

8/15/2002

6236

**IDA PUBLIC SCHOOLS
AND
MONROE COUNTY EDUCATION ASSOCIATION**

**1999-2000
2000-2001
2001-2002**

IDA Public Schools

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**IDA PUBLIC SCHOOLS
Ida, Michigan**

**BOARD OF EDUCATION
and
MONROE COUNTY EDUCATION ASSOCIATION
AGREEMENT**

The Board of Education of the Ida Public Schools of Ida, Michigan, hereafter referred to as the "Board", and the Monroe County Education Association, hereafter referred to as the "Association", in consideration of the mutual covenants entered into, agree as follows:

Whereas, the Board and the Association recognize and declare that providing a quality education for the children of the Ida Public Schools is their aim, and

Whereas, the members of the teaching profession are qualified to assist in formulating policies and programs designed to improve educational standards, and

Whereas, the parties of this Agreement agree that it is the duty of the Board of Education to make policies necessary to maintain adequate and uninterrupted services to the public and children of the Ida Public Schools, and

Whereas, the laws of the State of Michigan authorize collective bargaining for public employees, and

Whereas, it is the purpose of this Agreement to resolve by collective bargaining in good faith differences concerning wages, hours and working conditions.

ARTICLE I

Recognition

- A. The Board recognizes the Monroe County Education Association affiliated with the Michigan Education Association and National Education Association as the exclusive bargaining representative as defined in Section 11 of Act 379, Public Acts of 1965, as amended, for all regular full-time and regular part-time certified teaching personnel employed under regular tenure or probationary contracts, substitutes employed for 120 days or more in the same position, counselors and certified librarians, special education teachers and hearing impaired consultants, and reading consultants employed by the Ida Public Schools Board of Education. Excluded from the bargaining unit are full or part-time supervisory, executive or administrative personnel, business manager, athletic directors, Title I director, curriculum coordinator; enrichment, adult education and community education program personnel; preschool personnel, school nurse, if not teacher certified, social worker, psychologist, special education teacher consultant, special education coordinator, police liaison officer, reading director, all other substitute teachers, per diem appointments, aides and paraprofessionals, teachers in programs which are not part of the regular school year (such as summer school, including the migrant program and driver education), noon period supervisors and/or recreation personnel, office and clerical employees, custodial employees and all other employees of the Board or any other employer.
- B. The term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined.
- C. The Board agrees not to negotiate with any teacher organization other than the Monroe County Education Association for the duration of this Agreement. However, it is expressly agreed that the Board may recognize and deal with the local association which the MCEA has designated as its authorized representative for all contract administration purposes. The "local association" as the term is used in this contract is an affiliate of the MCEA and is comprised of bargaining unit members. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association if the adjustment is consistent with the terms of this agreement. An Association representative may attend any grievance meeting.
- D. 1. Any teacher who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing deduction of membership dues in the Association, including the NEA and the MEA. Such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1 of any year.
2. 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 teaching duties shall, as a condition of employment, pay a financial responsibility fee to the Association. The Association shall advise the Board of the amount of the financial responsibility fee as permitted by law, except that said fee shall

not be greater than the amount paid by Association members. Teachers paying the financial responsibility fee may authorize payroll deduction as provided in paragraph 3 of this Article.

3. Pursuant to such authorization, as provided in paragraphs 1 and 2 of this Article, deduction of membership dues or fees and insurance premiums shall be made in the following manner:
 - a. MEA, NEA and county dues will be taken out of the 1st pay of every month for 10 months in equal deductions beginning September and ending June.
 - b. Insurance premiums for coverages over and above those furnished by the Board shall be deducted as follows:
 1. Those teachers on 21 pays will have insurance premiums deducted from the 2nd pay in September.
 2. Those teachers on 21 pays will have deducted from the 2nd pay of every month premiums owed for insurance selections. The last pay in June will have deductions for July, August and September to cover summer months not on payroll.
 3. Teachers on 26 pays will have deductions removed from pay for insurance selections on the 2nd pay of every month for 12 months unless they choose the lump sum payment in June. In such case, July, August and September premiums would be deducted.
4. The Board shall make deductions for the MCEA-Ida Voluntary Political Action Committee upon written authorization from a teacher. Deductions for voluntary political action contributions shall be made in one standard amount and occur in one pay period. Each year teachers must submit written authorization by September 30.
5. The Association will save the Board harmless from any and all costs, including witnesses, attorney fees, unemployment compensation or other incidental costs of prosecution or defense or any liability resulting from the prosecution or defense of any action claimed or otherwise to which the Board of Education may be liable by reason of any action taken or not taken by the Board with respect to provisions of this Article.

ARTICLE II

Teacher/Management Rights Clause

Teacher 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 any other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color 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 teacher 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 teacher with respect to hours, wages, or any terms and conditions of employment by reason of his membership in 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 Board specifically recognizes the right of its employees to invoke the assistance of the Michigan Employment Relations Commission.
- C. The Board agrees to furnish to the Association, in response to written request, all public information concerning the financial resources of the District pursuant to the Freedom of Information Act.
- D. At the request of the Monroe County Education Association, Ida teachers shall have the right to use school buildings for Association meetings at reasonable times and hours when such buildings are open and janitorial operating staff is on duty. Such use will be scheduled through the building principal. Such use beyond reasonable times and hours requiring an extra cost incurred by the Board shall be paid by the Association.
- E. Teachers shall be entitled to full rights of citizenship, and no religious or political activities of any teacher, or the lack thereof, outside of employment, shall be grounds for discipline or discrimination with respect to the professional employment of such teacher.
- F. The provisions of this Agreement as to wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status or membership in, or association with, the activities of any employee organization.

Management Rights

- A. Nothing in this Agreement is to be interpreted as constituting a waiver of the Ida Public Schools Board of Education's rights and responsibilities to create and maintain schools that reflect its public's wishes. The intent of the Agreement is to establish wages, working hours and conditions of employment with the Ida Education Association.

- B. Therefore, 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 law and the Constitutions of the State of Michigan and 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;
 2. To hire all employees and to determine their qualifications and conditions for their continued employment, or their dismissal;
 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 determine the services, supplies, and equipment necessary to continue its operations and to determine the methods and processes of carrying on the work.
 5. To adopt reasonable rules and regulations;
 6. To determine the location or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, divisions or subdivisions thereof, and the relocation or closing of offices, departments, divisions or sub-divisions, buildings or other facilities;
 7. To determine the financial policies including all accounting procedures, and all matters pertaining to public relations;
 8. To determine the size of the management organization, its functions, authority, amount of supervision and table of organization.
- C. The exercise of the above rights and the use of the Board's judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement.

ARTICLE III

Professional Compensation

- A. The salaries of the teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in the Agreement. Such salary schedule shall remain in effect during the term of this Agreement.
- B. For the term of this Agreement, the school calendar shall be set forth in Schedule B. Should the state order the make up of days lost in order to qualify the District for full State Aid, the Board and the Association shall meet for the purpose of rescheduling said days through mutual agreement. The scheduling of state-required make-up days shall not increase the salary of the teacher above the contracted amount, nor will more days be required than are specified in Schedule B.
- C. The Board shall provide three (3) release days per year to an Association designee to be used at the direction of the local Association. Such days shall not be used to negotiate elsewhere. A substitute will be provided by the Board for each day. The Superintendent shall be notified in writing at least two (2) days in advance. Time shall be taken in not less than one (1) day increments. The Association may use four (4) additional days for the purpose stated above, but the Association shall reimburse the Board for the cost of the substitute.
- D. Salaries will be paid on a basis of 21 or 26 pay periods according to authorization of each teacher. Teachers will receive their first pay the second Friday after the beginning of school. The Board will pay a lump sum check at the end of the school year in June to any teacher who so desires.
- E. All new teachers shall be required to attend an unpaid half-day session previous to the first calendar day. Time will be provided by the administration for the orientation of new teachers to Association matters.
- F. When a teacher substitutes for another teacher during his or her planning period, the substitute teacher will receive Fourteen Dollars (\$14.00) per period.

