

6/30/98
Extended 6/30/2000



SAGINAW INTERMEDIATE SCHOOL DISTRICT

Saginaw Intermediate Federation of Teachers
Michigan Federation of Teachers
and School Related Personnel, Local 4283

CONTRACT

July 1, 1995 - June 30, 1998

Extended to 2000

Saginaw Intermediate School District

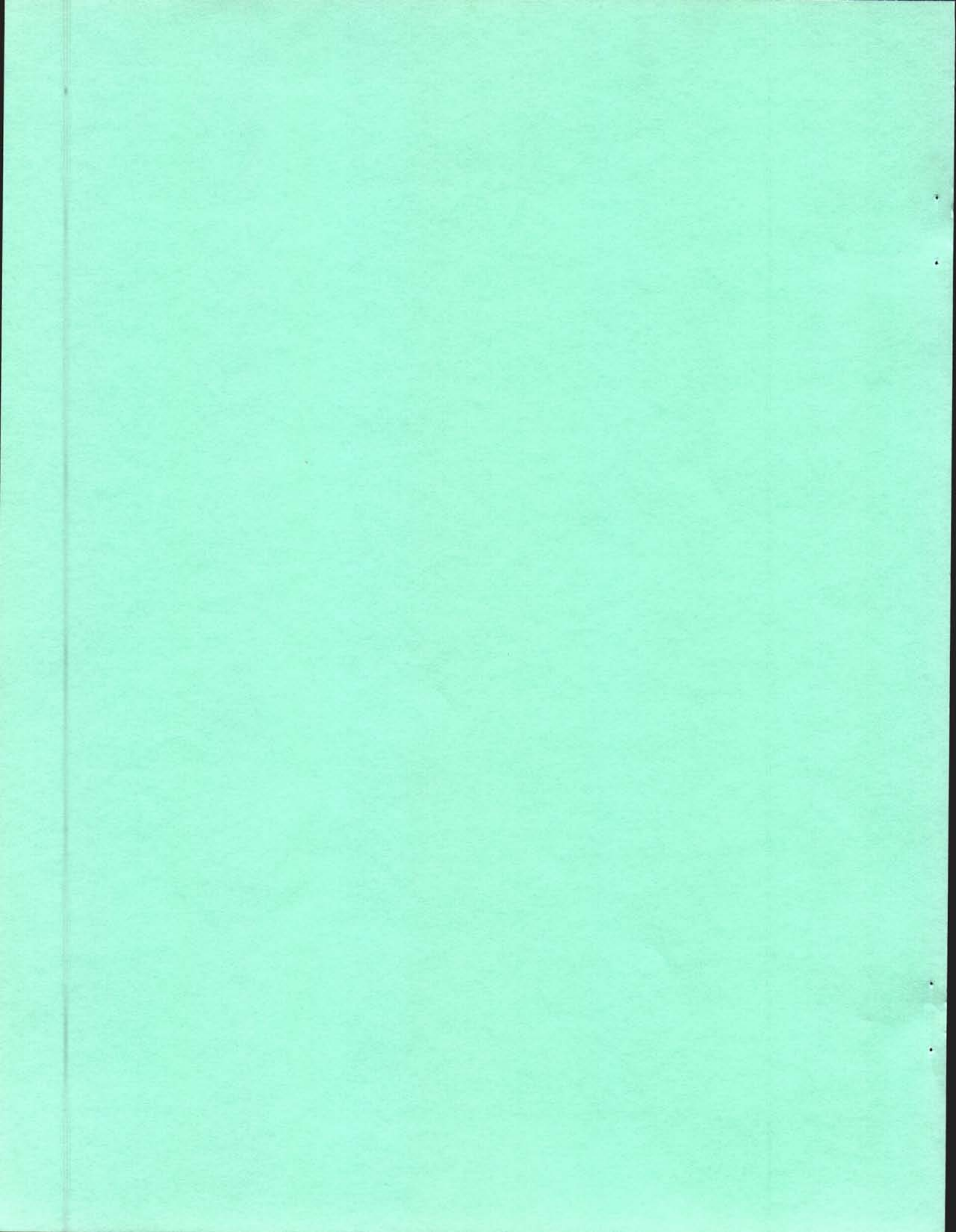
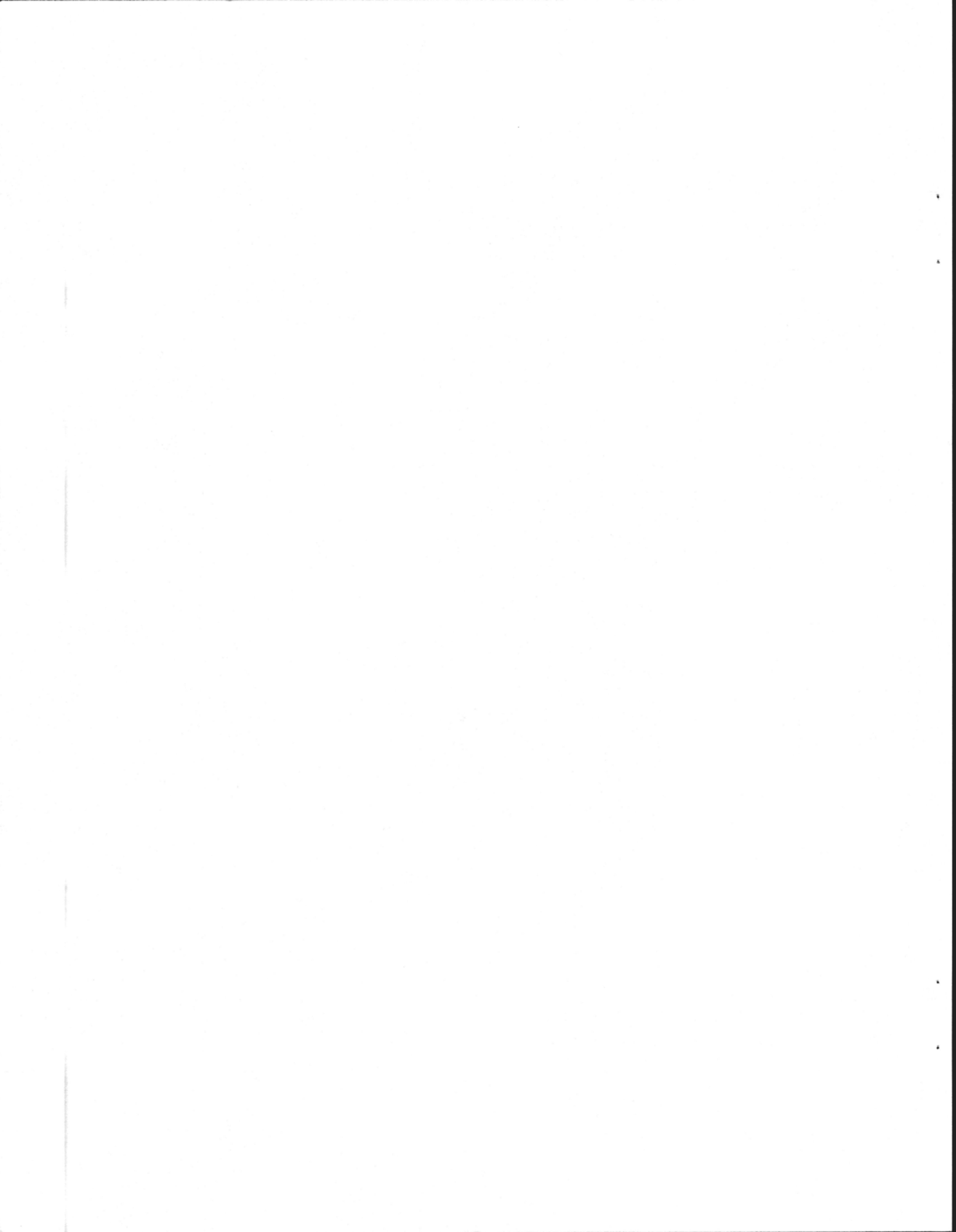


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SAGINAW INTERMEDIATE BOARD OF EDUCATION

and

SAGINAW INTERMEDIATE FEDERATION OF TEACHERS

This Agreement is entered into this 1st day of July 1995 by and between the Saginaw Intermediate School District, Saginaw, Michigan, hereinafter called the "Board," and the Saginaw Intermediate Federation of Teachers, Michigan Federation of Teachers and School Related Personnel, Local 4283, hereinafter called the "Federation."

