

8/25/79

Mecosta-Osceola

AGREEMENT

This Agreement entered into this ____ of _____, 19__, by and between the Mecosta-Osceola Intermediate School Board, hereinafter called the "Board", and the Mecosta-Osceola Intermediate Education Association, hereinafter called the "Association".

WITNESSETH:

Whereas, the Board of Education is required by law to negotiate with the Mecosta-Osceola Intermediate Education Association on wages, hours and the terms and conditions of employment of employees through good faith negotiations have reached agreement on all such matters and desire to execute this contract covering such agreement.

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Mecosta-Osceola Intermediate School District

M.A.S.B.

ARTICLE I
RECOGNITION

- A. Pursuant to Act 379, Public Acts of 1965, as amended, the District hereby recognizes the Association as the exclusive representative for the purposes of collective bargaining with respect to rates of pay, hours and other terms and conditions of employment for the entire term of the Agreement for the Mecosta-Osceola Intermediate School District employees including:

Teachers of the trainable mentally impaired, teacher consultants, school social workers, school psychologists, occupational therapists, speech and hearing therapists, teachers of the hearing impaired, teachers of the physically and otherwise health impaired, teachers of the emotionally impaired, audiologist, teachers of the severely mentally impaired, teachers of the severely multiply impaired, occupational therapist, physical therapist, teachers of the homebound and hospitalized.

BUT excluding:

Superintendent, supervisory personnel, office clerical, hourly employees, aides and maintenance and operating employees, attendance officer, Career Center employees and all others.

The term "employee", when used hereinafter in this agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male employees shall include female employees.

- B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this agreement regarding employees covered by this agreement. Nothing contained herein shall be construed to prevent any individual employee from presenting a grievance to the Board and having the grievance adjusted without intervention of the Association, up to but not including arbitration, if the adjustment is not inconsistent with the terms of this agreement, provided that the Association has been given opportunity to be represented at such adjustment.

ARTICLE I (contd)

C. Nothing contained herein shall be construed to deny or restrict any employee rights he may have under the Michigan General School Laws.

D. Financial Responsibility

1. Any teacher who is not a member of the Association in good standing or who does not make application for membership within thirty (30) days from the date of commencement of assigned duties, shall, as a condition of employment, pay to the Association an amount equivalent to the dues and fees uniformly required to be paid by members of the Mecosta-Osceola Intermediate School District Education Association provided, however, that the employee may authorize payroll deduction for such fee. In the event that an employee shall not pay such Service Fee or authorize payment through payroll deduction, the Board shall, at the request of the Association, terminate the employment of such employee. The parties expressly recognize that the failure of any employee to comply with the provisions of this article is just and reasonable cause for discharge from employment.
2. The procedure in all cases of discharge for violation of this article shall be as follows:
 - a. The Association shall notify the employee of non-compliance by certified mail, return receipt requested. Said notice shall detail the non-compliance and shall provide ten (10) days for compliance, and shall further advise the recipient that a request for discharge may be filed with the Board in the event compliance is not effected.
 - b. If the employee fails to comply, the Association may file charges in writing, with the Board and shall request termination of the employee's employment. A copy of the notice of non-compliance and proof of service shall be attached to said charges.
 - c. The Board, only upon receipt of said charges and request for termination, shall conduct a due process hearing on said charges, and to the extent that said employee is protected by the provisions of the Michigan Tenure of Teacher Act; all proceedings shall be in accordance with said Act. In the event of compliance at any time prior to discharge, charges may be withdrawn. The Association, in the processing of charges, agrees not to discriminate between various persons who may refuse to pay the Professional Dues and/or Service Fee.