If the substituting is done in the elementary grades during the planning time the teacher has because of art, music, or physical education, the substituting teacher will be paid on the basis of a 50-minute period.

Teachers may be assigned to a teaching assignment other than their regular assignments, without additional compensation, if they are freed from their regular assignment because of field trips or dismissed classes.

Whenever a substitute teacher cannot be obtained, the administration shall, on a rotating basis, assign a teacher to substitute during her/his planning time. No teacher can be involuntarily assigned more than three (3) times a year.

G. Shared Time Academic Teaching Positions Within the Normal School Day.

1. The decision to create a shared time position rests solely with the District. Teachers may submit suggestions for shared time positions.
2. Teachers working in a shared time academic teaching position within the defined teaching day shall receive pro-rated compensation.
3. Teachers sharing a position will undertake joint planning whenever they have joint responsibility for the same students. In order to accommodate this requirement, individual arrangements will be made with the administration prior to and during the teaching assignments.
4. Teachers working in a shared time position shall be eligible for up to the single subscriber rate with the employer's hospitalization plan provided the insurance carrier allows part-time employee coverage. The above shall be subject to the rules of an insurance carrier.
5. Sick leave and personal business days shall be pro-rated based on the portion of the day worked.
6. Teachers working half time or more shall receive full seniority credit; teachers working less than half time shall receive half seniority credit.
7. No teacher employed in a shared time teaching position will file for unemployment benefits while in such a position. Failure to comply with this provision will result in the termination of all seniority and employment rights.
8. Teachers working in a shared time position during the school year may apply for a full-time vacancy, but it shall be the District's sole discretion as to the filling of a vacancy. A shared time teacher may not bump or exercise her/his seniority for a full-time teaching position.
9. Teachers will receive state-mandated retirement allowances in accordance with state retirement regulations.
10. The above rights and privileges shall not be granted or afforded to individuals working outside the defined school day. By way of illustration and not limitation: Driver Education, coaching assignments, extra curricular assignments.
11. Prior to the end of the school year, an evaluation of job-sharing will be conducted by the involved teachers and the administration.

ARTICLE IV

Teaching Hours

- A. The parties recognize that in order to satisfactorily fulfill their professional responsibilities teachers frequently work more than the standard forty- (40) hour work week. However, teachers shall not be officially scheduled to work more than forty (40) hours per week.
- B. The Board reserves the right to set the hours of the school day as long as these hours agree with Section A of this Article.
- C. The clock hours for the high school, the middle school and the elementary school shall be as follows:

HIGH SCHOOL

Grades 9-12

<u>1999-2000</u>				<u>2000-2001 / 2001-2002</u>			
	8:16	Warning Bell			8:16	Warning Bell	
1	8:21 - 9:13	Lunch	11:57 - 12:24	1	8:21 - 9:13	Lunch	12:00 - 12:37
2	9:17 - 10:07	5	12:29 - 1:19	2	9:18 - 10:08	5	12:41 - 1:31
3	10:11 - 11:03	6	1:23 - 2:13	3	10:13 - 11:05	6	1:36 - 2:27
4	11:07 - 11:57	7	2:17 - 3:09	4	11:10 - 12:00	7	2:32 - 3:24

Time Schedule for Common Planning Days

	8:16	Warning Bell					
1	8:21 - 9:11	Lunch/5	11:13 - 11:41				
2	9:15 - 10:05	5/Lunch	11:41 - 12:06				
3	10:09 - 10:37	6	12:11 - 12:38				
4	10:41 - 11:09	7	12:42 - 1:10				

NOTE on April 3, 2000: The parties are currently reviewing the printed time schedules for the Middle School and High School buildings for the 2000-2001 school year. Dismissal will continue to be at 3:24 p.m. each day but some time allocations will be lengthened, others will be reduced.

MIDDLE SCHOOL

1999-2000

7th/8th Grade

8:16 Warning Bell
8:21 - 9:13 1st Hr.
9:17 - 10:07 2nd Hr.
10:11 - 11:03 3rd Hr.
11:03 - 11:31 Lunch
11:35 - 12:25 4th Hr.
12:29 - 1:19 5th Hr.
1:23 - 2:13 6th Hr.
2:17 - 3:09 7th Hr.

6th Grade

8:16 Warning Bell
8:21 - 9:10 Reading
9:13 - 10:37 Morning Block
10:37 - 11:05 Lunch
11:09 - 11:58 Rotation
12:02 - 12:25 Spelling
12:27 - 1:48 Afternoon Block
1:48 - 2:13 Health
2:17 - 3:09 Band/Study Hall

5th Grade

8:16 Warning Bell
8:21 - 8:24 Homeroom
8:25 - 9:20 Reading
9:21 - 10:08 Math
10:10 - 10:33 Spelling
10:33 - 11:05 Lunch
11:09 - 11:38 Language
1:38 - 12:22 Science
12:22 - 1:06 Soc. Studies
1:06 - 1:19 Enrichment/Recess
1:23 - 2:13 Study Hall/Band
2:17 - 3:09 Rotation Class

Time Schedule for Common Planning Days

5th Grade

8:16	Warning Bell	
8:21 - 10:30	Reading/Math/Spelling/Language	(129)
10:30 - 11:03	Lunch	(33)
11:07 - 12:06	Social Studies/Science	(59)
12:10 - 12:38	Band/Study Hall	(28)
12:42 - 1:10	Rotation	(28)

6th Grade

8:16	Warning Bell	
8:21 - 10:35	Reading, A.M. Block, Spelling	(134)
10:35 - 11:03	Lunch	(28)
11:07 - 11:35	Rotation	(28)
11:39 - 12:38	PM Block	(59)
12:42 - 1:10	Band/Study Hall	(28)

7th/8th Grades

8:16	Warning Bell	
8:21 - 9:11	1st Hour	(50)
9:15 - 10:05	2nd Hour	(50)
10:09 - 10:37	3rd Hour	(28)
10:41 - 11:09	4th Hour	(28)
11:09 - 11:35	Lunch	(26)
11:39 - 12:06	5th Hour	(27)
12:10 - 12:38	6th Hour	(28)
12:42 - 1:10	7th Hour	(28)

2000-2001 / 2001-2002

7th/8th Grade

8:16 Warning Bell
 8:21 - 9:13 1st Hr.
 9:18 - 10:08 2nd hr.
 10:13 - 11:05 3rd hr.
 11:10 - 11:41 Lunch
 11:46 - 12:36 4th hr.
 12:41 - 1:31 5th hr.
 1:36 - 2:27 6th hr.
 2:32 - 3:24 7th hr.

6th Grade

8:16 Warning Bell
 8:21 - 9:10 Reading
 9:13 - 10:37 Morning Block
 10:37 - 11:10 Lunch
 11:15 - 11:46 Rotation
 11:51 - 12:32 Spelling
 12:37 - 1:58 Afternoon Block
 2:03 - 2:28 Health
 2:32 - 3:24 Band/Study Hall

5th Grade

8:16 Warning Bell
 8:21 - 8:24 Homeroom
 8:25 - 9:20 Reading
 9:21 - 10:08 Math
 10:10 - 10:36 Spelling
 10:41 - 11:15 Lunch
 11:20 - 11:51 Language
 11:51 - 12:35 Science
 12:35 - 1:19 Social Studies
 1:19 - 1:32 Enrichment/Recess
 1:37 - 2:27 Study Hall/Band
 2:32 - 3:24 Rotation

Time Schedule for Common Planning Days

5th Grade

8:16 Warning Bell
 8:21 - 10:30 Reading/Math/Spelling/Language (129)
 10:30 - 11:03 Lunch (33)
 11:07 - 12:06 Social Studies/Science (59)
 12:10 - 12:38 Band/Study Hall (28)
 12:42 - 1:10 Rotation (28)

6th Grade

8:16 Warning Bell
 8:21 - 10:35 Reading, A.M. Block, Spelling (134)
 10:35 - 11:03 Lunch (28)
 11:07 - 11:35 Rotation (28)
 11:39 - 12:38 PM Block (59)
 12:42 - 1:10 Band/Study Hall (28)

