

8/31/89

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

Contract Between

Port Hope Community Schools and Port Hope Education Association
for school years 1987-88 & 1988-89

This is a two year contract with provisions for a reopener for determining calendar for the 1988-89 school year, to occur by mutual consent prior to the beginning of the 1988-89 school year.

INSURANCE

The board shall provide without cost to the full-time employee at the beginning of each new contract, MESSA Super Med 2 with Blue Cross Blue Shield carrier, and MESSA-CARE rider. Protection will be for a full twelve-month period, for the full-time employee's entire family through the MESSA program.

CUMULATIVE SICK DAYS

AS PER
AGREEMENT WITH
ASSOCIATION
10-5-87.

At the beginning of each school year, each teacher shall be credited with three (3) personal business days and ten(10) sick days. Three (3) days of each teacher's sick days will be transferred to the Teacher's Sick Day Bank. Records of the Sick Day Bank are to be kept by the school's secretary and the association secretary. The remaining sick days, if not used, are to accumulate year after year beginning with the teacher's employment in this system until termination. Said sick days are not to accumulate past ninety (90) days, or one full semester.

SICK DAY BANK

A sick day bank is established for teachers with extended illnesses beyond their accumulated sick day reserve.

Each teacher shall contribute three (3) days per year from the allotted sick days granted by the board, per year. Request for nonadmission shall be made by any teacher before the third Friday of the school year. Request is to be submitted in writing to the local education association president.

The number of days anyone may withdraw shall be limited to 1/3 of the days accumulated at the conclusion of the previous school year in the sick day bank or ninety (90) days, which ever is less after five years of enrollment in the Port Hope sick day bank. No person shall draw more than ninety (90) days in any consecutive five (5) year period. For the first five (5) years of service the amount withdrawn shall not exceed four (4) times the number of years enrolled in the Port Hope sick day bank. Each request for sick bank days must be accompanied with a written doctor's excuse.

Port Hope Community Schools

Records are to be made in writing to the president, recorded with the secretary and then presented to the superintendent.

Days submitted and withdrawn shall be based upon the part of a day in attendance - - thus half-day teachers will contribute and withdraw on half-day basis.

TEACHERS IN-SERVICE FUND

I. Use

- A. For upgrading present teaching programs
- B. To assist in implementing new programs
- C. To update techniques in teaching
- D. To finance a staff approved program for total staff in-service excluding Huron County Curriculum Day.

II. Limitations

- A. Up to and not more than \$100.00 per staff member
- B. Not for specific courses to attain teacher certification.

III. Payment of Funds

- A. In-service cost to be deducted before proration of funds.
- B. If demand is greater than the proposed sum (\$600.00) amount to be prorated.
- C. Payment to be included in final contract payment.

IV. Administration

- A. Three weeks prior to termination of contract, final evaluation and assessment to be made by PHEA chairperson and superintendent, or board representative.

ELMENTARY TEACHER PREPARATION TIME

In an attempt to equalize the amount of preparation time allowed all teachers in the district, the board will provide 1/2 hour per week, per elementary classroom for physical education, with the classroom teacher released for additional preparation time. This would be contingent upon time available from an existing staff member.

CONTRACT REOPENER FOR CALENDAR

The contract shall be reopened in the spring of 1988 for the purpose of establishing the 1988-89 calendar. Input will be taken from the board and the association for developing the calendar, including exam schedules, to be determined prior to the beginning of the 1988-89 school year.

TEACHER INSERVICE DAY

One day is offered to be used as a teacher inservice day to be scheduled by mutual consent at the time of calendar development, during the month of February, or March. This does not limit either party in scheduling other inservice days.

PARENT/TEACHER CONFERENCE

Teachers will be provided 1/2 day of time for parent/teacher conferences at the end of the first card marking period.

SALARY SCHEDULE

The longevity step of the contract will be computed at 3½% (.035) of the 0 BA step, added to the salary when the staff member's age and years of service equals or exceeds 74, with at least 10 years of service at Port Hope Community Schools. It will be computed and established once a year with service and age prior to the first scheduled teacher day of the school year.