WITNESSETH:

WHEREAS, the Board has a statutory obligation, pursuant to the Public Employment Relations Act, Act 379 of the Michigan Public Acts of 1965, to bargain with the Federation as the representative of its personnel employees but excluding "administrative and supervisory personnel" within the meaning of the Public Act 379, with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement,

WHEREAS, this contract is in effect from July 1, 1995 to June 30, 1998.

THEREFORE, the Board and the Federation agree to the following:

Article 1

RECOGNITION

The Board hereby recognizes the Michigan Federation of Teachers and School Related Personnel, Local 4283, as the sole and exclusive bargaining representative as defined in Section II of the Public Acts of 1965 as certified in Case number R 81 B-73. "All full and part-time professional employees, including teachers, consultants, specialists, instructional center personnel, all compliance coordinators, all outdoor education specialists, all health education coordinators, all certified special education positions including occupational therapists, occupational therapy assistants, physical therapists, physical therapist assistants, speech and language pathologists, teacher consultants for any special education eligibility category, gifted and talented coordinators, naturalists, school psychologists, school social workers, early intervention teachers; excluding superintendents, assistant superintendents, directors, business managers, financial consultants, supervisors, and executive personnel."

The term "teacher" when used hereinafter in this Agreement shall refer to all employees represented by the Federation in the bargaining unit as defined above.

Nothing contained herein shall be construed to prevent, deny or restrict any teacher,

rights they may have under the Michigan General School Laws or applicable civil laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

The Board agrees that neither they nor their agents shall attempt to initiate any exceptions to this Agreement, except through the Federation.

This Agreement preempts any policies of the Board which are in conflict with its written provisions.

If any provision of this Agreement shall at any time be held contrary to a law by a court of competent jurisdiction in the State of Michigan or of the United States, whichever is applicable or from whose judgement no appeal has been taken within the time provided for doing so, and in that event such provisions shall not be valid and subsisting except to the extent such provisions are permitted by law; all other provisions of this Agreement shall continue in full force and effect.

Article II

PROFESSIONAL NEGOTIATIONS

Not earlier than March 1st of the calendar year in which this Agreement expires, the Board agrees to negotiate with the Federation regarding a successor agreement. Any agreement so negotiated will apply to all the members of the Federation and will be reduced to writing signed by the Board and the Federation.

This Agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiations. When signed by both parties all the terms of this Agreement shall be legally binding. Despite reference herein the Board and the Federation as such, each reserves the right to act hereunder by committee, individual member or designated representative.

This Agreement may not be modified in whole or in part by the parties except as an instrument in writing duly executed by both parties.

The Board agrees not to negotiate at any time with any professional organization other than that designed as a representative pursuant to Act 379 of Michigan Public Acts of 1965. The Board further agrees to negotiate only with the Federation in regards to changes in salaries or other conditions of employment for Federation members to become effective during the term of this Agreement.

Article III

SEVERABILITY

If any provisions of the Agreement or any application of the Agreement to any Federation member shall be found contrary to law, then such provision or application shall be deemed null and void, but all other provisions or applications shall continue in full force and effect; furthermore, the provisions of such law supersede, to the extent of the conflict; the provisions of this Agreement and government the relation of the parties hereunder.

Article IV

BOARD RIGHTS & RESPONSIBILITIES

The Federation recognizes that the Board hereby retains and reserves all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan and of the United States.

The Federation further recognizes that the exercise by the Board of the foregoing rights, power, authority, duties and responsibilities shall be limited by the provisions of this Agreement and this only to the extent permitted by the law and Constitution of the State of Michigan and of the United States.

The parties agree that this contract incorporates their full and complete understanding and that any prior oral agreements or practices will not be recognized in the future unless committed to writing and signed by the parties as supplement to this Agreement.

As a duly elected body exercising governmental power under the laws of the State of Michigan, the Board undertakes and agrees that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment because of their membership in the Federation, or collective professional obligations with the Board, their participation in any activity of the Federation, not in conflict with this Agreement, or their institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

Article V

WORKING CONDITIONS

The Board recognizes that quality facilities, good equipment, and adequate working space are essential to the operation of sound educational programs and will endeavor to provide the same in the better interest of Saginaw County school districts.

- A. Whenever and wherever a bargaining unit member incurs an expense with written approval for the purchase of equipment or services that are necessary in the performance of their job requirements, the Board shall reimburse to the bargaining unit member the full cost of such equipment or services.

- B. In the event of severe inclement weather or when otherwise prevented by an act of God, nothing in this article shall require the Board to keep schools or other work places open. When ISD facilities or school buildings in which bargaining unit members perform their jobs are closed due to the above mentioned conditions, members shall not be required to report for duty except as noted in Section C. In the event it is necessary to make up days of student instruction to comply with applicable law (due to school closing as a result of hazardous weather, fires, epidemics, health or other conditions) said days shall be made up without additional pay to teachers. Said days will be rescheduled at the end of the school year unless other days are agreed upon by both the Federation and the Board.
- C. With respect to the closing of school buildings or other facilities in which bargaining unit members work, members will follow procedures for such contingencies at their established place of work. When school is cancelled for students at Millet Learning Center as a result of hazardous weather, health, or other unsafe conditions, AFT staff whose primary work place is located at Millet Learning Center do not need to report. AFT staff whose work place is other than the Millet Learning Center, such as teachers assigned to classrooms in other buildings, will follow the school closure procedures or policies for teachers of that district. They shall not be required to report to Millet Learning Center or other SISD site in the event that their work place is closed and any other site is open. When school is open in the school district in which a classroom program resides, classroom staff will report for work. These days will be counted against required student instruction make up dates. Instructional make up days for classroom staff will only be determined on the basis of instructional days worked in that classroom. Support staff whose duties require travel and scheduled work in other local school districts, may report to any of their assigned districts that are open on a day in which Millet Learning Center is closed. This will depend upon whether or not they consider this commute to be safe. A work day completed will be considered a contractual work day and will count against requirements to make up a contractual day of work. In most cases, the Millet Learning Center building will be open when school is cancelled as a result of a weather day. On such days, staff who are able to do so may come to work. These days will be counted as contractual work days, and can be used in place of any make up student instruction days. They will only be granted to employees without classroom responsibilities who have work that is required to be accomplished within specific deadlines. Make up weather days will be added into future calendars. A contractual work year will be 186 days for current staff members and one additional day for new staff members.
- D. It is recognized that many of the members of this bargaining unit conduct their professional and other obligated duties in buildings and school districts other than SISD centers. The working conditions will be the same as the district contract where they reside.
- E. Damage or Destruction of Property - members of this bargaining unit shall not be held

responsible or liable for loss within their place of work for the school or other educational facilities when such loss is not the fault of the bargaining unit member.