ARTICLE I (contd)

3. With respect to all sums deducted by the Board pursuant to authorization of the employee, whether for Professional Dues or Service Fee, the Board agrees promptly to disburse said sums upon direction of the Association.
4. This article shall be effective retroactively to the date of the Agreement and all sums hereunder shall be determined from said date.
5. The Association agrees to indemnify and save the Board, and including each individual school board members, harmless against any and all claims, demands, costs, suits or other forms of liability including back pay and all court or administrative agency costs that may arise out of or by reason of, action by the Board for the purpose of complying with this article subject to the following conditions:
 - a. The damages have not resulted from the negligence, misfeasance or malfeasance of the Board or its agents.
 - b. The Association, after consultation with the Board, has the right to decide whether or not to appeal the decision of any court or other tribunal regarding the validity of the section or the damages which may be assessed against the Board by any court or tribunal.
 - c. The Association has the right to choose the legal counsel to defend any said suit or action.
 - d. The Association shall have the right to compromise or settle any claim made against the Board under this section.

ARTICLE II
EMPLOYEE RIGHTS

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other lawful concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the constitutions of Michigan and the United States; that it will not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. The Association and its members may use the District's building and facilities at any reasonable time with the approval of the superintendent or his agent for the purpose of holding meetings of the Association or conducting its business.
- C. The Board agrees to furnish to the Association, in response to reasonable requests from time to time, all information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the employees, together with information which may be necessary for its Association to process any grievance or complaint. The Association agrees to pay only for the collecting, tabulating, etc. of any material not readily available.

ARTICLE III
MANAGEMENT RIGHTS

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 laws and the Constitution of the State of Michigan and/or the United States, including, but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities and the activities of its employees.
2. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment; and to promote and transfer all such employees; and dismissal and demotion of such employees in accordance and agreement with Tenure Policy.
3. To establish grades and courses of instruction, including special programs and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
4. To decide, after consultation and review with employees involved, the means and methods of instruction, the selection of textbooks and other teaching materials and the use of teaching aids of every kind and nature.
5. To determine class schedules, the hours of instruction and the duties, responsibilities and assignments of teachers and other employees with respect to administrative and non-teaching activities and the terms and conditions of employment.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of the State of Michigan and the Constitution and Laws of the United States.

ARTICLE IV

PRIVILEGES AND RESPONSIBILITIES

A. Professional Behavior

The Association recognizes that abuses of sick leave or other leaves, chronic tardiness or absence, willful deficiencies in professional performance or other violations of discipline by an employee reflect adversely upon the teaching profession and create undesirable conditions in the school system. The Board in recognition of the concept of progressive correction, shall notify the employee in writing of alleged delinquencies, indicate expected correction and indicate a fixed period of time for correction. Alleged breaches shall be promptly reported to the offending employee. The Association will use its best efforts to correct breaches of professional behavior by any employee. An employee shall at all times be entitled to have present a representative of the Association when he is being reprimanded, warned or disciplined for any infraction of rules or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the employee until such representation of the Association is present.

No employee shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such discipline, reprimand or reduction in rank, compensation or advantage, shall be subject to the professional grievance procedure hereinafter set forth. All information forming the basis for disciplinary action will be made available to the teacher and the Association.

Each employee's personnel file shall contain the following minimum items of information:

- Annual TB report and required medical information
- All employee evaluation reports
- Copies of annual contracts
- Teacher certificates
- A transcript of academic records, kept current
- Tenure recommendation

ARTICLE IV (contd)

No material may be placed therein without allowing the employee an opportunity to file a response thereto, and said response shall become a part of said file. Employees may have access to their personnel file at any reasonable time.

B. Employee Evaluation

1. The superintendent or his agent will meet with each employee or discipline group by October 15 in the school year and agree on a criterion for professional services to be rendered for the year. It will be against this agreed upon criterion that each contract person will be evaluated. A written report will be filed in the employee's file at least 60 days before the end of the school year.
2. Copies of this agreement shall be printed at the expense of the Board and said copies, separate from administrative bulletins be presented to all employees now employed or hereafter employed by the Board. Copies of all existing and operative staff policies will be available to each professional staff member.

C. Resignations

No employee will terminate his contractual services for the Board during the current school year except by mutual agreement.

D. Qualifications for Employment

Each employee recognizes that it is his own responsibility to be properly prepared for his contractual position. Each employee will meet all requirements of the Michigan Department of Education established for employment in his specialty and will have its approval to perform and provide a qualified professional service, including a valid Michigan Teaching Certificate when such is required.

