

**2011-2012 ECONOMIC AGREEMENT**  
*Between the*  
**BOARD OF EDUCATION OF THE**  
**SCHOOL DISTRICT**  
**OF THE CITY**  
**OF**  
**BATTLE CREEK**  
*And the*  
**BATTLE CREEK**

**EDUCATION ASSOCIATION, MEA/NEA**

**Effective: July 1, 2010 - June 30, 2012**


**NOTE:** All language in the 2006-2008 Collective Bargaining Agreement shall remain unchanged except for language found in any letters of agreement in effect, unless otherwise agreed through language reflected in this addendum. **Only letters of agreement which have expiration dates that have not been reached and letters of agreement that are resigned in this round of negotiations shall be deemed to be in effect.**

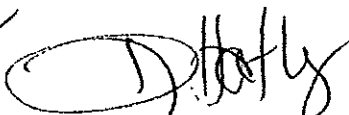
**NOTE:** **An Emergency Manager appointed by law may reject, modify or terminate this Agreement as provided by law.**


**NOTE:** All hourly rates shall remain unchanged during the 2010-2011 & 2011-12 fiscal year.


**NOTE:** The parties agree to form a District teacher evaluation committee with representatives chosen by the Administration and representatives chosen by the Association by April 14, 2011. **The committee will make a recommendation to the superintendent for implementation September 1, 2011. The recommendation shall include changes necessary for the district to comply with section 1249 and 1250 of the revised school code.**

**NOTE:** **The parties agree to form a District calendar committee with representatives chosen by the administration and representatives chosen by the Association. The committee will develop a calendar for the 2011-12 and a partial calendar for the 2012-13 following the established breaks as defined by the Calhoun Intermediate School District's common calendar. Once the calendar is developed the calendar will be approved by both parties.**

  
6/29/11

  
6/29/2011

  
6/29/11

  
6/29/11

**ARTICLE V**  
**Professional Compensation**

**PLEASE NOTE: SALARY SCHEDULES ATTACHED AT THE END OF THIS DOCUMENT**

A. **Teacher's Salary:**      **2011-2012 Workday Salary Schedule:**

All employees will receive their step increment for 2011-12. However, for 2011-12 employees who receive a step increment will only be paid ½ of the amount of the step increment. Employees who do not receive a step increment for 2011-12 will be paid an off-schedule stipend equal to .5% of their regular salary. In addition, if the actual enrollment loss from 2010-11 as of the Fall 2011 count date is less than 270 students, employees who do not receive a step increment for 2011-12 will receive an additional off - schedule stipend equal to .5% of their regular salary.

**BCEA language**

All employees will be moved up 1 step on the salary schedule For the 11-12 school year, only half the amount increase of the step increment will be paid to the employee for that year.

Employees not on steps shall be paid .5% of their yearly salary off schedule with an additional .5% to be added off schedule if the predicted enrollment loss of students from the previous years count is less than 270 at the Fall count date.

**ARTICLE XII**  
**Insurance**

F. **Premium Contributions:**

2. **2011-2012:**

Effective September 1, 2011 (or sooner if this contract is ratified prior to July 1, 2011) all members of the bargaining unit will be provided the following insurance: MESSA CHOICES II \$10/20 Drug Card with a \$200/\$400 annual deductible, \$20 office visits, \$25 urgent care, and \$50 emergency room. Insurance products provided in prior school years shall not be available.

Employees will pay 20% of their annual insurance premium based on their census. (single, 2-person and full family)

**TEACHER EVALUATION**

Evaluation committee will continue to meet to approve an agreement on evaluations to meet the state requirements.

**Calendar**

**BCEA TEACHER CUMULATIVE DAYS (189 DAYS) ▲**

<u>MONTH</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>CUMULATIVE DAYS</u>
<b>2011</b>						
August	-	-	-	-	-	
	-	-	-	-	-	
	-	-	-	-	-	
	-	-	-	*25	26	2
	29	**30	31			5
September				1	--	6
	--	***6	7	8	9	10
	12	13	14	15	16	15
	19	20	21	22	23	20
	26	27	28	29	30	25
October	3	4	5	6	7	30
	10	11	12	13	14	35
	17	18	19	20	21	40
	24	25	26	27	28	45
	❖ 31					46
November		1	2	3	4	50
	7	8	9	10	11	55
	14	15	16	17	18	60
	21	22	23†	--	--	63
	28	29	30			66
December				1	2	68
	5	6	7	8	9	73
	12	13	14	15	16	78
	19	20	21	--	--	81
	--	--	--	--	--	
<b>2012</b>						
January	--	3	4	5	6	85
	9	10	11	12	13	90
	• 16	17	18	19	20	94
	23	24	25	26	27†	99
	30	31				101
February			1	2	3	104
	6	7	8	9	10	109
	13	14	15	16	17	114
	20	21	22	23	24	119
	27	28	29			122