1. The Board will reimburse Federation members, in an amount not to exceed \$100 in any of the school years covered by this Master Agreement for damage or destruction while on duty in the work place, or personal property of a type normally worn or brought into the work place, when the Federation member has not been negligent, to the extent that such loss is not covered by insurance. The term "personal" property shall not include cash. The damage or destruction shall not include or cover the effects of normal wear, tear and use.
 2. Federation members who bring personal property into their place of work will be reimbursed for damages or loss if permission is received in writing from the principal/director to bring such property into the place of work. The Board shall provide forms for permission to bring property into the place of work. The amount of liability accepted by the Board will be indicated in writing. If such personal property is already protected by Federation member's insurance program, then both Member and Board shall be exempted from this clause. Proof of personal insurance of property owned by Federation member must be made available upon request by the principal or director.
- F. Work schedules for bargaining members assigned to the Hartley Outdoor Education Center will not exceed 40 hours per week and assigned duties are to be performed during the work day. Each bargaining unit member so assigned will normally have at least three (3) 60-minute periods per week which will be uninterrupted. After school meetings may be required from time to time. This shall not exceed two (2) per month, nor one (1) hour in length. Such meetings would include teacher in-service which will always be scheduled on week days. Attendance at other meetings is optional. Such meetings would include Open House. If bargaining unit members are requested to attend Open House meetings (which are scheduled on week ends) they will be allowed mileage reimbursement. Such meetings shall not be counted as work days.
- G. The evaluation format for members in other than SISD buildings or school districts will be that of the respective building or school district.
- H. Normal work hours for bargaining members assigned to Melvin G. Millet Learning Center will be seven (7) hours daily with a (fifty) 50 minute duty free lunch for 1995-96 and 1996-97. For 1997-98 and 1998-99 a (forty-five) 45 minute duty free lunch will be available. Reasonable adjustments to this schedule may be worked out with a bargaining unit member and the immediate supervisor or director, when sufficient advance notice is given. Preparation time shall be forty-five (45) minutes daily for 1995-96 and 1996-97 and thirty-five (35) minutes daily for 1997-98 and 1998-99 in addition to one hour per week. Staff meetings shall not exceed two per month and one hour in length. One evening meeting may be required per year.
- I. Off-site Millet Center Programs - Programs operated off-site would be provided the

following:

1. Accessible environment.
2. Adequate instructional supplies.
3. Duty free lunch and preparatory time.

J. Working Conditions, Health and Safety Committee

1. Working Conditions - employees, to the extent possible, will not be required or assigned to health care training and direct health care support with medically fragile students. Employees will not be required to direct or supervise other personnel engaged in activities falling within the scope of nursing practices.
2. Health and Safety Committee - The Health and Safety Committee is created. The Employer will appoint three members; the Union three members. The Committee may evaluate the health needs of a student and make recommendations regarding material, supplies or physical layout of facilities needed to meet the health needs of a student. The recommendation of the Committee will be binding upon the employer unless it is rejected by the Board of Education by a two-thirds (2/3) majority.

K. A mutually agreed upon calendar will be developed for Millet Learning Center, Hartley Outdoor Education Center and the West Saginaw County Special Service Area for each year of this contract. For each year of this contract there will be 186 work days for AFT members including one hundred and eighty (180) student instruction days, three (3) teacher conference/preparation days and three (3) inservice days. All Act of God days or delays will be made up at the end of the year unless mutually agreed upon by the Board and Federation.

Article VI

PROTECTION OF EMPLOYEES

- A. Any case of assault on a Federation member arising out of or in the course of a member's employment shall be reported to the Board or its designated representative. Within sixty (60) days the Board shall provide legal counsel to advise the member of their rights and obligations with respect to such an assault and shall render all reasonable assistance to the Federation member in connection with the handling of the incident by law enforcement agencies and judicial authorities. If a legal suit is brought against a Federation member as a result of confidential information or misuse of such information, the Board will pay for legal counsel for such member if proven innocent.
- B. During the term of this Master Agreement, the Board will continue to provide liability for malpractice suits for Federation members for a minimum of \$1,000,000.00 (one

million dollars) protection.

- C. Time lost by a Federation member in connection with any incident mentioned in this Article shall not be charged against the member. Proper notification will be given to the appropriate administrator.
- D. Within sixty (60) days of ratification of this Master Agreement the Board will provide the Federation members with copies of all insurance policies purchased by the Board which affect Federation members. Where differential coverage is provided certain Federation members, the amount and position will be stipulated.
- E. Within thirty (30) days of ratification of this Master Agreement and each contract year a yearly wage statement will be supplied to each employee covered under this contract.
- F. Any member of the bargaining unit will be entitled at all times to have a representative of the Federation present whenever a hearing is being conducted for possible discipline. When such request for representation is made no action shall be taken with respect to the bargaining unit member until such representation by the Federation is present. All written reprimands must be for just cause and are subject to the grievance procedure through and including binding arbitration. The Board agrees that before a Federation member is subject to docking of pay, that such action is subject to the grievance procedure through and including binding arbitration.
- G. Any complaint made against an employee by any parent, student or other person will be immediately brought to the attention of the employee if such complaint is to be used as a basis for any disciplinary or legal action against the specified employee.
- H. If any employee is complained against or sued by reason of disciplinary measures taken by the specified employee against a student, the Board will provide legal counsel and render all assistance to the employee in their defense, provided the specified employee was performing their professional duties in accordance with Board policies. Time absent from a Federation member's job, as it relates to incidences mentioned in Section H, shall not be charged against the member, nor shall the Federation member suffer reduction or loss of pay, if the member was found, by mutual agreement between the Federation and the Board, to have acted within Board policies. The Board agrees to provide all members with a copy of the Student Discipline Policy in effect.

Article VII

LEAVES

At the beginning of each school year, each Federation member shall be credited with fifteen (15) days of leave, the unused portion of which shall accumulate up to ninety (90) days. Summer school teachers will be credited with two (2) non-cumulative sick days. The Board shall furnish each Federation member with a written statement at the beginning of each school

year setting forth the total leave credit. The leave days may be taken by a Federation member for the following reasons and subject to the following conditions:

1. Personal Business Leave - Each full time Federation member will be granted two (2) days of leave for personal business. Federation members who are employed at least 1/2 time, will be granted one (1) day of leave for personal business.
2. Jury Duty - When a Federation member is called to jury duty, such jury duty time shall not be counted against their leave time. Federation member shall be reimbursed, by the Board, for the purposes of pay, the difference between "jury-reimbursed expenses" and their per diem rate.
3. Personal Illness and Disability - The Federation member may use all or any portion of their leave to recover from their own illness or disability, which includes in part, all disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery. These disabilities shall be treated on the same terms and conditions as are applied to other temporary disabilities, including but not limited to those terms and conditions involving commencement and duration of leave, accrual of seniority, reinstatement, continuance within insurance programs and all other Federation member employee benefits. A Federation member absent from work because of mumps, scarlet fever, measles, or chicken pox shall suffer no diminution of compensation and shall not be charged with loss of personal sick leave.
4. Reporting Absences - The Federation member shall be informed of a telephone number to call prior to 6:30 a.m. to report unavailability for work. Whenever possible, Federation members should give the maximum amount of notice when they become aware that they will not be available for duty.
5. Child Care Leave - A member shall be granted a child care leave of up to one year upon satisfactory evidence that in the opinion of proper professional or medical authorities, the child's physical or mental well being would be adversely affected by failure of the Board to grant such leave to a member.
6. Medical or Nursing Care - The Federation member may take up to five (5) days to make arrangements for medical or nursing care for a member of their immediate family. Immediate family shall be interpreted as husband, wife, mother, father, brother, sister, children, grand children, father and mother-in-law and grandparents, as well as step father, step mother, step brother, step sister, step son, step daughter or legal guardian.
7. Death/Critical Illness (Life Threatening) - Federation members may take leave for death or critical illness in the immediately family.
8. Extended Illness - A unit member who is unable to perform services because of personal illness or disability must first exhaust their personal sick leave, and/or group leave bank. However, upon completion of forty-five (45) continuous sick days, that member will be placed on the LTD program which shall be responsible for any

continuation of pay subject to the terms of the LTD program. That employee shall be granted leave of absence and shall receive disability compensation, if any, under the terms of the LTD program for the duration of such illness or disability. The Board agrees to continue its contributions for health insurance benefits for twelve (12) months from the start of the disability leave. Absence due to injury or illness incurred in the course of the employment shall not be charged against the Federation member's sick leave days and the Board shall pay to such member the difference between their salary and benefits received under the Michigan Workmen's Compensation Act for the duration of such absence. (Such payments shall be for a maximum of twelve (12) months.)