E. Physical Examinations

A physical examination may be required of any employee covered by this

ARTICLE IV (contd)

Master Agreement. Examinations will be paid for in their entirety by the Board if conducted by a Board approved doctor. The superintendent will provide appropriate forms for physical examinations.

F. Vacancies and Promotions

Whenever any vacancy in any professional position in the district shall occur, the Board shall publicize the same by first giving notice of such vacancy to the Association. Any qualified employee may apply for such vacancy. It is agreed by the parties that in filling such vacancies, the question of qualifications will be of primary consideration.

ARTICLE V

PROFESSIONAL COMPENSATION

A. Experience Transferable

Up to 10 years of acceptable experience may be credited to new hires.

B. All professional employees are to be hired by written contract. The form of this written contract shall be determined by the Board and shall have as its basis the full privilege and protection of this Agreement. Less than full time employees will have prorata privilege and full protection of this Master Agreement unless hired on a tutor or substitute basis.

C. Any employee shall be paid according to two pre-selected options. The choice shall be made on the first teacher work day. After the option has been selected by the employee no change shall be made for the remainder of the school year. The first option shall be 1) twenty-six equal pays and the second 2) twenty equal pays. Contracts and the base schedule are based upon the agreed on school calendar.

D. All bargaining unit personnel shall be placed on the salary schedule set forth in Schedule A which is attached to this Agreement. Such salary schedule shall remain in effect during the term of this Agreement.

A Bachelor's Degree plus 30 semester hours, in acceptable courses, in a planned program, which can be applied to an advanced degree, shall be considered on a Masters schedule.

The Master of Social Work Degree, consisting of two years of course and field work beyond the Bachelor's Degree with a Certified Social Worker Certificate issued by the Michigan State Board of Licensing and full State Department of Education approval, will be considered equivalent on the salary schedule to MA +20.

Certified School Psychologists with full State Department of Education approval will be considered equivalent to MA +20.

ARTICLE V (contd)

E. Sick Leave

Sick leave shall be granted to each employee holding employment contract on the basis of one day per month, accumulative to 120 days, within a minimum of 10 sick days allotted for a full time contract. Sick leave shall begin with the first day of employment. Sick leave shall be allowed for the illness of the employee, employee's spouse, or child. It is agreed that sick leave may also be used for the purpose of child birth or disability surrounding the termination of pregnancy.

In cases of extended illness and where all possible sick leave has been used, employees shall be placed on leave without pay for a period of not exceeding one year.

The Board reserves the right to require a physical examination by the Board's physician at Board expense, of employees who have been granted leave without pay upon their return to active employment.

F. Personal Leave (with pay, but chargeable to the teacher)

Each employee regularly employed by the Board shall be granted two (2) days of leave per year to transact personal business as defined:

- 1) Activities of legal nature which require the presence of the individual
- 2) Attendance at the funeral services of a person whose relationship to the employee is other than immediate family
- 3) Activities of an urgent nature, the absence from which would cause the individual serious financial and/or personal loss.

The preceding is to serve as guidelines in granting or denying a request for personal leave.

Request for the extension of vacation periods, job hunting, accompanying a spouse to conventions, shall not be construed as qualifying reasons for personal leave under this section but can, at the discretion of the superintendent, be granted as a leave without pay. Personal leave days cannot accrue.

ARTICLE V (contd)

G. Worker's Compensation

Absence due to injury or illness incurred under the Michigan Worker's Compensation Act, the Board agrees to pay the difference between the Michigan Worker's allowance and the teacher's salary for the period of sick leave allowance.

H. Sabbatical Leave

After seven consecutive years of employment an employee shall be eligible for study or personal leave of one year without pay and rehiring at leaving pay schedule without loss of sick leave. This provision shall be limited to one employee in any one year as selected by the Association.

I. Maternity Leave

An employee must notify her superintendent as soon as pregnancy is established. Termination and reinstatement of her employment shall be on an individual basis in consultation with the superintendent. Maternity leave shall be without pay except as specified in Section E of this Article.