7th/8th Grades

8:16 Warning Bell
 8:21 - 9:11 1st Hour (50)
 9:15 - 10:05 2nd Hour (50)
 10:09 - 10:37 3rd Hour (28)
 10:41 - 11:09 4th Hour (28)
 11:09 - 11:35 Lunch (26)
 11:39 - 12:06 5th Hour (27)
 12:10 - 12:38 6th Hour (28)
 12:42 - 1:10 7th Hour (28)

ELEMENTARY SCHOOL

		<u>1999-2000</u>	<u>2000-01 and 2001-02</u>
Kindergarten	A.M.	8:05 - 11:10	8:12 - 11:17
	P.M.	11:55 - 3:00	12:10 - 3:15
Grades 1 & 2		8:05 - 3:00	8:12 - 3:15
Grades 3 & 4		8:05 - 3:00	8:12 - 3:15

Time Schedule for Common Planning Days

Kindergarten	8:05 - 1:00	8:12 - 1:00
Grades 1 & 2	8:05 - 1:00	8:12 - 1:00
Grades 3 & 4	8:05 - 1:00	8:12 - 1:00

- D. Teachers shall be in their rooms or assigned areas no later than twenty (20) minutes before school convenes and leave no earlier than fifteen (15) minutes following dismissal of students, with the exception of teachers' meetings or appointments which may require a later time. The Board and Association understand that conditions do exist wherein teachers do have to be away from their rooms or assigned areas. Times when this is often necessary include, but are not limited to: consultation with parents, students, administrators and fellow teachers regarding education concerns; meetings regarding classroom placement of students, and duplicating classroom materials (secretarial assistance will be utilized whenever practical). However, it must be recognized that some assignments, i.e., hall supervision, cannot be vacated unless a replacement is available.

The Board encourages teachers to perform the above professional duties and realizes that it may be necessary to accomplish these outside of the classroom when not in direct supervision of students.

The Board also regards teachers as self-directed professionals that are able to make wise decisions and utilize their own discretion in carrying out those duties they deem to be in the best interests of education; concurrently, the Association will accept the first opportunity to correct identified abuses of this professionalism.

The intent of this section is not to be interpreted in any way as an infringement of Article II of this contract; rather, the intent is to recognize the professionalism of the teachers and to encourage self-direction to mitigate actions and behavior that are contrary to the above stated professional principles.

E. Required General Purpose Meetings

1. During the first two (2) weeks of the school year, each building principal shall distribute to his/her staff a list of required general staff meetings for the entire school year, not to

exceed one (1) per month. The meeting will be adjourned no later than forty-five (45) minutes following the start of the meeting and the agenda will be distributed to the staff three (3) days prior to the meeting. If a morning meeting is called, it may not begin any earlier than 7:15 a.m. All teachers shall attend each meeting and remain until the meeting is adjourned by the principal. The administration will take whatever action is necessary to carry out the intent of this Agreement.

2. Additional meetings may be called at the discretion of the principal or staff and attendance will be expected unless excused by the principal in advance.

F. Student Dismissal Time

Should the District find it necessary to alter the dismissal time of students, the parties shall negotiate a new starting time for teachers.

ARTICLE V

Teaching Load and Assignments

The parties recognize that optimum school facilities for both student and teacher are desirable to insure the high quality of education that is the goal of both the Association and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed toward insuring that the energy of the teacher is primarily utilized to this end.

- A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered wherever possible to meet the following optimum standards:

<u>Elementary</u>		<u>Secondary</u>	
Kindergarten	25	English	25
First - Second	25	Social Studies	30
Third - Fifth	30	Mathematics	25
		Science	25
Special Subjects such as Art, Music, P.E., Library	One (1) regular elementary class, plus one (1) Hearing Impaired Class. Note: Nothing herein shall prohibit teachers of Special Subject classes from voluntarily accepting greater numbers than the standards for the purpose of student enrichment. However, it is understood that such deviation from the standards must be at the initiation of the teacher.	Language	25
		Business	25
		Typing	30
		Business Machines	20
		Industrial Arts	24
		Drafting	30
		Homemaking	24
		Music	30
		Art	25
		Physical Education	35
		Hygiene	30
		Reading	25

Should a situation arise in which a classroom teacher has reason to believe the placement of a student diagnosed as needing special education services in that teacher's classroom is inappropriate, the teacher may consult with the appropriate special education personnel and/or the building principal. If so requested by any of the parties above enumerated, the parties shall meet to attempt to resolve the problem.

- B. The Individual Education Planning Team dictates placement of a special education student within the classroom of a teacher. If a teacher is assigned such a child, the teacher would be offered:
1. An opportunity for prior observation of the child.
 2. An opportunity to be part of the IEPT.

3. Assistance in developing necessary resources as currently provided by the ISD.
 4. An initially reduced class size in the inclusion room, compared to similar classes, will be scheduled because of the importance of classroom management. An attempt to maintain a reduced size will be made, with the exception of moving any of the original students if another class drops below the reduced size. This paragraph shall apply only to the elementary school.
 5. An inclusion instructional assistant as stated by the IEPT.
 6. Training, if requested, with approval of the building principal.
- C. Assignments shall be made at the discretion of the administration and will, except for good cause, be in the areas of teacher competence and in their major and minor fields of study. Teachers shall be notified of their following year's tentative assignment no later than June 1st of the preceding school year. After July 15, the Board will attempt to limit changes in assignments.
- D. In making changes in assignments, consideration will be given to the desire and wishes of the teacher, but the Board reserves the right to make the final decision. The administration shall consult with the teacher before a definite decision is made.
- E. The normal weekly teaching load in grades 7-12 will be 25 teaching periods and 5 supervised study periods, or 30 teaching periods. Teachers in grades 7-12 will not be assigned more than three (3) preparations except with consent of the teacher and except for teachers with their major assignments in art, music, physical education, foreign language, home economics, industrial arts, and special education. There shall be five (5) unassigned preparation periods for all teachers in grades 7-12. Before any teacher is assigned more than three (3) preparations, the teacher shall be consulted. If said teacher objects to more than three (3) preparations, the District agrees to make every reasonable effort to adhere to the teacher's desires.
- F. Whenever administrative, extracurricular, or bargaining unit positions are newly created, or a vacancy arises in said positions, the Superintendent shall promptly notify the Association and post a notice as to the number and type of vacancies on a bulletin board in each teachers' lounge for no less than five (5) school days before the position is filled. In the summer, the posting will be for no less than five weekdays, Monday through Friday. Vacancies shall be filled on the basis of experience and qualifications of the applicant, length of service in the District, and other relevant factors according to the judgment of the Board and Superintendent.
- G. The Board will determine when a vacancy exists.

ARTICLE VI

Teaching Conditions

- A. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board undertakes promptly to implement all joint decisions thereon made by its representatives and the Association. The Board agrees to make every reasonable effort to keep the schools equipped and maintained, and the textbooks up to date.
- B. All teachers shall be entitled to a 30-minutes duty-free lunch period. All teachers, grades 1-4, shall be entitled to a duty free period equivalent to 15 minutes in the morning or 15 minutes in the afternoon. Additionally, all elementary teachers shall be entitled to duty-free planning time of not less than 250 minutes per week (unless the Board determines financial conditions necessitate reduction of specials used to create this planning time, in which event the minimum would be 175 minutes per week and teachers would be paid \$20 for the 75 minutes reduction in planning time or as pro rated), in segments of not less than 20 minutes each, as scheduled by the principal. In grades 5 and 6, planning time will be determined by the principal and must be equivalent to the planning time of grades 7 and 8.
- C. No teacher shall be required to drive a school bus on a daily route as a part of his/her regular assignment.
- D. The Board shall make available in each school adequate restroom and lavatory facilities for teacher use and at least one room shall be reserved for use as a faculty preparation room and said room shall be smoke free.
- E. Announcements concerning the nonperformance of duties by teachers will not be made over the classroom public address system.
- F. A key to the building and gate will be made available at the discretion of the building principal to teachers who desire to prepare rooms and plan.
- G. Ida Curriculum Council. In recognition of the need to foster communication and coordination between students, teachers, administrators, community members, and other staff, a curriculum council shall be established. The council shall investigate and submit recommendations concerning curriculum development, school improvement, accreditation, and other relevant needs and concerns related to these matters to both the Board and the IEA. Such reports shall be considered by the Board, and any formal decision shall be submitted to the council with the Board's rationale.