9. Survivor Benefits - In the event of death, any unused sick leave shall be paid, at 1/2 the accumulated days, of the deceased federation member, to their designated beneficiary per Section C, Article XXII.
10. Extended Leave - Federation members who have been employed for seven (7) years may be granted a sabbatical leave for one (1) year, provided the application for the sabbatical leave is accompanied by proof of a well considered plan for spending the leave in a manner calculated to contribute to the professional effectiveness of the applicant and the best interests of the Saginaw Intermediate School District, and provided that said member shall sign a contract agreeing to return to employment with the District for at least the following school year. During said sabbatical leave, said member shall be considered to be in the employ of the Board for the purposes of salary schedule placement and seniority only, and shall be paid one half (1/2) of their annual salary. A Federation member, upon return from a sabbatical leave, shall be returned to their former position or to a position of like nature and status and shall be placed at the same position on the salary schedule as they would have been had they worked in the District during such a period. A maximum of five (5) Federation members per year may be granted a sabbatical leave. Federation members may, upon request, be granted a leave of absence not to exceed two (2) consecutive contractual years, to accept another temporary professional assignment. Time spent on said leave shall be counted the same as active service in the Saginaw Intermediate School District and shall accrue all the benefits of seniority. Federation members must return to employment for at least two years or repay all income received during sabbatical.
11. Military Leave - The Board will grant military leaves in accordance with the Uniform Military Training Act.
12. Federation Days - The Board shall allow individuals appointed by the Federation a maximum of ten (10) days total absence, without reduction or loss of pay, to attend Federation conferences. The Federation shall reimburse the Board for wages paid substitute teachers employed to replace the Federation member during said absence.

Article VIII

STAFF SENIORITY, REDUCTION, RECALL, TRANSFERS AND ASSIGNMENTS

A. Seniority

1. SISD/bargaining unit seniority will commence with the SISD hire date and shall apply to all members of the bargaining unit and shall be ranked from the highest to the lowest within the bargaining unit. When more than one (1) employee is hired on the same date, seniority rank will be determined by lot.
2. Seniority shall accrue on all medical and approved leaves.
3. Only members of the bargaining unit can accrue seniority. Members of the bargaining unit who have their seniority frozen (in the event of lay-off, leave of absence - excluding sabbatical) will not accrue seniority until a return to the bargaining unit.
4. Seniority shall be counted and shall accrue to members of the bargaining unit on a per contracted work day basis and shall conform to the following formula:
 - a. Members who work at least 186 contracted work days within the contract year shall earn one (1) year of seniority.
 - b. Members of the bargaining unit who work less than 186 contracted days within the contract year shall accrue seniority on a pro-rated basis (i.e., 90 days = 1/2 year of seniority; 45 days = 1/4 year of seniority, etc).
 - c. Members of the bargaining unit who work at least 1/2 day shall be credited 1/2 day of seniority.

B. Reduction/ Recall

1. In the event of a reduction and/or layoff, the employee with the least seniority will be reduced first based upon certification and/or qualifications.
2. Laid off employees shall have the right to resume employment based on most SISD seniority and certification.

C. Assignment, Reassignment, Relocation

Definitions

Assignment: The program or classroom position assigned twenty (20)

days prior to the beginning of the school year.

Reassignment: Any change in assignment after the initial assignment. All reassignments must be based on certification and seniority. Teachers who are reassigned will receive one (1) or two (2) student free work days, if requested.

Relocation: Is movement of a teacher from one location to another without change of case load after the initial assignment. The relocated teacher will receive one (1) or two (2) student free work days, if requested.

1. Assignments from one year to the next are the prerogative of the administration. teaching assignments shall be considered by the administration and discussed with the teacher and Federation in advance of such assignment.
2. The Board and the Federation recognize that frequent reassignments of teachers is disruptive of the educational process and interferes with optimum teacher performance. They also recognize that some reassignments may be necessary. Under no circumstances will a teacher's position be altered at the request of another teacher. Reassignments shall be made on the basis of SISD seniority and certification.
3. Employees requesting voluntary reassignment will notify the Board in writing no later than May 15, or within fifteen (15) days of a vacancy being posted.
4. Vacancies within the unit, resulting from reassignments, resignation, death, retirement, or re-establishment of a reduced position not filled by the recall procedure, shall be posted, and made available to the unit members within fifteen (15) days after the Board knows of the vacancy. If the vacancy occurs during the summer months, an appropriate written notice shall be given to all teachers. All teachers are free to request a reassignment for personal and /or professional reasons. The Board will make every effort to relocate teachers as per their request whenever possible.
5. In filling such vacancy, the Board agrees to give due weight to the professional qualifications, background, attained seniority, the instructional requirements and student needs for said position, and other relevant factors of all applicants from within the school district. The following order shall be followed in seeking to fill a vacancy:
 - a. Members on layoff, see Article VIII, Section C-2

- b. Members requesting a voluntary reassignment.
 - c. Members requesting return from a leave.
6. Should there be no requests for voluntary reassignment, or no qualified/certified applicants within the unit for an open position, the Federation recognizes the Boards' exclusive authority to select and employ new professional personnel for the filling of vacancies.

Article IX

INDIVIDUAL CONTRACTS

Work schedules of each Federation member shall conform as closely as possible to that of the local districts served by the member.

The Board shall notify Federation members in writing by April 30 of each year, whether or not a contract will be issued for the ensuing school year. By May 15 of each year, all Federation members shall notify the Board in writing if they will accept employment with the Board for the ensuing school year.

Federation members with at least 138 day contracts shall upon completion of their contracts have the right to their money owed them and yet unpaid. Request shall be made ten days before the completion of their contracts for full payment of monies owed. Payment shall be made within twenty calendar days of said request.

Article X

GRIEVANCE PROCEDURE

A. Definition

Any claim by a teacher of the Federation that there has been a violation, misinterpretation, or inequitable application of the specific terms or provisions of this Agreement, or a complaint concerning disciplinary action which has been implemented without reasonable and just cause shall be a grievance and shall be resolved through the procedure set forth herein. Any complaint subject to the procedures of the Teacher Tenure Act shall not be the basis of any grievance filed under the procedure outlined in this Article.

B. Procedure of Handling

- 1. The teacher who feels that they have a grievance should first take the matter up verbally with the supervisor who will attempt to resolve it.
- 2. If this fails to resolve the grievance, the teacher shall reduce the grievance to

writing, (within ten working days following the act or condition which is the basis of the grievance) specifying and section of the contract the teacher alleges is violated, the events that caused the alleged violation, and the remedy the teacher seeks as per the grievance form in Appendix A.

3. Within five (5) working days of receipt of the written grievance, the Supervisor shall arrange a conference with the view of satisfactorily resolving the grievance. At the time of conference, the teacher may appear personally or they may be represented by the Federation representative, or both. Such conference shall be scheduled at a time when there is no disruption of normal school routine and duties of the teachers.
4. Within five (5) working days after such conference, or longer if mutually agreed to, the Supervisor shall answer grievance in writing.
5. If the grievance is not appealed from the written answer within five (5) working days after receipt of such answer, the Supervisor's decision will be final.
6. If the Federation does not accept the Supervisor's written answer, the grievance may be appealed to the Intermediate Superintendent of Schools or by the designated representative, sending such notice in writing to the teacher within five (5) working days from the date of Supervisor's written decision.
7. Within ten (10) working days of receipt of the written appeal, the Superintendent, or designated representative, will arrange for a conference to satisfactorily resolve the grievance. Such conference shall be scheduled at a time when there is no disruption of normal school routine and duties of the teachers.
8. Within ten (10) working days, after the conference, or longer if mutually agreed to, the Superintendent, or designated representative, shall answer such grievance in writing.
9. Such answer shall be final and binding unless appealed to the next step within thirty (30) calendar days from the date of the Superintendent's written decision.
10. If the grievance is not settled at the preceding step it may be submitted to binding arbitration at the election of either party if appealed within fifteen (15) days of the Superintendent's decision. Such appeal shall be made pursuant to the rules of the AAA, with a copy submitted to the Superintendent.
11. The fees and expenses of the impartial arbitrator, cost of transcript (if one is requested by the Arbitrator), and cost of the hearing room shall be borne equally by both parties. All other expenses incurred shall be paid by the party incurring them.
12. The Agreement constitutes a contract between the parties which shall be interpreted and applied by the parties and by the Arbitrator in the same manner as the collective bargaining agreements. The function and purpose of the

Arbitrator shall, therefore, not have authority, nor shall they consider their function to include, the decision of any issue not submitted to or to so interpret or apply the Agreement as to change what can fairly be said to have been the intent of the parties as determined by generally accepted rules of contract construction. The Arbitrator shall not give any decision which in practical or actual effect modifies, revises, detracts from or adds to, any of the terms or provisions of this Agreement. Past practice of the parties in interpreting or applying terms of the Agreement can be relevant evidence, but may not be used so as to justify, or result in what is in effect a modification (whether by addition or deduction) of written terms of this Agreement. The Arbitrator has no obligation or function to render a decision or not to render a decision merely because in their opinion such a decision is fair or equitable or because in their opinion it is unfair or inequitable.