J. Bereavement

When death occurs in a teacher's family, i.e. spouse, parent, parent of current spouse, child, on request will be excused for up to three (3) days beginning with the day of death and extending through the day of the funeral, provided he attends the funeral.

K. Association Leave

Four Days - Association pays the cost of a substitute teacher if one is determined by the Employer to be necessary.

L. Inservice/Conference

The Employer recognizes the benefit of inservice/conference and will make every effort to allow teachers to attend on an equitable basis providing funds are available.

ARTICLE V (contd)

M. Protection of Teachers

The Board will reimburse teachers for any loss of, damage to, or destruction of personal property of the teacher, used in teaching and approved for use in writing by the superintendent in advance provided that such injury to property occurs while the said teacher is on duty in the school or on the school premises and further providing that such property is not covered by other insurance. This provision does not include damage to autos.

N. Insurance

The Board agrees to provide without cost to each teacher insurance protection as provided below for the full 12-month period.

1. Full Family MESSA Super Med II
2. MESSA Long Term Disability
3. MESSA Delta Dental Plan C

Premiums on Super Med II for less than full-time employees shall be paid by the Employer on a pro-rated basis.

ARTICLE VI
PROFESSIONAL POLICIES

A. Teaching Conditions

The parties recognize that the availability of adequate school facilities for both student and teacher is desirable to insure the high quality of education that is the goal for both teacher and Board. Whenever possible and especially in the event of new buildings, adequate planning is to be given to sufficient rooms for special services. Each discipline will have files in the central office for the purpose of storing children's records.

- B. It is acknowledged by both parties that the primary duty and responsibility of special education teachers is to teach those pupils under their care until such time that the pupil is able to develop his potential and capabilities without special service.

C. Teaching Loads

Teaching loads will be as prescribed by the State Department of Education and as agreed on locally by the disciplines and superintendent or his agent.

D. Work Hours

1. All employees covered by this agreement will be required to be at their work assignments between the hours of 8:00 A.M. and 3:30 P.M. daily. However, due to transportation routes and various starting times of each local district, employees may be asked to adjust their starting and ending times. In no event will an employee be required to be at this work assignment prior to 8:00 A.M.
2. All employees covered by this agreement shall be allowed 30 minutes duty free for lunch, or at the option of the Superintendent or his designee, the employee may be assigned to eat with their students and then allowed to complete their day 30 minutes sooner. Employees will be allowed a 15-minute break in the morning and afternoon.

ARTICLE VI (contd)

3. The length of the work day as described in 1 above can be extended to include the professional obligation to attend all assigned EPPC meetings, provided that such does not exceed three (3) hours extra per month. Should the need for EPPC meeting attendance exceed more than three hours extra monthly, the total hours per school year shall not exceed 30 hours total.
4. The employees covered by the agreement as described in Statement 1 accept the professional obligation to occasionally attend meetings with parents or other professionals at hours beyond the normal work day. Such obligations shall not mandate the employee to more than two hours per month nor obligate the employee to more than 40 hours of work per week, exclusive of lunch hour.

ARTICLE VII
NEGOTIATION PROCEDURES

- A. The representatives of the Association and the representatives of the employer agree to meet when it is mutually determined to be necessary during the term of the contract to discuss items of mutual concern relating to this contract. Items for a given meeting shall be limited to an agenda proposed in advance.
- B. At least 60 days prior to the expiration of this Agreement, the parties will likewise begin negotiations for a new agreement covering wages, hours, terms and conditions of employment.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.
- D. Negotiation meetings will be held at a mutually satisfactory time and place.
- E. Meetings will be private and shall not be open to the public or news media.
- F. Each party shall keep its own minutes unless otherwise mutually agreed upon for one person to keep the minutes.
- G. All agreements are tentative until final agreement is reached on the complete contract. Tentative agreements shall be duplicated, dated and initialed by the chairman of each party.
- H. Either party may caucus at any time.