The curriculum council shall be composed of the School Improvement Chairperson from each building, the District School Improvement Chairperson, and one teacher representing the

Monroe County Program for the Hearing Impaired, three members of the administrative staff, and one Board of Education member. The curriculum coordinator, or in his/her absence the Superintendent or his/her designee, shall be the chairperson of the council. Additional staff members and others may be included in particular meetings as determined necessary by the council and approved by the chairperson.

The curriculum coordinator shall initiate steps to hold an organizational meeting each year by October 1. The council shall establish a schedule in order to fulfill its functions.

- H. Parking facilities shall be made available to teachers for their normal use.
- I. Each teacher is expected to have a week's lesson plans made available on a Monday through Friday basis. In addition, teachers are to submit outlines for substitute teachers to the principal's office on each **Monday a.m.**, for the week. The outline shall consist of a seating chart plus a general overview of the planned activities, including chapter in the textbook, scheduled activities, assignments and other information necessary to maintain the learning process. Teachers are encouraged to alter the outline when special instructions are needed for a substitute teacher. The administration will take whatever action is necessary to carry out the intent of this Agreement.
- J. If a teacher reports for work and must leave for reasons of illness, or other possible reason for sick leave, before three (3) clock hours have elapsed, a full day's sick leave will be subtracted from sick days earned. If a teacher must leave any time after three (3) clock hours, a half day only will be subtracted.
- K. Attendance at in-service sessions is required unless excused in advance by the building principal. Any violation will be handled as any other unexcused absence.
- L. The Association and the Board recognize the pupils' progress is a combined result of school, home, ability and economic and social environment, and neither the teacher nor the Board shall be held solely accountable for it.
- M. Acts of God. The school administration will notify all teachers of school days which are canceled. When school is canceled, teachers may report to school but will not be required to do so.
- N. A copy of Board Policy will be placed in each building's teachers' lounge, library and principal's office. It is the responsibility of the teacher to be aware of the Board policies. Copies of changes and/or additions in Board policy must be provided to the designated Association representative.
- O. Should the Michigan Department of Education develop and implement regulations prohibiting the counting of one-half (1/2) days as full days for purposes of State Aid, the parties agree to renegotiate the calendar to take into account such changed regulations.

- P. All teachers of students in grades 7 through 12 will administer a written exam on the date assigned for the exam and will utilize the time period provided. No exceptions will be made unless prior arrangements have been completed with the principal due to extenuating circumstances. Teachers will submit their written exams to their principals at least two days prior to the beginning date of the semester exams.
- Q. For any committees appointed by the Board which involve teacher members, unless specified otherwise in this contract, one teacher member shall be appointed by the Association. Participation of teachers on committees will be voluntary provided legal requirements are met.
- R. A joint committee of administration and teachers will be developed to make recommendations to the Board about state laws which require a least restrictive environment.
- S. No member shall be required to perform suctioning, catheterization, diapering or other like procedures.
- T. State law mandates a mentor for a new teacher in the first three (3) years of employment in classroom teaching for the purpose of assisting, informing and coaching probationary teachers in the rights, responsibilities and ethics of the teaching profession. The following shall be guidelines for mentoring:
1. Qualified staff will submit their intentions to become mentors by June 1 of each school year. The list of names will be maintained until the teacher requests removal from said list.
 2. In the selection process the following guidelines will be applicable with respect to internal applicants:
 - a. The ultimate and overriding criteria used by the administrator in selecting a mentor will be the respective candidate's recognition as a teacher skilled in the art and science of teaching with the capability to communicate these two areas.
 - b. General criteria in selection will include:
 1. Tenure
 2. Minimum of five (5) years teaching
 3. Same background in major area of instruction (i.e., lower elementary to lower elementary, grade level to grade level, department to department, etc.)
 4. Classroom teachers will be matched to classroom teachers
 3. Regarding appointments, the following will apply:

- a. All appointments as mentors will be voluntary.
 - b. Appointment shall be for three (3) years unless either party requests a change, or their building principal decides it is in the best interests of the parties.
 - c. Mentors will have no involvement in the evaluation process and the relationship will be collaborative and confidential.
 - d. A mentor can have up to two (2) probationary teachers if desired.
 - e. It is also understood that time between the mentor and the probationary teacher will necessarily take place weekly beyond the normal working day to establish a collaborative relationship. A minimum of 25 hours per school year beyond the normal working hours is required of an on-staff mentor and the mentor shall keep a log of the time devoted to this process for confirmation to the administration. Any time spent together before or after the normal school year shall be at the option of the mentor and probationary teacher. Time commitments may change due to revision of state mandates.
4. In filling vacancies for mentor positions from within the staff, the Board shall consider the professional qualifications, background, attainments, and service in the school district of all applicants. The parties recognize that the filling of mentor vacancies from within or outside of the staff is a prerogative of the Board and the decision of the Board will be final.
 5. The mentor teachers from within the staff shall receive a stipend of \$500.00 per mentee.

ARTICLE VII

Leave of Absence

- A. All teachers will be given six (6) days of sick leave per semester with accumulation to 180 days. Teachers who fail to report to school the day preceding or following a vacation may be required to provide proof of illness. Teachers abusing the use of yearly sick days or accumulated days may be required to be examined by a doctor selected by the Board. Further, the teacher may be required to provide the written statement(s) of his/her own physician.
- B. Any teacher whose personal illness extends beyond the period compensated under "A" of this Article shall be granted a leave of absence without pay for a period of one (1) year beyond compensation under section A of this Article.
1. A teacher returning from a leave of less than one (1) semester shall be returned to his/her former position.
 2. A teacher returning at the beginning of the school year shall be returned to his/her former position provided the returning teacher is senior to the replacement teacher in that position, unless a vacancy exists for which the returning teacher is certified and the replacement teacher is not certified.
 3. If a teacher is on leave for more than a semester and does not return at the beginning of the school year, the teacher shall be returned to a position for which he/she is certified for the remainder of the school year. At the beginning of the next school year, the provisions in B.2. above shall prevail.
 4. If the teacher in the position to which the teacher on leave is returning is displaced, that teacher shall then move into a vacant position for which he/she is certified. If no vacancy exists, that teacher shall move to a position within his/her certification which is held by the individual with the least seniority, unless the displaced teacher has the least seniority.
 5. The teacher must notify the administration of his/her intention to return sixty (60) days before the end of the school year previous to his/her return.

This leave may be extended on a yearly basis at the discretion of the Superintendent.

- C. Leaves of absence with pay chargeable against the teacher's sick leave allowance shall be granted for the following reasons:
1. Personal illness.

2. Serious illness of any member in the immediate family not to exceed five (5) days per year. Immediate family is defined as spouse, siblings, children, parent (defined as foster, natural, or adoptive), mother-in-law, father-in-law, or others residing in the household, and grandparents.
3. Death in the immediate family defined as spouse, siblings, parents (defined as foster, natural, or adoptive), children, mother-in-law and father-in-law, or others residing in the household and grandparents. Three (3) days with two (2) additional days to be given by the Superintendent if conditions warrant.

D. All other leaves of absence may be granted without pay at the discretion of the administration.

1. A teacher returning from a leave of less than one (1) semester shall be returned to his/her former position.
2. A teacher returning at the beginning of the school year shall be returned to his/her former position provided the returning teacher is senior to the replacement teacher in that position, unless a vacancy exists for which the returning teacher is certified and the replacement teacher is not certified.
3. If a teacher is on leave for more than a semester and does not return at the beginning of the school year, the teacher shall be returned to a position for which he/she is certified for the remainder of the school year. At the beginning of the next school year, the provisions in D.2. above shall prevail.
4. If the teacher in the position to which the teacher on leave is returning is displaced, that teacher shall then move into a vacant position for which he/she is certified. If no vacancy exists, that teacher shall move to a position within his/her certification which is held by the individual with the least seniority, unless the displaced teacher has the least seniority.
5. The teacher must notify the administration of his/her intentions sixty (60) days before the end of the school year previous to his/her return.
6. The Board may grant a miscellaneous leave of either one semester or one year. The maximum number of teachers that may be granted such a leave in any one semester shall not exceed four (4) teachers. (Additional conditions for such leave shall be provided in Article VII, Section D.)

