSIONAL (YR 5)	1.46	110,813
PROFESSIONAL (YR 4)	1.43	108,536
PROFESSIONAL (YR 3)	1.39	105,500
PROBATIONARY (YR 2)	1.34	101,705
PROBATIONARY (YR 1)	1.29	97,910
ASST. MIDDLE SCHOOL PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 5)	1.30	98,669
PROFESSIONAL (YR 4)	1.27	96,392
PROFESSIONAL (YR 3)	1.22	92,597
PROBATIONARY (YR 2)	1.17	88,802
PROBATIONARY (YR 1)	1.12	85,007
ELEMENTARY PRINCIPALS * (205 DAYS)		
PROFESSIONAL (YR 5)	1.33	100,946
PROFESSIONAL (YR 4)	1.30	98,669
PROFESSIONAL (YR 3)	1.25	94,874
PROBATIONARY (YR 2)	1.20	91,079
PROBATIONARY (YR 1)	1.15	87,284

*Boyce, Jefferson, Emerson, Rather & Twin Rivers

For 2025-2026 – 3% increase is included on the salary schedule and one step increase will be granted

ARTICLE 15 – ADMINISTRATIVE SALARY SCHEDULE (2026-27)

I.E.A. 30th Step on Masters Schedule **76,658**

	INDEX	
HIGH SCHOOL PRINCIPAL (225 DAYS)		
PROFESSIONAL (YR 5)	1.58	121,120
PROFESSIONAL (YR 4)	1.55	118,820
PROFESSIONAL (YR 3)	1.50	114,987
PROBATIONARY (YR 2)	1.45	111,154
PROBATIONARY (YR 1)	1.40	107,321
ASST. H.S. PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 5)	1.30	99,655
PROFESSIONAL (YR 4)	1.27	97,356
PROFESSIONAL (YR 3)	1.22	93,523
PROBATIONARY (YR 2)	1.17	89,690
PROBATIONARY (YR 1)	1.12	85,857
M.S.PRINCIPAL (215 DAYS)		
PROFESSIONAL (YR 5)	1.46	111,921
PROFESSIONAL (YR 4)	1.43	109,621
PROFESSIONAL (YR 3)	1.39	106,555
PROBATIONARY (YR 2)	1.34	102,722
PROBATIONARY (YR 1)	1.29	98,889
ASST. MIDDLE SCHOOL PRINCIPAL (210 DAYS)		
PROFESSIONAL (YR 5)	1.30	99,655
PROFESSIONAL (YR 4)	1.27	97,356
PROFESSIONAL (YR 3)	1.22	93,523
PROBATIONARY (YR 2)	1.17	89,690
PROBATIONARY (YR 1)	1.12	85,857
ELEMENTARY PRINCIPALS * (205 DAYS)		
PROFESSIONAL (YR 5)	1.33	101,955
PROFESSIONAL (YR 4)	1.30	99,655
PROFESSIONAL (YR 3)	1.25	95,823
PROBATIONARY (YR 2)	1.20	91,990
PROBATIONARY (YR 1)	1.15	88,157

*Boyce, Jefferson, Emerson, Rather & Twin Rivers

For 2026-2027 – 1% increase is included on the salary schedule and one step increase will be granted An additional 1% will be added to Schedule A if the FY2027 foundation allowance/per pupil funding increase is at least 2% more than the FY2026 foundation allowance/per pupil funding.

1. On a yearly basis, each administrator shall receive his/her salary through direct deposit or debit cards in twenty-six equal bi-weekly periods commencing with the first IPS payday of the administrator's work year

   The High School and Middle School principals will be paid in accordance with 1 above.

2. Normal progression on the salary schedule will require a minimum of one year at the probationary step, except that no principal shall be required to serve more than two years at the Probationary level.

3. ADVANCED PREPARATION

Master's Degree plus 24 semester hours	500
Specialist Degree	1,750
Doctorate Degree	2,500

4. LONGEVITY

After 10 years of administrative experience	1,500

4. The index will be based on the 30th step of the Masters Schedule.

5. The Superintendent reserves the right to place a newly hired administrator at either probationary pay level or the professional level.

6. In order to be eligible for compensation at the non-instructional rate established for teachers, administrators must have advanced approval from the Superintendent per the requirements detailed in the *Additional Pay Authorization* form for I.A.A. members.

7. MHSAA Tournament Honorarium – The Athletic Director will be paid a $200 honorarium for hosting an MHSAA or other approved invitational/tournament on a non-school day.

ARTICLE 16 - DURATION OF AGREEMENT

A. This agreement shall be in effect beginning July 1, 2024 and shall remain in full force and effect until midnight June 30, 2027.

B. At least sixty (60) days prior to the termination of this agreement, either party may give the other party written notice of its desires to terminate, modify or amend this agreement. Upon written receipt of this notice the parties will promptly make arrangements to commence negotiating a successor agreement. In the event that neither party gives notice to the other of its intention to terminate, modify or amend this agreement at least sixty (60) days prior to the expiration date, then the agreement shall automatically be extended on the same terms for another year and similarly from year to year thereafter with the same notification requirements.

IONIA PUBLIC SCHOOLS

By: Benjamin Burk

Its: Benjamin Burk Superintendent

IONIA ADMINISTRATORS ASSOCIATION

By: Paul Frost

Its: Paul Frost

2026-2027
Article 21 - Principal Salary Schedule

I.E.A 30th Step on Masters Schedule		$77,417
High School Principal (225 Days)		
Professional (Year 5)	1.58	$122,319
Professional (Year 4)	1.55	$119,996
Professional (Year 3)	1.50	$116,126
Professional (Year 2)	1.45	$112,255
Professional (Year 1)	1.40	$108,384
High School Assistant Principal (210 Days)		
Professional (Year 5)	1.30	$100,642
Professional (Year 4)	1.27	$98,320
Professional (Year 3)	1.22	$94,449
Professional (Year 2)	1.17	$90,578
Professional (Year 1)	1.12	$86,707
Middle School Principal (225 Days)		
Professional (Year 5)	1.46	$113,029
Professional (Year 4)	1.43	$110,706
Professional (Year 3)	1.39	$107,610
Professional (Year 2)	1.34	$103,739
Professional (Year 1)	1.29	$99,868
Middle School Assistant Principal (210 Days)		
Professional (Year 5)	1.30	$100,642
Professional (Year 4)	1.27	$98,320
Professional (Year 3)	1.22	$94,449
Professional (Year 2)	1.17	$90,578
Professional (Year 1)	1.12	$86,707
Elementary Principals* (205 Day)		
Professional (Year 5)	1.33	$102,965
Professional (Year 4)	1.30	$100,642
Professional (Year 3)	1.25	$96,771
Professional (Year 2)	1.20	$92,900
Professional (Year 1)	1.15	$89,030

*Boyce, Jefferson, Emerson, Rather & Twin Rivers

*An additional 1% has been added to Schedule A as the FY2027 foundation allowance/per pupil funding increase was at least 2% more than the FY2026 foundation allowance/per pupil funding.