March				1	2	124
	5	6	7	8	9	129
	12	13	14	15	16	134
	19	20	21	22	23	139
	26	27	28	29	30♦	144

**(189 Day Teacher Calendar Continued)**

<u>MONTH</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>CUMULATIVE DAYS</u>
2012						
April	--	--	--	--	--	144
	9	10	11	12	13	149
	16	17	18	19	20	154
	23	24	25	26	27	159
	30					160
May		1	2	3	4	164
	7	8	9	10	11	169
	14	15	16	17	18	174
	21	22	23	24	25	179
	--	29	30	31		182
June					1	183
	4	5	6	7	8†	188
	♦	--	--	--	--	189
	--	--	--	--	--	
	--	--	--	--	--	

**(186 Days for Returning Teachers  
- and 189 Days for New Teachers)**

- \* First day for new teachers
- \*\* First day for returning teachers
- \*\*\* First day for students (1/2 day for students in a.m.)

<b>Professional Development Days: -----</b>	<b>-- "No School" Days:</b>	
Aug. 26 (6 hrs.); Aug. 29-Sep. 1 (8.5 hrs.)	Sep. 2	-----
Oct. 31; Mar. 9; January 16	Sep. 5	Labor Day
<b>NOTE:</b>	Nov. 23-25	Thanksgiving
<b>Please carefully review the ratified calendars.</b>	Dec. 22-30	Winter Break
	Jan. 2	New Year's
	Jan. 16	MLK Day
♦ <b>Parent Teacher Conferences:</b>	Apr. 2-5	Spring Break
November 23, 2011♦	Apr. 6	Good Friday
March 30, 2012♦	May 28	Memorial Day
June 11, 2012♦		

† January 27, 2012 Records ½ Day  
 † June 8, 2012 Records ½ Day

- ▲ For BCEA teachers assigned to MYCA see MYCA calendar.
- ▲ For BCEA teachers assigned to ECE see ECE calendar.
- ▲ For BCEA teachers assigned to ECDD see ECDD calendar.

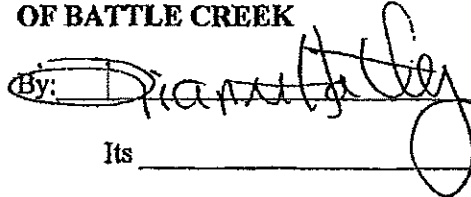
**LETTER OF AGREEMENT**

This Letter of Agreement is entered into on the date(s) set forth below by and between the School District of the City of Battle Creek ("School District") and the Battle Creek Education Association, MEA/NEA ("Association").

The School District and Association agree to form a teacher evaluation committee composed of six (6) representatives chosen by the School District and six (6) representatives chosen by the Association. The committee shall be formed as soon as feasible. The task of the committee is to agree upon recommended changes which are necessary for the School District to comply with Sections 1249 and 1250 of the Revised School Code. The committee shall provide its recommendation to the Superintendent of Schools for implementation by July 1, 2011.

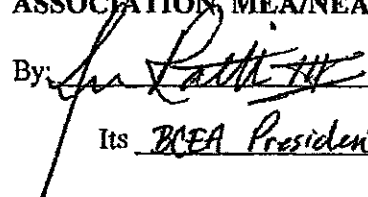
**SCHOOL DISTRICT OF THE CITY  
OF BATTLE CREEK**

Dated: April 21, 2011

By:   
Its \_\_\_\_\_

**THE BATTLE CREEK EDUCATION  
ASSOCIATION, MEA/NEA**

Dated: April 21, 2011

By:   
Its BCEA President

**LETTER OF AGREEMENT**

This Letter of Agreement is entered into on the date(s) set forth below by and between the School District of the City of Battle Creek ("School District") and the Battle Creek Education Association, MEA/NEA ("Association").

The School District and Association agree to form a calendar committee composed of three (3) representatives chosen by the School District and three (3) representatives chosen by the Association. The committee will develop calendars for the 2011-2012 and 2012-2013 school years which are consistent with the established breaks defined in the Calhoun Intermediate School District common calendar. The calendars developed by the committee shall be presented to the School District and Association for consideration and approval.

**SCHOOL DISTRICT OF THE CITY  
OF BATTLE CREEK**

Dated: April 21, 2011

By: [Signature]  
Its Human Resources

**THE BATTLE CREEK EDUCATION  
ASSOCIATION, MEA/NEA**

Dated: April 21, 2011

By: [Signature]  
Its BCEA President

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