E. A maternity leave for female teachers commencing no later than the date of delivery shall be granted without pay at the request of the teacher. Paternity leaves for male teachers shall be granted without pay at the request of the teacher, provided the request is made 45 days before the adoption of a child or the anticipated date of delivery by the employee's wife.

1. A teacher returning from a leave of less than one (1) semester shall be returned to his/her former position.

- a. A teacher returning at the beginning of the school year shall be returned to his/her former position provided the returning teacher is senior to the replacement teacher in that position, unless a vacancy exists for which the returning teacher is certified and the replacement teacher is not certified.
 - b. If a teacher is on leave for more than a semester and does not return at the beginning of the school year, the teacher shall be returned to a position for which he/she is certified for the remainder of the school year. At the beginning of the next school year, the provisions in E.1.a. above shall prevail.
 - c. If the teacher in the position to which the teacher on leave is returning is displaced, that teacher shall then move into a vacant position for which he/she is certified. If no vacancy exists, that teacher shall move to a position within his/her certification which is held by the individual with the least seniority, unless the displaced teacher has the least seniority.
 - d. The teacher must notify the administration of his/her intentions sixty (60) days before the end of the year previous to his/her return.
2. The leave shall be given for up to one (1) year and be renewable thereafter at the Superintendent's discretion. The return to teaching must be only at the beginning of a semester unless some other time is mutually agreed upon.
 3. A teacher may make written application to the Superintendent for reinstatement prior to expiration of the leave granted by the Board. However, the Board reserves the right in its sole discretion to approve accelerated termination of maternity leave on the basis of each individual case.
 4. The granting of such leave will in no way interrupt seniority or any rights related to seniority.
 5. The request for leave shall be made 45 days before the birth or adoption of the child or beginning of leave so that the administration has time to get a replacement.
 6. In lieu of the above provisions for unpaid maternity leave, a pregnant teacher shall have the right, if she so desires, to receive sick leave benefits beginning at such time as she is no longer able to continue work and is physically incapacitated. It is expressly understood this shall not include normal child care. The teacher shall not be entitled to avail herself of the foregoing unpaid maternity leave provisions if she chooses to receive sick leave benefits pursuant to the provisions of this paragraph. The following provisions shall apply:
 - a. The teacher may be required to submit to physical examinations by a physician selected by the Board at school expense.

A teacher who is subpoenaed to testify in any judicial or administrative proceeding shall be reimbursed for the difference of pay. However, when the teacher is testifying on behalf of himself or the Association against the Board, the cost of the substitute shall be borne by the Association. These days are not deducted from sick leave.

- J. Teachers shall be allowed one (1) day of absence each year out of the annual paid leave days allowed in Section A for personal or business/legal matters which can be transacted only during the school day. Permission must be secured from the Superintendent prior to the usage of said day. These days shall not be denied when legitimate business not in connection with other employment is to be transacted, nor shall they be denied for arbitrary or capricious reasons. *(See attached form.)*

- K. Teachers shall be allowed one (1) day each year out of the annual paid leave days allowed in Section A for very personal business. Such days may not be used for vacation, recreational pursuits, shopping or business connected with other employment. Such days may not be used for any activity related to the collective bargaining process or a labor management dispute. Without exception, such days require 72 hours notice to the Superintendent. Such days shall be granted on a first come, first serve basis. The school district reserves the right to limit the number of teachers that may be absent on any given day because of a very personal business day. *(See attached form.)*

IDA PUBLIC SCHOOLS

Application for Personal Leave Usage

I am requesting a Personal Leave day on _____, _____, 19____, for the following reasons:
(Day of Week) (Month)

Check one (1):

- Section J of Article VII, with said date to be used "for personal or business/legal matters which can be transacted only during the school day. Permission must be secured from the Superintendent prior to the usage of said day. This day shall not be denied when legitimate business not in connection with other employment is to be transacted, nor shall it be denied for arbitrary or capricious reasons."

Check appropriate area:

- Personal (does not include recreation)
 - Business
 - Legal
-
- Section K of Article VII, with reason for usage to be unstated. Usage will comply with contract language, "Teachers shall be allowed one (1) day each year out of the annual paid leave days allowed in Section A for very personal business. Such days may not be used for vacation, recreational pursuits, shopping or business connected with other employment. Such days may not be used for any activity related to the collective bargaining process or a labor management dispute. Without exception, such days require 72 hours notice to the Superintendent. Such days shall be granted on a first come, first serve basis. The school district reserves the right to limit the number of teachers that may be absent on any given day because of a very personal business day."

I am aware of the contract stipulations pertaining to the usage of Personal Leave days, and realize any one individual is entitled to a maximum of two (2) days in one fiscal year. I agree to abide by these above-referenced stipulations.

(Teacher's Signature)

(Superintendent's approval)

Date: _____

ARTICLE VIII

Protection of Teachers

- A. The school recognizes its responsibility to give assistance to teachers with respect to the maintenance of control and discipline in the classroom within the confines of school policies.
- B. The teacher bears the primary responsibility for maintaining proper control and discipline in the classroom and understands that all disciplinary actions and methods invoked by them shall be reasonable and just and in accordance with established Board policy. It shall be the responsibility of the teacher to report to the principal the name of any student who, in the opinion of the teacher, needs particular assistance from skilled personnel. It shall be the responsibility of the principal to report back to the teacher actions taken in this matter as the result of the foregoing.
- C. The teacher will promptly report any loss or damage of personal property due to theft or vandalism to the Board. If the Board believes reimbursement is justified, it will pay financial loss up to 80% on uninsured items due to the above when in connection with performing any function concerning their roles as teachers, including extracurricular activities.
- D. In the event of a physical assault upon a teacher, the Board agrees to support (non-financial) the prosecution of that student by the teacher provided investigation shows such prosecution is justified.
- E. The administration recognizes the need to follow the guidelines listed below in any areas related to the normal teacher contractual obligations.
 - 1. Oral reprimands or warnings may be followed by a written summary of the incident. The written summary shall be marked "cc: Personnel Folder, Teacher." The teacher shall be allowed the opportunity to submit added comments which shall become a part of that folder.
 - 2. Written reprimands or warnings shall be marked in the same fashion, and the teacher shall be allowed the opportunity to submit added comments which shall become a part of that folder.
 - 3. Oral reprimands or warnings and/or disciplinary action shall not be taken during a time when the teacher has classroom or supervisory responsibility, whenever possible.
 - 4. Any reprimand or warning or disciplinary action whatsoever, oral or written, directed toward any teacher that does not involve unprofessional conduct and is less than a written reprimand, shall be automatically removed from the teacher's personnel file at the end of five (5) years provided there has been no repeat of the behavior which precipitated the original disciplinary action and the removal is not prohibited by law. Other disciplinary materials may, upon written request, and at the Board's discretion, be

removed at the end of five (5) years provided there has been no repeat of the behavior which precipitated the original action, the disciplinary materials do not involve unprofessional conduct, and the removal is not prohibited by law.

5. Prior to review of a teacher's personnel file by a member of the public, an attempt will be made to inform the teacher of such a request within one business day of receipt of the request. If the teacher cannot be contacted, an attempt to inform the teacher of the request shall be made on each business day thereafter until the file must be released as required by law.
 6. When material reflecting negatively on a teacher is added to his or her personnel file, the teacher shall be informed and allowed to submit additional comments.
- F. If a teacher is to be reprimanded or disciplined he/she may request an Association representative to be present to advise the teacher of his/her rights. If a teacher requests Association representation, no disciplinary action shall be taken until said representation has been secured. Representation must be secured within 24 hours of the time notice is given to the teacher of the disciplinary meeting.