The salaries will be computed from the average of the other seven local K-12 schools in the HISD being Bad Axe, Caseville, Elkton-Pigeon-Bay Port, Harbor Beach, North Huron, Owen-Gage, Uby, one year behind. The first year contract (1987-88) will be based upon the 1986-87 county average, and the second year (1988-89) will be based upon those 1987-88 contracts that have been settled on or before September 1, 1988.

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The first year contract (1987-88) will be based upon half of the raise for the first half of the contract, and the full raise for the second half of the contract.

The salary schedules are as follows:

Step	B.A.		
0	\$8,030.50	\$8,224.00	\$16,254.50
1	8,449.00	8,650.50	17,099.50
2	8,867.50	9,077.00	17,944.50
3	9,286.00	9,503.50	18,789.50
4	9,704.50	9,930.00	19,634.50
5	10,123.00	10,357.50	20,479.50
6	10,541.50	10,783.00	21,324.50
7	10,960.00	11,209.50	22,169.50
8	11,378.50	11,636.00	23,014.50
9	11,797.00	12,062.50	23,859.50
10	12,215.50	12,489.50	24,704.50
11	12,634.00	12,915.50	25,549.50
12	13,052.50	13,342.00	26,394.50
Longevity	13,333.57	13,629.84	26,963.41

Step	M.A.		
0	8,577.00	8,775.00	17,352.00
1	9,003.00	9,213.50	18,216.50
2	9,429.25	9,651.50	19,080.75
3	9,855.75	10,090.00	19,945.75
4	10,282.00	10,528.00	20,810.00
5	10,708.50	10,966.50	21,675.00
6	11,134.75	11,404.50	22,539.25
7	11,561.25	11,843.00	23,404.25
8	11,987.75	12,281.50	24,269.25
9	12,414.00	12,719.50	25,133.50
10	12,840.50	13,158.00	25,998.50
11	13,266.75	13,596.00	26,862.75
12	13,693.25	14,034.50	27,727.75
Longevity	13,974.32	14,322.34	28,296.66

Longevity step = \$568.91

File: salary8889

Huron County Salaries for 1987-1988
Other than Port Hope

	BA Min.	BA Max. (BA+18)	MA Min.	MA Max.
Bad Axe	18149	30662	19410	31251
Caseville	17396	29027	18594	29711
Lakers	17250	28781	18285	29841
Harbor Beach	17340	29245	18669	29681
North Huron	17986	27519	19252	30055
Owen-Gage				
Ublly	16847	27674	17824	29169
Average	17495	28818	18672	29951

Port Hope 1988-1989

Based upon one year behind county average --
with Owen-Gage not settled.

Step	BA	MA
0	17495	18672
1	18439	19612
2	19382	20552
3	20326	21492
4	21269	22432
5	22213	23372
6	23156	24311
7	24100	25251
8	25044	26191
9	25987	27131
10	26931	28071
11	27874	29011
12	28818	29951
Longevity	29430	30563

Longevity = OBA step x .035 = \$612

1987-88 total contract cost	272501
1988-89 same step contract	296338
Additional cost	23837
Per Cent Increase contract to contract	8.7%

May 18, 1988

Proposed 1988-89
Calendar

Monday, August 29	Teacher Inservice
Tuesday, August 30	First Student Day
Friday, September 2	No School
Monday, September 5	Labor Day
Thursday, November 17	Professional Development Day
November 24-25	Thanksgiving
Friday, December 23	No School
Tuesday, January 3	School Resumes
March 24	Good Friday
March 27 - 31	Spring Break
April 3	School Resumes
May 29	Memorial Day
June 2	Last Day - Graduation

November 4	End 1st 1/4
January 20	End 1sr Sem.
March 23	End 3rd 1/4

Nov. 9 1/2 day parent/
teacher conference

Apr. 5 1/2 day parent/
teacher conference

Aug	2
Sep	20
Oct	21
Nov	19
Dec	16
Jan	21
Feb	20
Mar	17
Apr	20
May	22
Jun	<u>2</u>

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