13. Unless expressly agreed to by the parties, in writing, the Arbitrator is limited to hearing one issue or grievance upon its merits at any one hearing. Separate Arbitrators shall be constituted for each grievance appealed to binding arbitration.
- C. Any employee who is a member of the bargaining unit covered under this Agreement, or any group of such member of the Federation believing that they are aggrieved, may file a grievance and have it resolved in accordance with the principles and procedures designated in this Article.
- D. An employee or group of employees may be represented at any level of the grievance procedure by a designated representative of the Federation.
- E. The primary purpose of this grievance procedure is to secure equitable solutions at the closest supervisory level possible. Both the Federation and the Board agree that these proceedings shall be kept confidential as may be appropriate at each level of the procedure.
- F. The term "days" in this article shall mean calendar days except where otherwise indicated.
- G. It is important that grievances be processed through the steps as rapidly as possible. The number of days indicated at each step should be considered to be the maximum and every effort should be made to expedite the process. The parties may, however, mutually agree to extend the time limits at any step.
- H. Nothing contained herein shall be construed as limiting the right of any employee to discuss the matter informally with their supervisor as described in Level One of the grievance procedure.
- I. No reprisals of any kind shall be taken by or against any party of interest or any participant in the procedure by reason of such participation.

- J. A grievance may be withdrawn by mutual agreement at any level without prejudice.
- K. Neither party may assert, in arbitration proceedings, any evidence not disclosed to the other party prior to the arbitration hearing.
- L. In processing grievances, release time will be granted upon mutual consent by the aggrieved person, Federation and Superintendent or if so required by the arbitrator. Such release time shall be without loss of pay or penalty.

Article XI

PAYROLL WITHHOLDING PROGRAMS

United Fund will be deducted on a bi-weekly basis at the request of the Federation member, deductions to be completed by the end of the school year. Payroll deductions bi-weekly will be made for the Credit Union selected by the member. Each member will be limited to only one (1) Credit Union per contract year. Payments will be made to the Credit Union within five (5) calendar days of payroll deduction. Tax sheltered annuity plans are available to all members. Amount to be elected by the member on their own individual deduction plan. Deductions will be made on a bi-weekly basis at the request of the member. Payments will be made within five (5) calendar days of receipt of billing notice after payroll deduction.

Article XII

MASTER AGREEMENT AMENDMENTS

Changes and/or additions to the Master Agreement by the negotiating committees of both the Board and the Federation shall be considered a part of the master contract upon approval of both the Federation and the Board.

Article XIII

NO STRIKE CLAUSE

The Federation and the Board recognize that strikes and other forms of work stoppages by teachers are contrary to law and public policy. The Federation and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Federation therefore agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any teacher take part in any strike, slow-down or stoppage or work, boycott, picketing or similar interruption of activities in the school system. Failure or refusal

on the part of any teacher to comply with any provisions of this Article shall be cause for whatever disciplinary action is deemed necessary by the Board.

Article XIV

MISCELLANEOUS PROVISIONS

Any individual contract between the Board and the individual Federation member, heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement and any individual contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by both parties. If an individual contract contains any language inconsistent with this Agreement, this Agreement for the duration shall be controlling.

Article XV

FINANCIAL DATA

The Board agrees to furnish the Federation, upon request, information concerning the financial resources of the district, including, but not limited to, annual financial budgets or reports, registers of bargaining unit personnel, membership data, salaries paid thereto and educational background, and such other information that is necessary for negotiations and the representation and processing of grievances. Such information shall be transmitted to the Federation within a reasonable time or the Federation shall be notified if such information is not available.

Article XVI

NON-DISCRIMINATION

The parties agree that it shall be a violation of this Agreement for the Board or Federation to limit, segregate, or classify any employee which in any way deprives, or tends to deprive any employee of employment opportunities or otherwise adversely affect their status as an employee because of such individual's race, color, religion, sex, age, marital status, height, weight, arrest record, handicap or national origin. This is not intended to prevent the Board from establishing a reasonable and equitable retirement policy for its employees.

Article XVII

FINANCIAL RESPONSIBILITY

A. It is recognized that because of religious convictions or otherwise, some teachers may

object to joining any organization engaged in collective bargaining. It is also recognized that the proper negotiation and implementation of collective bargaining agreements entail expense to the Federation. Furthermore, it is recognized that this expense shall be shared by all members of the bargaining unit that enjoy its benefits and security.

- B. Any teacher who is not a member of the Federation in good standing or who does not make application for membership within thirty (30) days from the date of commencement of teaching duties, shall, as a condition of employment, pay a Service Fee to the Federation in an amount equivalent to the dues and assessment of the Saginaw Intermediate Federation of Teachers, MFT and SRP Local 4283, provided, however, that the employee may authorize payroll deduction, as provided in this Agreement.
- C. In the event that a teacher shall not pay such Service Fee or Dues directly to the Federation or authorize payment through payroll deduction, the Board shall at the request of the Federation terminate the employment of such teacher. The parties expressly recognize that the failure of any teacher to comply with the provisions of this Article is reasonable and just cause for discharge from employment.

Article XVIII

FEDERATION DUES/FEES & PAYROLL DEDUCTION

- A. The Board agrees that it shall provide payroll deduction forms for the purpose of payroll deduction payment of Federation dues and Assessments and/or Service Fees of new members of the bargaining unit. Deductions for members hired after the commencement of the school year shall be approximately pro-rated. Any member of the bargaining unit may sign and deliver to the Board an assignment authorizing deduction of membership dues. Such authorization shall continue from year to year unless member's employment is terminated and they elect to otherwise discontinue individual membership with unit, SIFT MFT and SRP Local 4283, in which case dues deduction shall cease at the next payroll after the cut-off date.
- B. If bargaining member elects to have dues deducted on a bi-weekly basis, all dues shall be collected (and pro-rated accordingly) by February 1 of the current school year, except members hired after the commencement of the start of school.
- C. Any notification for dues deductions received after payroll cut-off date will be collected on the following payday with any accumulated amount to be deducted at that time.
- D. The Federation shall present the Board with a certified check off list along with the proper authorization for check off and shall be fully responsible for the validity and correctness of the list and agrees to reimburse the Board for any deduction made and paid over to the Federation which may later be held to have not been authorized by the

individual involved or which may constitute any illegal deduction.

- E. If a member of the bargaining unit who is unable to perform their job requirements due to illness or extenuating circumstances or for other reasons is without earnings for that period, they will not pay dues deductions. The Federation will arrange collection of dues for that period directly from the member.
- F. The Federation shall indemnify the Board and hold it harmless against any loss or claim for damages resulting from the payment to the Federation of any sum deducted under this Article, and in the event any actions or claims are commenced against the Board to recover from it any sums deducted under this Article, the Federation shall intervene and defend against such action or claim; subject, however, to the following conditions:
 - 1. The damages have not resulted from negligence, misfeasance, or malfeasance of the Board or its agents.
 - 2. The Federation after consulting 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 of the defense which may be assessed against the Board by any court or tribunal.
 - 3. The Federation has the right to choose the legal counsel to defend any unit or action.
 - 4. The Federation shall have the right to compromise or settle any claim made against the Board under this section.

Article XIX

SICK LEAVE BANK

A sick bank is hereby established consisting of five (5) days per year per member of the Federation contributed by the Board.

The Federation shall contribute sufficient additional days at the end of each contract year to re-establish the bank at a level equal to five (5) days per year per member of the Federation.

Sick bank will be used for the same purposes as Personal Illness/Disability leave days. Upon accumulation of ninety (90) leave days all excess days will be placed in a sick bank for that Federation member to use in case of illness or temporary disability.

A Federation member who has exhausted their cumulative sick leave and personal sick bank will be considered for a loan of up to sixty (60) days of additional sick leave for their own personal illness or temporary disability only. The sick bank shall be administered by the Federation and the Administration who shall have equal representation.