ARTICLE IX

Negotiation Procedures

- A. In any negotiations described in this article, neither party shall have any control over the selection of the negotiating or bargaining representative from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the teachers in the bargaining unit, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations or bargaining, subject only to such ratification.
- B. Negotiating teams shall meet at the request of either party to discuss any contractual concerns. Such meetings shall not exceed two per contract year except by agreement of both parties.
- C. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission or take any other lawful measures it may deem appropriate.

ARTICLE X

Grievance Procedure

- A. A grievance shall be an alleged violation, misapplication, and/or misinterpretation of the expressed terms of this Contract. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article:
1. The termination of services of or failure to re-employ any probationary teacher provided a hearing shall be given upon request of the teacher.
 2. Any matter covered by the Michigan Teacher Tenure Act, including those areas where the Tenure Act proscribes a procedure or authorizes a remedy such as discharge and/or demotion.
- B. The chairman of the Grievance Committee, or designee, shall handle a grievance when requested by the grievant. The Board hereby designates the principal of each building to act as its representative at Level One as hereinafter described and the Superintendent, or his designated representative, to act at Level Two as hereinafter described.
- C. The term "days" as used herein shall mean days in which school is in session.
- D. Written grievance as required herein shall be submitted on the standard form attached to the Contract as Appendix X-A.
1. It shall be signed by the grievant or grievants.
 2. It shall contain a synopsis of the facts giving rise to the alleged violation.
 3. It shall cite the section or subsection of this Contract alleged to have been violated.
 4. It shall contain the date of the alleged violation.
 5. It shall specify the relief requested.

Any grievance not substantially in accordance with the above requirements may be rejected as improper. Such a rejection shall not extend the limitations hereinafter set forth.

- E. Level One: A grievant, believing himself wronged by an alleged violation of the express provisions of this Contract shall (within ten (10) days of its alleged occurrence) or at the time the grievant first becomes affected by its occurrence, with an Association representative orally discuss the grievance with the building principal, or his designated representative, in an attempt to resolve same. If no resolution is obtained within three (3) days of the discussion, the grievant shall reduce the grievance to writing and proceed within five (5) days of said discussion to Level Two. If alleged occurrence happens after the beginning of the school year, but prior to October 15, the grievant shall have fifteen (15) school days to initiate action.

Level Two: A copy of the written grievance shall be filed with the Superintendent, or his designated agent as specified in Level One. Within five (5) days of receipt of the grievance, the Superintendent, or his designated agent, shall meet with the grievant and the designated Association representative at the option of the grievant to discuss the grievance. Within ten (10) school days of the discussion, the Superintendent, or his designated agent, shall render his decision in writing, transmitting a copy of the same to the grievant, and the chairman of the Grievance Committee, and place a copy of same in a permanent professional grievance file in his office.

Level Three:

1. If the Association is not satisfied with the disposition of the grievance at Level Two, it may, within ten (10) days after the decision of the Superintendent, request from the American Arbitration Association in writing the appointment of an arbitrator. He shall be selected by the American Arbitration Association in accordance with its rules.
 2. Arbitration shall be conducted under the rules and regulations of the American Arbitration Association. Witnesses for either party shall be released without loss of pay for testimony at arbitration hearings. The Association shall contact the Superintendent three (3) days prior to scheduled hearings to provide the names of witnesses required for the hearing. The cost of substitutes for teachers testifying on behalf of themselves and/or the Association against the Board shall be borne by the Association.
 3. In the event the grievance is not settled prior to the hearing, the grievance may be tried before the arbitrator whose decision shall be binding upon both parties who agree that judgment thereon may be entered in any court of competent jurisdiction provided the arbitrator has acted within the scope of his authority.
 4. Notwithstanding the foregoing, the arbitrator shall not have the power to add to, modify, alter or amend or subtract from the terms of this Agreement. He shall not hear any grievance previously barred from the scope of the grievance procedure.
 5. Grievances of similar nature may not be consolidated except upon written mutual consent.
 6. The costs of arbitration shall be borne equally by the parties except each party shall assume its own cost for representation.
- F. Should a teacher fail to institute a grievance or appeal a decision within the time limits specified, or leave the employ of the Board, all further proceedings on a previously instituted grievance (except a claim involving a remedy directly benefiting the grievant regardless of his employment) shall be barred.
- G. The Association shall have the right to withhold its signature at any level thereby stopping the processing of the grievance thereafter. It is expressly understood that the Association shall have

the right to be present at the adjustment of a grievance at any level. The Board, or its designated representative, shall inform the Association Grievance Committee chairman, or his designated representative, prior to the time of any adjustment.

- H. All preparation, filing, presentation or consideration of a grievance through Level Two shall be held at times other than when a teacher or a participating Association representative are to be at their assigned duty stations except upon mutual agreement.
- I. In the event a grievance is filed after May 5 of any year of this Contract and strict adherence to the time limits may result in hardship to any party, the parties shall use their best efforts to process the grievance prior to the end of the school year or as soon thereafter as possible. After the end of the school year, "days" when school is in session as referred to in paragraph C of this Article, shall be construed as "calendar days."

APPENDIX X-A

Date of Filing: _____

Date of Grievance: _____

Name: _____

It is understood that invoking the assistance of the Association in the processing of this grievance gives to the Association the right to resolve the grievance at any level (Master Contract, Article _____, paragraph ____) and the right to invoke or not to invoke the service of the American Arbitration Association at the discretion of the Association Grievance Committee.

Signature: _____

Nature of Grievance:

Contract Section under which Grievance is filed:

Remedy:

Disposition by the Association:

ARTICLE XI

Miscellaneous Provisions

- A. The Board agrees at all times to maintain a list of substitute teachers. Teachers shall be informed of a telephone number they will call prior to 6:30 a.m. to report unavailability for work. Should a teacher report his/her unavailability for work after 6:30 a.m. due to extenuating circumstances, the teacher will provide the administration a written explanation of such extenuating circumstances upon his/her return to work. Once a teacher has reported unavailability for work, it shall be the responsibility of the administration to arrange for a substitute teacher. The administration will take whatever action is necessary to carry out the intent of this agreement.
- B. The Board and the Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior. Nothing shall preclude the Board of Education from taking disciplinary action.
- C. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of the Agreement, and all monies paid shall be stipulated in the contract. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- D. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- E. Copies of this Agreement shall be duplicated at the expense of the Board and presented to all teachers now employed or hereafter employed or considered for employment by the Board.
- F. The Monroe County Education Association and each employee in the bargaining unit agree that during the term of the Agreement, they will not directly instigate, participate in, encourage or support any strike against the Board or any withholding of services by any employee or group of employees.
- G. The Superintendent shall meet with three (3) association designated people for the purpose of discussing teacher concerns. These meetings may be initiated by either party.

ARTICLE XII

Fringe Benefits

- A. Increments become effective at the beginning of each school year, and the advancement under the salary schedule shall be automatic as of the beginning of each school year based upon years of teaching experience or completion of required academic or professional courses.
- B. For service in the Ida Public Schools since 1946, the teacher shall receive additional compensation beyond the established salary schedule as follows: After 12 years - \$425; after 15 years - \$525; after 18 years - \$625; after 21 years - \$725; after 24 years - \$825; after 27 years - \$925
- C. Any teacher leaving after a minimum of ten (10) full years' service to Ida Public Schools will be provided \$3.00 compensation for each unused sick day up to 120 day accumulation.

Any teacher retiring from the Ida Public Schools after a minimum of ten (10) full years' service in the system and who receives state retirement payments will be provided \$10.00 compensation for each unused sick day up to 180 days accumulation or 5% of his/her last year's pay, whichever is greater. Payment may be delayed for the period of one year at which time the Board will pay the teacher or his/her estate. Teachers who apply and receive unemployment when retiring will forfeit the retirement benefit.

- D. The Board shall provide, without cost to the employee, MESSA PAK for a full twelve (12) month period for the employee and his/her entire family and will include the XVA2 rider. Effective July 1, 2000, the MESSA PAK Plan A Supercare I health insurance coverage will provide for a \$5.00 generic prescription co-pay and have a \$100/\$200 deductible paid by the employee.