ARTICLE VIII
GRIEVANCE PROCEDURE

- A. A grievance is a dispute or a difference of opinion; however, only a grievance which involves the interpretation and application of a provision(s) of this Agreement is subject to arbitration. If any such grievance arises, there shall be no stoppage or suspension of work because of such grievance but such grievance shall be submitted to the following grievance and arbitration proceedings.

An individual teacher may present a grievance to the Board or its designated representatives as long as any adjustment is not inconsistent with the terms of this Agreement.

- B. Within five working days of the alleged occurrence of the grievance, the teacher or one member of a group having a grievance shall first discuss the matter verbally with the superintendent or his appointee.

A verbal answer will be given by the superintendent within three working days following the discussion. If the grievance is not settled, it may be processed according to the following procedure:

Step 1

A grievance signed by the teacher or representative of the Association shall be presented in writing within two working days following the verbal answer. Within four working days after presentation of the grievance, the superintendent or his agent shall give his answer in writing.

Step 2

If this grievance is not settled in Step 1, it may be appealed to the Board in writing within ten working days after receipt of the answer in Step 1. A meeting shall be held within 30 calendar days between Board or its designee and representatives of the Association. The Board or its designee shall give its answer in writing within 15 calendar days after the date of the meeting or any adjournment thereof.

ARTICLE VIII (contd)

Step 3

An arbitrable grievance not settled in Step 2 of the grievance procedure may be subject to arbitration provided notice of intent to arbitrate is given in writing by the Association within 15 calendar days from receipt by the Association of the answer in Step 2 of the grievance procedure. Such notice of intent to arbitrate shall be given by the president of the Association to the president of the Board.

Within 15 calendar days after written notice to arbitrate is given, a meeting shall be held to select an arbitrator. If the parties cannot agree upon an arbitrator at this meeting, a joint request for a panel of arbitrators shall be made to the Michigan Employment Relations Commission or American Arbitration Association in accordance with their rules.

The arbitrator shall have no power to alter, add to, or subtract from, the terms of this Agreement.

Both parties agree to be bound by the award of the arbitrator.

The costs of any arbitration under this article shall be borne jointly by the parties involved. The expense of preparation and presentation of their cases will be borne by the parties separately.

C. Workday

For the purpose of this article, workday is a school day. Saturday, Sunday, holidays and vacation will not be considered working days.

D. Policy Grievance

The president of the Association may file a policy grievance when such may affect all or a substantial number of its members or when unusual circumstances exist. Such grievance shall be filed within five working days after the Association should have had knowledge of the incident. A policy grievance may be initiated at Step 1.

ARTICLE VIII (contd)

- E. Any grievance not advanced to the next step within the time limit in that step or if time limit is specified within five working days shall be deemed abandoned. Time limits may be extended by the Board and the Association in writing, then the new date shall prevail.

ARTICLE IX
LAYOFF AND RECALL

- A. In the event of layoff, affected personnel shall be notified in writing at least 90 days prior to the effective date of layoff. Every effort will be made to avoid layoffs during the school year.

- B. Layoff shall be on the basis of seniority and qualifications, the most senior employee being retained so long as they are qualified for available positions. Qualifications shall be in accordance with certification determined by the State Department of Education under the provisions of Public Act 198.

- C. Seniority shall be computed from the last date of hire and shall be defined to mean the amount of time continuously employed by the Mecosta-Osceola Intermediate School District. Time spent on leave shall not be construed as a break in continuous service, and seniority shall continue to accrue. The district shall present to the association a current seniority list of bargaining unit members and others with seniority in the district, prior to October 15th of each year.

- D. Employees shall be recalled in inverse order of layoff for position openings for which they are qualified as determined in Section B above. The Board shall give written notice of recall from layoff by sending a certified letter to the employee's last known address with a copy sent to the Association President. The employee shall respond affirmatively or negatively to the notice of recall within 15 calendar days of the date notice was mailed. Refusal or acceptance of a position that is less than full time shall not affect an employees recall rights to a full-time position.

ARTICLE X
MISCELLANEOUS

- A. The Board and the Association agree to the Board policy and procedures now in effect unless otherwise altered by specific conditions contained within this contract. This Agreement shall supersede any contrary or inconsistent terms contained in any individual teacher contracts and shall be made expressly subject to the terms of this Agreement.