Article XX
SALARY SCHEDULE

Differential Categories 1995-98

- A. Salary schedule adjustments will be made twice a year, before February 1, and before September 1, according to college credit earned.
- B. An employee earning a doctorate from an accredited institution or discipline which complements their teaching assignment will be placed on the Ph.D. or Ed.D. schedule of the salary schedule. (Ex: Doctor of Optometry while teaching visually impaired students.) (Example which would not apply would be a Doctor of Theology.)
- C. Professional Growth Steps
 1. Teachers may earn professional growth steps based on their length of service in the District as shown on the official length of service list as provided herein. There shall be two professional growth steps for teachers with a Bachelor degree, Master's degree, Master + 30 or Ph.D./Ed.D., one after 16 years of service and a second after 21 years of service. Years of service shall be measured on June 30 of the prior school year. The professional growth steps shall be \$400 after (sixteen) 16 years and an additional \$400 after (twenty-one) 21 years.
 2. In order to initially qualify for the first professional growth step, a teacher must earn thirty (30) hours of approved credit through the district's Curriculum Department within the previous five (5) years.
 3. Having once qualified for a professional growth step, in order to retain this step each school year thereafter, each teacher must continue to earn six (6) hours of such approved credit each school year in which payment is to be made.
 4. In order to qualify for the second professional growth step, a teacher must earn an additional thirty (30) hours of approved credit between the 16th and 21st years. No more than half of the hours earned to retain the first professional growth step may be credited toward the thirty (30) additional hours. However, in the event a teacher has earned more than the thirty (30) hours needed under paragraph B above, when they qualified for the first professional growth step, any hours in excess of the thirty (30) shall be applied toward the additional hours required under this paragraph 4.
 5. Once a teacher attains the second professional growth step, the teacher shall only be obligated to earn six (6) hours of approved credit each school year thereafter to retain both steps.
 6. In the event a teacher fails to obtain the six (6) hours of credit in any school year needed to retain the professional growth step(s), there shall be no payment

for that school year. If a teacher fails to earn the six (6) hours, the teacher can have the step(s) reinstated in a subsequent school year by earning the requisite six (6) hours in such year.

7. Documentation of earned credit must be submitted by the teacher to the personnel office on the official form provided by the Curriculum Department by June 1 of each school year in order to qualify for a professional growth step that year.
8. Hours used for teacher certification, continuing certification or for credit on the teachers salary schedule(s) shall not be included or counted in determining hours of credit for professional growth step(s).
9. All credit hours must be taken outside the normal required teacher work day.
10. Teachers who have terminated their employment prior to the last month of the school year shall not be entitled to a professional growth step for that school year. Teachers who earn the required hours but go on an unpaid leave will have their stipend prorated.
11. The district shall provide without cost (i.e., tuition or fees) the teachers at least nine (9) hours of new professional development credit training each year. Such training will be planned in cooperation with the Joint Contractual Inservice Committee provided the final determination of hours eligible for professional development credit will remain with the Superintendent or designee. It is understood that an hour of credit is a clock hour. A monthly schedule of approved credit hour course offerings will be posted. In the event the district fails to offer at least nine (9) hours in any school year, teachers will be credited with any shortfall. (e.g., If only four (4) hours are offered, all teachers will receive credit for an additional two (2) hours and teachers between their 16th and 21st years of service will be credited with an additional three (3) hours for a total of five (5) hours.)
12. Courses approved for credit will be offered in blocks of at least one (1) hour. At least six (6) credit hours will be offered on teacher duty days between the hours of 3:30 p.m. and 10:00 p.m. Where appropriate, each course will be offered at least three different occasions. This shall not preclude offering credit hours at other times including selected Saturdays.
13. Payment of the professional growth step will be made prior to June 30th of each year.
14. Any failure to adhere to acceptable standards of professional behavior during a course will be referred to the Professional Study Committee for appropriate action.
15. In implementing this professional growth step, the thirty (30) hours requirement

will be waived for all teachers with 16 or more years of service as of June 30, 1987, provided such teachers meet the six (6) hour credit in the 1987-88 school year (or the next school year in which they return to active duty in the case of those teachers on leave of absence during the 1987-88 school year). For those teachers as of June 30, 1987, who have more than eleven (11) years of service, but less than 16, the 30-hour limit will be waived, provided such teachers meet a minimum six (6) hour credit requirement in each school year until they reach the 16-year step. For those teachers as of June 30, 1987, who have more than 16 years of service, but less than 21, the additional 30-hour credit for step 21 will be waived, provided such teachers obtain a minimum nine (9) hours of credit each school year until they reach step 21. For those teachers as of June 30, 1987, who have 21 or more years of service, the 30-hour requirement will be waived providing said teachers earn nine (9) hours credit in the 1987-88 school year (or the next school year in which they return to active duty in the case of those teachers on leave of absence during the 1987-88 school year).

- D. 1. The 1995-98 summer school hourly rate is increased by the percentage increase that is applied to the salary increase for the contract year.
- 2. The 1995-98 temporary substitute hourly rate is increased by the percentage increase that is applied to the salary increase for the contract year.
- E. The West Saginaw Special Education Consortium employee will be compensated on the previous year's salary schedule: always being one year behind the rest of the AFT members. Although, members moving through the steps in the salary schedule would receive their experience upward movement. Positions of school psychologist and school social worker, which were removed from the AFT bargaining unit for the school year 1990-91 shall be reinstated to the bargaining unit with all benefits, as described above.
- F. The following salary increases will be adopted:

1995-96	3.0%
1996-97	3.0%
1997-98	Open

In addition to the percentage increase each year AFT members receive a .6% (six tenths of one percent) stipend to be paid in the first pay in December each year. New employees hired after July 1, 1995 will not receive the December stipend. If the Saginaw City Schools' contract settlement is greater than 3.0% in 1995-96 or 1996-97, an adjustment will be made to the AFT contract to ensure an equal settlement.

Article XXI

EMPLOYEE BENEFITS

The contract amounts as stated in the salary schedule are based on 186 work days. The Board will pay the IRS approved rate per mile for work-connected travel.

Federation members who work at least 138 days of a 185 day master contract days will receive full fringe and insurance benefits. Federation members working less than 138 days will be afforded full leave and employee benefits on a prorated basis.

Federation members having previous years of experience shall be placed on the appropriate step of the salary schedule.

Insurance

The Board agrees to furnish to all members of the bargaining unit the following protection subject to the rules and regulations of the carrier as attached (see addendum).

1. Term life insurance
2. Dental care full family
3. LTD insurance
4. Health insurance protection full family (\$3.00 co-pay for prescription drugs beginning 1996-97)
5. Vision insurance full family

See plans attached.

Federation members not electing health insurance coverage provided by the Board shall apply up to the amount of the health care insurance full family subscriber premium toward the Fixed Option programs as determined by the Federation. Any remaining dollars shall be applied on an individual basis to purchase any of the Variable Options. Any options exceeding the Board subsidy shall be payroll deducted. If a husband and wife are both members of this bargaining unit, no more than one shall elect health insurance coverage. An open enrollment period shall be provided whenever premium subsidy amounts change for the groups.

In the event Federation members do not elect the fixed options described above, they shall be entitled to:

- A. A Tax Sheltered Annuity of \$100 per month for single subscriber available through the approved ISD list.
- B. A Tax Sheltered Annuity of \$30 per month for two person subscribers available through the approved ISD list. (Federation members shall choose either the Tax Sheltered Annuity or the Fixed Options Program - not both.)

In the event a Federation member is terminated or resigns or is on unpaid Board leave

during the school year, the insurance shall be continued until the member has received the pro-rate portion of the twelve (12) month insurance year earned at the time of the termination or resignation or unpaid Board leave.

A member who is hired with an effective first work day after the first required work day of the school year, shall be entitled to fringe benefits for a duration determined on a pro-rated basis.

In the event a Federation member dies during the school year, and providing the policy permits continued coverage, the Board shall continue payments of the applicable premiums through the following September 30th. If the member dies after the completion of the school year, and providing the policy permits continued coverage, the Board shall continue payments of the applicable premiums through September 30th of that year.