MESSA PAK

PLAN A For employees electing health insurance

Health	Super Care I (includes \$5,000 with AD&D)
Long Term Disability	66-2/3% \$5,000 Maximum 90 Calendar Days - Modified Fill Pre-Existing Condition Waiver Freeze on Offsets Alcoholism/Drug - same as any other illness Mental/Nervous - same as any other illness
Negotiated Life	\$30,000 with AD&D

Vision	VSP-2
Dental	80/80 (\$1,000 Maximum for Class I & II) Plan Year - July 1 to June 30

PLAN B For employees not electing health insurance

Long Term Disability	Same as Plan A
Negotiated Life	\$30,000 with AD&D
Vision	VSP-2
Dental	80/80 (\$1,000 Maximum for Class I & II) Plan Year July 1 to June 30
Option Money/Annuity	SC 1 single subscriber rate toward options

Employees not electing MESSA PAK **Plan A** will select MESSA PAK **Plan B**, plus receive the MESSA **Supercare I** single subscriber amount to be applied to a tax-deferred annuity or toward a MESSA select option package. Any amount applied toward an annuity will be through a qualified Internal Revenue Service Section 125 plan and salary reduction agreement.

Any contribution amounts exceeding the employer's subsidy shall be payroll deducted. An open enrollment period shall be provided whenever contribution subsidy amounts change for the groups.

No health insurance coverage will be paid to an employee on leave of absence except for sick leave. For those who have sick leave remaining, the insurance will continue to be paid until sick leave is used up. Sick days will be used for worked days when pro-rating benefits due.

Insurance coverage for teachers new to the Ida Public Schools and for those requesting health insurance for the first time will begin on October 1st of the school year or the first MESSA enrollment date following employment.

In the event the employee shall terminate his employment, benefits shall continue for the period in which they were earned.

Example: Nine months (school year) = 12 months of benefits
 Four and a half months worked, including sick days, would equal six months of benefits

It shall be the employee's responsibility to be properly enrolled for any insurance coverage. All benefits in this section shall apply to teachers working one-half (1/2) time or more.

- E. Credit for experience outside the school system may be evaluated by the Board of Education and credit may be allowed whenever the prior service of the teacher is deemed satisfactory. Full credit may be given for the first six (6) years of experience. Teachers may be advanced a maximum of two (2) steps on the salary schedule for active military service. This will not affect current employees.
- F. Any teacher teaching in the Ida Public Schools at least one-half time, but less than full-time or at least one-half year, but less than full year, will be given credit for one-half increment on the salary schedule. A full increment will be given for fractional time when the total fractional time equals one year. This rule does not become retroactive, but will begin September 1969 and will apply to any credit secured after September 1969.

"Salaries for a fractional part of a year will be figured on the base salary where the number of years' credit falls."

Salaries for part-time teachers in the high school and middle school will be based on percentage of base salary using the following information:

17% =	1 period teaching and 1/6 period of planning
33% =	2 periods teaching and 2/6 period of planning
50% =	3 periods teaching and 3/6 period of planning
67% =	4 periods teaching and 4/6 period of planning
83% =	5 periods teaching and 5/6 period of planning
100% =	6 periods teaching and 6/6 period of planning
117% =	7 periods teaching and 7/6 period of planning

Salaries for part-time elementary teachers will be based on a percentage of the total instructional minutes at each grade level, using the State Clock Hour Report for the year taught as a base and the teacher will be provided an equal percentage of preparation time for the grade level in question.

- G. For all courses completed after July 1, 1987, the Board agrees to reimburse \$60 per graduate semester hour for classes in the field of education, or in the major or minor areas in which the teacher obtained his/her Bachelor's degree, or any classes in a degree program in the field of education which has been approved by the teacher's graduate advisor. All of the above hours must be beyond the hours required for permanent or continuing certification and must be completed at an accredited college or university. Term hours shall be reimbursed at 2/3 the rate for semester hours.
- H. The Board agrees to provide, upon application to and approval of the Superintendent, the necessary funds for teachers who desire to attend selected professional conferences in their special areas. Travel, meals, lodging and registration fees shall be deemed appropriate expenses of the Board. Substitutes will be furnished at the Board's expense. A teacher attending such conferences and meeting shall be granted sufficient leave time to attend without loss of compensation.

- I. Employees not wishing health care protection may choose from the "Selection Option Package" available through MESSA or a MEFSA Tax Deferred Annuity plan or a board-approved plan. The Board agrees to pay up to the amount of premium for a single person rate, based on the present MESSA coverage.

- J. The Board shall make available to all employees a cafeteria benefit plan providing for medical reimbursement and dependent care through a qualified Internal Revenue Service Section 125 Plan and salary reduction agreement as established by the Board. All terms and conditions of the plan are controlling.

ARTICLE XIII

Reduction in Personnel

- A. In the event that this district shall be combined with one or more districts, the Board will use its best efforts to assure the continued recognition of the Association and the continued employment of its members in such consolidation of districts.

The Association will save the Board and/or Ida Public Schools harmless from any and all costs including witnesses and attorney fees or other incidental cost of prosecution or defense or any liability resulting from the prosecution or defense of any action claimed or otherwise to which the Board of Education and/or Ida Public Schools may be liable by virtue of enforcing the provisions of Article XIII, Section A.

- B. In the event it becomes necessary to reduce professional personnel as determined by the Board, the Board will give written notification in person or by certified mail to those staff members affected.

- C. Seniority will be based upon continuous service in the Ida Public Schools. No service outside the system will be considered; paid or unpaid leaves, and layoff periods shall be included in the accumulation of seniority. Seniority will commence when the teacher is hired, for all teachers hired prior to July 1, 1977. For all teachers hired after this date, seniority will commence on the first day taught in Ida Public Schools. An employee shall lose his/her seniority within the bargaining unit if:

1. The employee quits.
2. The employee is discharged and not reinstated.

The Board retains the authority to take disciplinary action against an employee, up to and including dismissal, if:

1. The employee is absent for three (3) consecutive working days without prior approval or subsequent authorization for a leave of absence. The use of sick leave for appropriate reason is an exception to this provision.
2. The employee fails to report for work on the first regularly scheduled work day in which the employee is scheduled to report back to work, following a leave of absence, or fails to secure an approved extension of a leave of absence.
3. The employee falsifies personnel records, medical history, criminal record, or falsifies the reason for a leave of absence.
4. The employee is employed elsewhere during a leave of absence without the knowledge of the Board.

- D. Those teachers with the longest period of continuous service who are certified and qualified for the positions shall be retained over teachers with less seniority provided that tenure teachers are retained over probationary teachers if certified and qualified.
- E. For purposes of this article "qualified" shall be based on: Certification in grades K-6 and 9-12. It is hereby recognized that all areas except mathematics, science, social studies and English in grades 7 and 8 require special qualifications. For all areas, except those listed above where certification is sufficient, additional qualifications are needed and shall be based on:
1. Certification and a major or minor or the equivalent hours in the specific teaching area, or
 2. Certification as above and student teaching experience in the discipline, or
 3. Certification as above and teaching of the same subject matter in grades 5-6.
- F. A representative of the Association and the Board will meet to clarify procedures of layoffs.
- G. In the event tenure teachers must be laid off the procedures of section D will be followed.
- H. In the event of recall, teachers will be recalled based on tenure and seniority to positions for which they are certified and qualified. Laid off teachers will have a right of recall for a period not to exceed three (3) years following the effective date of layoff. A teacher on layoff under written contract for employment in another school district may decline recall without losing his/her right of recall during the three- (3) year period.
- I. If the teacher fails to notify the Board within ten (10) days from the date of receipt of the letter, unless an extension is granted in writing by the Board, said staff member shall be considered a voluntary quit.
- J. A seniority list will be provided to the Association yearly.
- K. Copies of layoff notices and recalls will be provided to the Association.
- L. In the event two or more teachers are certified and qualified for a position and seniority is the same, the following steps shall be followed to break the tie:
1. The most graduate hours beyond the BA or BS degree, if still tied,
 2. Earliest date of permanent or continuing certification, or if still tied,
 3. Lottery.
- M. Any changes in certification during the layoff will not effect the teacher's layoff status. In the event a teacher is laid off, the teacher's individual contract of employment shall terminate and the Board's obligation to pay salary or fringe benefits shall be prorated on the calendar year based on the number of days worked during that school year.