- B. Copies of this Agreement shall be printed at the expense of the Board and said copies, separate from administrative bulletins be presented to all teachers now employed or hereafter employed by the Board.

ARTICLE XI

SALARY - TERMINATION OF EMPLOYMENT

Personnel leaving the system and/or retiring will be paid all salary due at that date of termination of employment.

ARTICLE XII
WAIVER CLAUSE

The parties acknowledge that during the negotiations which 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 understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board 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 and contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE XIII

NON-DISCRIMINATION

The provisions of the Agreement shall apply to all employees without discrimination on account of race, creed, color, sex or national origin.

ARTICLE XIV

ENTIRE AGREEMENT CLAUSE

This Agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices, between the Board and the Association and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

ARTICLE XV
DURATION OF AGREEMENT

This Agreement shall be effective as of _____, 197__, and shall continue in effect until the 25th day of August, 1979.

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

EDUCATION ASSOCIATION

BOARD OF EDUCATION

BY _____
President

By _____

BY _____

BY _____

BY _____

BY _____

SALARY SCHEDULE

1977 - 1978

6% On Each Step 1 - 10

<u>STEP</u>	<u>BA</u>	<u>BA + 30</u>	<u>MA + 20</u>	<u>ED.S.</u>
0	\$10,200	\$10,870	\$11,200	\$11,600
1	11,105	11,876	12,246	12,618
2	11,600	12,437	12,824	13,215
3	12,096	12,997	13,401	13,811
4	12,591	13,557	13,979	14,406
5	13,087	14,117	14,557	15,004
6	13,582	14,678	15,134	15,598
7	14,077	15,240	15,712	16,196
8	14,573	15,797	16,290	16,793
9	15,069	16,360	16,869	17,387
10	15,566	16,921	17,445	17,984

SALARY SCHEDULE

1978 - 1979

8% of Each Step of 1977 - 1978 Schedule

<u>STEP</u>	<u>BA</u>	<u>BA + 30</u>	<u>MA + 20</u>	<u>ED.S.</u>
0	\$11,016	\$11,740	\$12,118	\$12,528
1	11,993	12,826	13,226	13,627
2	12,528	13,432	13,850	14,272
3	13,064	14,037	14,473	14,916
4	13,598	14,642	15,097	15,558
5	14,134	15,246	15,721	16,204
6	14,669	15,852	16,345	16,846
7	15,203	16,459	16,969	17,492
8	15,739	17,061	17,593	18,136
9	16,275	17,669	18,219	18,778
10	16,811	18,275	18,841	19,423

APPENDIX _____

MILEAGE RATES

The mileage rate will be paid at \$.16 a mile.

Itinerant Staff

All itinerant staff will be paid for actual mileage driven on official school business minus twice the distance from their homes to the nearest assigned school building.

Mileage will only be paid for distance within the intermediate district boundaries except as agreed administratively for other purposes.

Any situation not covered appropriately by this policy will be dealt with as an individual matter by the Superintendent in consultation with the person involved and thereafter agreed upon by the Bargaining Unit.

Classroom Teachers

All teachers assigned to a classroom shall be eligible to receive a transportation reimbursement for mileage incurred for classroom purposes:

(Examples of trips which may be approved)

1. A maximum of one weekly trip to obtain classroom supplies.
2. A maximum of one weekly trip to the office to use copier, etc.
3. Home visits.
4. Use of private automobiles in case of emergency.
5. Travel to EPPC meetings.
6. Travel to Intermediate School District meetings.
7. Any other meetings and/or activities as agreed upon in advance by the Superintendent and the teacher. Definition of these meetings and/or activities will be arrived at jointly by the Superintendent and a representative of the Negotiating Unit.

Staff members will in all cases plan their trips so they can consolidate their business in the least number of trips possible. As a general rule only one trip per week will be authorized to purchase supplies and/or to the MOISD office.

Sharing of transportation or car-pools will be required whenever possible.