The Board shall make payment of insurance premiums for all persons to assure insurance coverage for the full twelve-month period commencing October 1, and ending September 30 even though the Federation member may not be returning the next contract year. The open enrollment period shall be established by the carrier.

When necessary, premiums in behalf of the Federation members shall be made retroactively or prospectively to assure uninterrupted participation and coverage. The Board shall be responsible for providing insurance information including applications, and claim materials.

Article XXII

RETIREMENT

- A. Teachers who reach the age of 55 are eligible to retire under the Michigan Retirement Law and will submit to the Board a written notice of intention to retire at least sixty (60) calendar days prior to the date of retirement.
- B. The mandatory retirement age shall be that which is mandated under applicable federal and/or state law provided if no retirement age is mandated by law, or if applicable law permits an earlier mandatory retirement age than age 70, which is the present mandatory retirement age in Saginaw. Mandatory retirement shall again be reduced to age 65 or such other age as is permissible (not to fall below age 65), provided, however, that a teacher reaching the mandatory retirement age during the school year shall be allowed to complete the school year.
- C. 1. If a teacher has completed ten (10) or more years of service in the Saginaw school system or Saginaw ISD, they will be paid for one-half (1/2) of all accumulated unused sick days up to a maximum of ninety (90) days at the rate of \$40 (forty dollars) per day if they terminate their employment under either of the following circumstances:
 - a. Voluntary retirement under the provisions of the State Retirement Act.

- b. Forced retirement prior to regular retirement age, for health reasons.
 - c. Death while in the employ of the Board.
2. If after receiving a payment under this provision, a former employee resumes employment with the Board and again becomes eligible for payment hereunder, payments previously made will be deducted from any subsequent payments to which the employee is entitled.

Article XXIII

BUY OUT

Employees with at least fifteen (15) years in the Michigan Public School Employees Retirement System may elect a one time Board paid generic buy in upon the Board's acceptance of the employee's resignation when the following criteria are met:

- A. This includes only current, active employees as of July 1, 1990. Employees hired or recalled after July 1, 1990 must work seven (7) consecutive years to be eligible.
- B. The employee has submitted their resignation to the Superintendent 120 days prior to the termination.
- C. The generic buy in will be as follows:
 1. Employees with fifteen (15) through twenty-six (26) years in the MPSERS will receive five (5) years generic buy in.
 2. Employees with twenty-seven (27) or twenty-eight (28) years in the MPSERS will receive three (3) years generic buy in.
 3. Employees with more than twenty-nine (29) years in the MPSERS receive no buy in.
- D. Upon selection of a particular buy in option, the AFT bargaining unit member will receive all monies due them including the balance of current contract salary and reimbursement of accumulated/accrued sick days payable no later than the last day of employment.
- E. The Michigan Federation of Teachers agrees that the Board may fill the vacant position(s) within the bargaining unit created by the generic buy in by means which do not violate state law.
 1. Vacated positions within the bargaining unit will not be subcontracted.
 2. Upon resignation of individuals currently employed as Outdoor Education Specialists (Joseph Leach), such positions will be replaced by a newly created position within the bargaining unit called "Naturalist", and placed appropriately

on the Non-Degree salary schedule.

3. Upon resignation of the current Compliance Coordinator (Russell Andreotti), this position shall no longer be in the bargaining unit.

Article XXIV

DURATION OF AGREEMENT

This Agreement shall become effective July 1, 1995 to June 30, 1998.

SAGINAW INTERMEDIATE BOARD OF EDUCATION

By _____ Date _____
Authorized Signature
Board President

By _____ Date _____
Authorized Signature
Board Trustee

SAGINAW INTERMEDIATE FEDERATION OF TEACHERS AFT/MFT, AFL/CIO

By _____ Date _____
Authorized Signature
Federation President
Negotiating Member

By _____ Date _____
Authorized Signature
Federation Secretary/Treasurer
Negotiating Member

MEMO OF UNDERSTANDING I

This memo of understanding is entered into this 26th day of June, 1990, between the Saginaw Intermediate School District and the Saginaw Intermediate Federation of Teachers, Michigan, Federation of Teachers, AFL-CIO, and is incorporated as an integral part of the 1988-91 Master Agreement, on page 43. It is understood this Memo of Understanding is Supplemental to Memo of Understanding/Letter A.

1. The only employee to be grandfathered for summer pay under the conditions of the current contract is Russell Andreotti.

1995-96 AFT Salary Schedule

<u>Step</u>	<u>Non-Degree</u>	<u>B.A</u>	<u>M.A.</u>	<u>M.A. + 30</u>	<u>Phd</u>
1	\$25,948.00	\$28,915.00	\$30,585.00	\$32,017.00	\$33,512.00
2	\$27,138.00	\$29,493.00	\$31,971.00	\$33,606.00	\$35,245.00
3	\$28,397.00	\$30,252.00	\$33,429.00	\$35,272.00	\$37,057.00
4	\$29,721.00	\$31,706.00	\$35,145.00	\$37,198.00	\$39,126.00
5	\$31,112.00	\$36,671.00	\$36,999.00	\$39,258.00	\$41,323.00
6	\$32,566.00	\$34,882.00	\$38,985.00	\$41,443.00	\$43,657.00
7	\$34,091.00	\$36,671.00	\$41,105.00	\$43,771.00	\$46,123.00
8	\$35,674.00	\$38,591.00	\$43,355.00	\$46,228.00	\$48,725.00
9	\$37,528.00	\$40,646.00	\$45,737.00	\$48,810.00	\$51,453.00
10	\$39,716.00	\$42,826.00	\$48,253.00	\$51,531.00	\$54,316.00
11		\$45,144.00	\$50,901.00	\$54,389.00	\$57,316.00
12		\$47,656.00	\$53,750.00	\$57,440.00	\$60,516.00

1995-96 Westside Consortium Salary Schedule

<u>Step</u>	<u>Non-Degree</u>	<u>B.A.</u>	<u>M.A.</u>	<u>M.A. + 30</u>	<u>Ph.D./Ed.D.</u>
1	25,192	28,073	29,694	31,085	32,536
2	26,347	28,634	31,040	32,627	34,218
3	27,570	29,371	32,455	34,244	35,978
4	28,856	30,783	34,121	36,115	37,986
5	30,206	32,262	35,921	38,114	40,119
6	31,617	33,866	37,849	40,236	42,385
7	33,098	35,603	39,907	42,496	44,780
8	34,635	37,466	42,092	44,882	47,305
9	36,435	39,462	44,405	47,388	49,954
10	38,559	41,579	46,848	50,030	52,734
11		43,829	49,418	52,805	55,647
12		46,267	52,184	55,767	58,754

1996-97 AFT Salary Schedule

<u>Step</u>	<u>Non-Degree</u>	<u>B.A.</u>	<u>M.A.</u>	<u>M.A. + 30</u>	<u>Phd</u>
1	\$26,726.00	\$29,782.00	\$31,503.00	\$32,978.00	\$34,517.00
2	\$27,952.00	\$30,378.00	\$32,930.00	\$34,614.00	\$36,302.00
3	\$29,249.00	\$31,160.00	\$34,432.00	\$36,330.00	\$38,169.00
4	\$30,613.00	\$32,657.00	\$36,199.00	\$38,314.00	\$40,300.00
5	\$32,045.00	\$34,227.00	\$38,109.00	\$40,436.00	\$42,563.00
6	\$33,543.00	\$35,928.00	\$40,155.00	\$42,686.00	\$44,967.00
7	\$35,114.00	\$37,771.00	\$42,338.00	\$45,084.00	\$47,507.00
8	\$36,744.00	\$39,749.00	\$44,656.00	\$47,615.00	\$50,187.00
9	\$38,654.00	\$41,865.00	\$47,109.00	\$50,274.00	\$52,997.00
10	\$40,907.00	\$44,111.00	\$49,701.00	\$53,077.00	\$55,945.00
11		\$46,498.00	\$52,428.00	\$56,021.00	\$59,035.00
12		\$49,086.00	\$55,363.00	\$59,163.00	\$62,331.00

