

HIRING BONUS AND REIMBURSEMENT AGREEMENT

THIS AGREEMENT is made by and between the **EDUCATION ACHIEVEMENT AUTHORITY**, a Michigan public body corporate and special authority ("EAA") and _____ ("Administrator").

Pursuant to the terms and conditions of this Agreement, the EAA has agreed to pay Administrator a \$25,000.00 (gross) Hiring Bonus in consideration of the Administrator agreeing to a thirty-six (36) month commitment to the EAA. In further consideration of the promises and the mutual agreements herein, the parties agree as follows:

1. The EAA agrees to pay Administrator the Hiring Bonus within sixty (60) days after Administrator's first day of employment.
2. Administrator understands and agrees that the EAA shall deduct withholding and other payroll taxes from the Hiring Bonus. Administrator is encouraged to consult with his/her tax preparer, attorney or accountant before entering into this Agreement.
3. Administrator understands and agrees that if Administrator's employment with the EAA terminates within thirty-six (36) months of Administrator's first day of employment, then Administrator shall only be entitled to keep a pro rata share of the Hiring Bonus based upon days worked. The Administrator shall be required to pay the EAA the remaining pro rata share of the Hiring Bonus for those days not worked.
4. If Administrator's employment terminates for any reason, then by entering into this Agreement, Administrator agrees to pay the EAA the amount owed under this Agreement in full, without interest, within sixty (60) days following the date of termination.
5. Neither the EAA's action or representations, oral or written, in providing the Hiring Bonus nor anything in this Agreement shall be construed to create a contract of employment for any term between Administrator and the EAA. Administrator acknowledges that he/she is an at-will employee of the EAA whose employment can be terminated for any reason not contrary to law.
6. This Agreement shall be governed by and construed in accordance with the laws of the State of Michigan.
7. Except where specifically noted herein, this document contains the entire agreement of the parties with regard to its terms. No provision of this Agreement may be changed or waived except by an agreement in writing signed by both parties.

8. The parties agree that in the event it becomes necessary for the EAA to seek judicial remedies for a breach of Paragraphs 3 and 4 of this Agreement, if the EAA is the prevailing party in such action, it shall be entitled to recover from the Administrator, in addition to any other legal and equitable remedies available to it, the costs and expenses of such judicial action, including reasonable attorney's and paralegal's fees, and including any such costs, expenses and fees incurred in any appeal.

9. This Agreement shall be binding upon and shall inure to the benefit of the EAA and any successors and assigns, and Administrator, and his/her heirs and personal representatives. This Agreement also is assignable by the EAA, in writing.

I HAVE READ AND UNDERSTOOD THE FOREGOING TERMS OF THIS AGREEMENT AND I AM ENTERING INTO IT WITH THE EAA VOLUNTARILY AND OF MY OWN FREE WILL.

**THE EDUCATION ACHIEVEMENT
AUTHORITY**

By: _____

Date: _____

Its: _____

ADMINISTRATOR'S SIGNATURE

Date: _____

ADMINISTRATOR'S PRINTED NAME

"Teacher Group"*

Teacher Job Category			
Cost Of Living	Base	Teacher Leader	Master Teacher
Years	Annually	Annually	Annually
1	\$ 50,000	\$ 58,000	\$ 65,000
2	\$ 50,500	\$ 58,580	\$ 65,650
3	\$ 51,005	\$ 59,166	\$ 66,307
4	\$ 51,515	\$ 59,757	\$ 66,970
5	\$ 52,030	\$ 60,355	\$ 67,639
6			\$ 68,316
7			\$ 68,999
8			\$ 69,689
9			\$ 70,386
10			\$ 71,090

Counselor Job Category

Cost Of Living	Base	Lead Counselor	Master Counselor
Years	Annually	Annually	Annually
1	\$ 50,000	\$ 58,000	\$ 65,000
2	\$ 50,500	\$ 58,580	\$ 65,650
3	\$ 51,005	\$ 59,166	\$ 66,307
4	\$ 51,515	\$ 59,757	\$ 66,970
5	\$ 52,030	\$ 60,355	\$ 67,639
6			\$ 68,316
7			\$ 68,999
8			\$ 69,689
9			\$ 70,386
10			\$ 71,090

Media Specialist Job Category

Cost Of Living	Base	Media Specialist	Master Media Specialist
Years	Annually	Annually	Annually
1	\$ 50,000	\$ 58,000	\$ 65,000
2	\$ 50,500	\$ 58,580	\$ 65,650
3	\$ 51,005	\$ 59,166	\$ 66,307
4	\$ 51,515	\$ 59,757	\$ 66,970
5	\$ 52,030	\$ 60,355	\$ 67,639
6			\$ 68,316
7			\$ 68,999
8			\$ 69,689
9			\$ 70,386
10			\$ 71,090

Rubrics will be developed defining each job category.

A Performance Improvement Incentive Plan will be developed in cooperation with EAA Teachers. The incentives will initially be tied to grant and/or start-up funding.

Principal Salary			
Salary Range			Signing Bonus
\$ 120,000.00	\$ 130,000.00	\$ 140,000.00	\$ 25,000.00

Front Load Bonuses with three year commitment tied to performance.

Front loading was selected as the strategy as opposed to incremental increases over three years.

Ensure a salary that is competitive on its own.

Performance-Based Increases.