1996-97 Westside Consortium Salary Schedule

<u>Step</u>	<u>Non-Degree</u>	<u>B.A.</u>	<u>M.A.</u>	<u>M.A. + 30</u>	<u>Phd</u>
1	\$25,948.00	\$28,915.00	\$30,585.00	\$32,017.00	\$33,512.00
2	\$27,138.00	\$29,493.00	\$31,971.00	\$33,606.00	\$35,245.00
3	\$28,397.00	\$30,252.00	\$33,429.00	\$35,272.00	\$37,057.00
4	\$29,721.00	\$31,706.00	\$35,145.00	\$37,198.00	\$39,126.00
5	\$31,112.00	\$36,671.00	\$36,999.00	\$39,258.00	\$41,323.00
6	\$32,566.00	\$34,882.00	\$38,985.00	\$41,443.00	\$43,657.00
7	\$34,091.00	\$36,671.00	\$41,105.00	\$43,771.00	\$46,123.00
8	\$35,674.00	\$38,591.00	\$43,355.00	\$46,228.00	\$48,725.00
9	\$37,528.00	\$40,646.00	\$45,737.00	\$48,810.00	\$51,453.00
10	\$39,716.00	\$42,826.00	\$48,253.00	\$51,531.00	\$54,316.00
11		\$45,144.00	\$50,901.00	\$54,389.00	\$57,316.00
12		\$47,656.00	\$53,750.00	\$57,440.00	\$60,516.00

1997- 98 AFT Salary Schedule

<u>Step</u>	<u>Non-Degree</u>	<u>B.A.</u>	<u>M.A.</u>	<u>M.A. + 30</u>	<u>Phd</u>
1	\$27,528.00	\$30,675.00	\$32,448.00	\$33,967.00	\$35,553.00
2	\$28,791.00	\$31,289.00	\$33,918.00	\$35,652.00	\$37,391.00
3	\$30,126.00	\$32,095.00	\$35,465.00	\$37,420.00	\$39,314.00
4	\$31,531.00	\$33,637.00	\$37,285.00	\$39,463.00	\$41,509.00
5	\$33,006.00	\$35,254.00	\$39,252.00	\$41,649.00	\$43,840.00
6	\$34,549.00	\$37,006.00	\$41,360.00	\$43,967.00	\$46,316.00
7	\$36,167.00	\$38,904.00	\$43,608.00	\$46,437.00	\$48,932.00
8	\$37,846.00	\$40,941.00	\$45,996.00	\$49,043.00	\$51,693.00
9	\$39,814.00	\$43,121.00	\$48,522.00	\$51,782.00	\$54,587.00
10	\$42,134.00	\$45,434.00	\$51,192.00	\$54,669.00	\$57,623.00
11		\$47,893.00	\$54,001.00	\$57,702.00	\$60,806.00
12		\$50,559.00	\$57,024.00	\$60,938.00	\$64,201.00

1997-98 Westside Consortium Salary Schedule

<u>Step</u>	<u>Non-Degree</u>	<u>B.A.</u>	<u>M.A.</u>	<u>M.A. + 30</u>	<u>Phd</u>
1	\$26,726.00	\$29,782.00	\$31,503.00	\$32,978.00	\$34,517.00
2	\$27,952.00	\$30,378.00	\$32,930.00	\$34,614.00	\$36,302.00
3	\$29,249.00	\$31,160.00	\$34,432.00	\$36,330.00	\$38,169.00
4	\$30,613.00	\$32,657.00	\$36,199.00	\$38,314.00	\$40,300.00
5	\$32,045.00	\$34,227.00	\$38,109.00	\$40,436.00	\$42,563.00
6	\$33,543.00	\$35,928.00	\$40,155.00	\$42,686.00	\$44,967.00
7	\$35,114.00	\$37,771.00	\$42,338.00	\$45,084.00	\$47,507.00
8	\$36,744.00	\$39,749.00	\$44,656.00	\$47,615.00	\$50,187.00
9	\$38,654.00	\$41,865.00	\$47,109.00	\$50,274.00	\$52,997.00
10	\$40,907.00	\$44,111.00	\$49,701.00	\$53,077.00	\$55,945.00
11		\$46,498.00	\$52,428.00	\$56,021.00	\$59,035.00
12		\$49,086.00	\$55,363.00	\$59,163.00	\$62,331.00

Schedules on this page represent an estimated 3% increase. The contract will be reopened to negotiate salaries, these amounts could change.

1997-98 AFT Salary Schedule and Stipend

Step	Non-Degree	Stipend 1.9%	B.A.	Stipend 1.9%	M.A.	Stipend 1.9%	M.A. + 30	Stipend 1.9%	Phd	Stipend 1.9%
1	26,726	27,234	29,782	30,348	31,503	32,102	32,978	33,605	34,517	35,173
2	27,952	28,483	30,378	30,955	32,930	33,556	34,614	35,272	36,302	36,992
3	29,249	29,805	31,160	31,752	34,432	35,086	36,330	37,020	38,169	38,894
4	30,613	31,195	32,657	33,277	36,199	36,887	38,314	39,042	40,300	41,066
5	32,045	32,654	34,227	34,877	38,109	38,833	40,436	41,204	42,563	43,372
6	33,543	34,180	35,928	36,611	40,155	40,918	42,686	43,497	44,967	45,821
7	35,114	35,781	37,771	38,489	42,338	43,142	45,084	45,941	47,507	48,410
8	36,744	37,442	39,749	40,504	44,656	45,504	47,615	48,520	50,187	51,141
9	38,654	39,388	41,865	42,660	47,109	48,004	50,274	51,229	52,997	54,004
10	40,907	41,684	44,111	44,949	49,701	50,645	53,077	54,085	55,945	57,008
11			46,498	47,381	52,428	53,424	56,021	57,085	59,035	60,157
12			49,086	50,019	55,363	56,415	59,163	60,287	62,331	63,515

*Stipend
up*

Revised 011020

Step	98-99	98-99	98-99	98-99	98-99	98-99	98-99	98-99	98-99	98-99
	Non-Degree	Stipend 1.40%	B.A.	Stipend 1.40%	M.A.	Stipend 1.40%	M.A.+30	Stipend 1.40%	Phd.	Stipend 1.40%
1	26993	27371	30080	30501	31818	32263	33308	33774	34862	35350
2	28232	28627	30682	31111	33259	33725	34960	35450	36665	37178
3	29541	29955	31472	31912	34776	35263	36693	37207	38551	39090
4	30919	31352	32984	33445	36561	37073	38697	39239	40703	41273
5	32365	32819	34569	35053	38490	39029	40840	41412	42989	43590
6	33878	34353	36287	36795	40557	41124	43113	43716	45417	46053
7	35465	35962	38149	38683	42761	43360	45535	46172	47982	48654
8	37111	37631	40146	40709	45103	45734	48091	48764	50689	51399
9	39041	39587	42284	42876	47580	48246	50777	51488	53527	54276
10	41316	41894	44552	45176	50198	50901	53608	54358	56504	57296
11			46963	47620	52952	53694	56581	57373	59625	60460
12			49577	50271	55917	56699	59755	60591	62954	63836

Step	99-00 Non-Degree	99-00 Stipend 0.00%	99-00 B.A.	99-00 Stipend 0.00%	99-00 M.A.	99-00 Stipend 0.00%	99-00 M.A.+30	99-00 Stipend 0.00%	99-00 Phd.	99-00 Stipend 0.00%
1	27452	0	30591	0	32359	0	33874	0	35455	0
2	28711	0	31203	0	33825	0	35554	0	37288	0
3	30044	0	32007	0	35368	0	37317	0	39206	0
4	31445	0	33544	0	37183	0	39355	0	41395	0
5	32916	0	35157	0	39144	0	41535	0	43719	0
6	34454	0	36904	0	41246	0	43846	0	46189	0
7	36068	0	38797	0	43488	0	46309	0	48798	0
8	37742	0	40829	0	45869	0	48909	0	51551	0
9	39704	0	43002	0	48389	0	51640	0	54437	0
10	42018	0	45309	0	51051	0	54519	0	57465	0
11			47761	0	53852	0	57543	0	60639	0
12			50420	0	56867	0	60770	0	64025	0