ARTICLE XIV

Teacher Evaluation

- A. The Board and the Association recognize that, desirably, the evaluation of a teacher is a cooperative and continuing process for the purpose of improving the quality of instruction; a process in which the teacher and his/her evaluators review the teacher's general and specific responsibilities, examine the conditions under which the teacher is working, determine whether the teacher is meeting the responsibilities satisfactorily and decide upon changes, if any, that should be made in the responsibilities, the conditions or the teacher.
- B. All teacher evaluations shall be conducted based upon this position statement.
- C. The teacher may, at any reasonable time, review his/her evaluation file and make written rebuttal to anything therein contained. This rebuttal shall become a permanent part of the teacher's evaluation file.
- D. All teachers shall be informed of the method and areas under which they will be evaluated. If monitoring systems and third-party observations and/or opinions are to be used, the teacher shall be so informed.
- E. Any factors which may result in a negative evaluation, whether originating within the school system or from external sources, shall be brought to the attention of the teacher or teachers involved.
- F. Tenure and probationary teachers shall be evaluated in accordance with the provisions of the appropriate state and federal statutes and administrative regulations.
- G. The Board's representative, who is designated to evaluate a teacher, shall be directed to try to give assistance to that teacher to improve in any areas that receive an adverse evaluation.
- H. Ida Public Schools recognizes four major teacher performance domains:
 - 1. The Instructional Process
 - 2. Classroom Management
 - 3. Interpersonal Relationships
 - 4. Professional Responsibilities
- I. Procedure for Teacher Evaluation

Each probationary bargaining unit member shall be evaluated annually. Each tenured bargaining unit member shall be evaluated at least once every three years. The evaluator will be the Superintendent of Schools or his/her designee. The procedure for evaluation is as follows:

1. Initial Evaluation Conference. (To take place by the fifth Friday of each school year.) This part of the process offers participants an opportunity to clarify and understand each other's perception of professional expectations, responsibilities, roles, frustrations, and stress. It is a time to establish, collaboratively, goals and objectives, immediate and distant, general and specific, from one or more of the performance domains listed above. A date(s) for an interim conference(s) will also be determined at this meeting. Finally, the basis for the evaluation shall be discussed, e.g., Will it be an observation of a teaching period or some other situation? How often will the contact be? What will be the focus.
2. Documentation of Evaluation (Professional Staff Evaluation Form will be used unless alternative documentation is mutually agreed upon.) This may include but not be limited to initial conference notes, agreed upon objectives and procedures, interim conference notes, observation notes, evaluation summary and any other submissions by the bargaining unit member and/or the evaluator.
3. An end-of-year evaluation conference shall be held three weeks before the close of the current school year or sooner. This conference may result in closure, continuation, or continuation with modification of the evaluation process. The content of this conference shall be summarized in writing.
4. Final evaluation documentation shall be provided to the bargaining unit member for review and signature prior to the close of the current school year. Copies will be provided with the original being placed in the teacher's personnel file.

**TEACHERS PERFORMANCE DOMAINS MAY
INCLUDE, BUT ARE NOT LIMITED TO:**

1. THE INSTRUCTIONAL PROCESS

Demonstrates appropriate preparation for classroom instruction

Demonstrates knowledge of curriculum and subject matter

Provides opportunities for individual differences

Implements effective teaching techniques

Utilizes varied resources effectively

Teaches to objectives

Uses instructional time effectively

Promotes high expectations for students

Motivates students appropriately

Provides students with evaluative feedback

2. CLASSROOM MANAGEMENT

Organizes classroom environment to promote learning

Manages student behavior in an appropriate manner

3. INTERPERSONAL RELATIONSHIPS

Demonstrates positive interpersonal relations with students

Demonstrates positive interpersonal relations with education staff

Demonstrates positive interpersonal relations with parents/patrons

4. PROFESSIONAL RESPONSIBILITIES

Demonstrates a commitment to professional growth

Follows the policies and procedures of the school district

Assumes responsibilities outside the classroom as related to the school

PROFESSIONAL STAFF EVALUATION FORM

Name of Teacher _____ School _____

Teaching Assignment _____ Date _____

Evaluator _____

Teacher Performance Domains:

- The Instructional Process
- Classroom Management
- Interpersonal Relationships
- Professional Responsibilities

I. INITIAL EVALUATION CONFERENCE NOTES
(Including specific goals and objectives)

II. CLASSROOM OBSERVATION NOTES

III. INTERIM CONFERENCE NOTES

IV. OTHER EVALUATION DATA

V. SUMMARY EVALUATION NOTES AND RECOMMENDATIONS

Evaluator's Signature

Received by

Date

Date

Signature does not indicate approval or disapproval.

ARTICLE XV

Duration of Agreement

This contract will be in effect from the 1st day of September, 1999, through August 15, 2002.

IDA PUBLIC SCHOOLS
BOARD OF EDUCATION

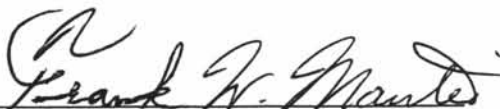


President

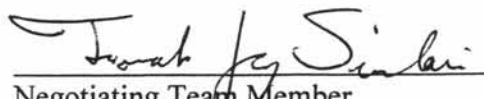


Secretary

MONROE COUNTY
EDUCATION ASSOCIATION



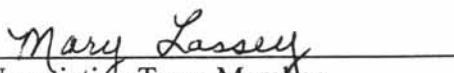
Negotiating Team Member



Negotiating Team Member



Negotiating Team Member



Negotiating Team Member

SCHEDULE A

SALARY SCHEDULE

	Step	1999-2000*	2000-2001	2001-2002
B.A.	0	28,500	29,284	30,089
	1	30,000	30,825	31,673
	2	31,500	32,366	33,256
	3	33,000	33,908	34,840
	4	34,500	35,449	36,424
	5	36,000	36,990	38,007
	6	37,500	38,531	39,591
	7	39,000	40,073	41,175
	8	41,000	42,128	43,287
	9	44,000	45,210	46,453
	10	46,900	48,190	49,515
M.A.	0	30,700	31,544	32,411
	1	32,200	33,086	33,996
	2	33,700	34,627	35,579
	3	35,200	36,168	37,163
	4	36,700	37,709	38,746
	5	38,200	39,251	40,330
	6	40,200	41,306	42,442
	7	42,200	43,361	44,553
	8	45,200	46,443	47,720
	9	48,400	49,731	51,099
	10	51,400	52,814	54,266
M.A. +15	6	41,300	42,436	43,603
	7	43,300	44,491	45,715
	8	46,300	47,573	48,881
	9	49,300	50,656	52,049
	10	52,400	53,841	55,322

*This schedule is retroactive to the beginning of the school year.

It is understood that these percentage increases in part reflect the increase in teaching hours over the life of the contract.

- A. Thirty graduate semester hours, beyond the B.A. degree, may be substituted for the M.A. degree. The hours may be in the field of education, or in the major or minor areas in which the teacher obtained his/her Bachelor's degree, or any classes in a degree program in the field of education

which has been approved by the teacher's graduate advisor. All of the above hours must be completed at an accredited college or university. Term hours shall be counted as 2/3 semester hours.

- B. A teacher at steps 6 through 10 of the M.A. degree lane will be placed on the M.A. 15 lane when he/she has completed 15 graduate hours beyond the M.A. degree. The hours may be in the field of education, or in the major or minor areas in which the teacher obtained his/her Bachelor's degree, or any classes in a degree program in the field of education which has been approved by the teacher's graduate advisor. All of the above hours must be completed at an accredited college or university. Term hours shall be counted as 2/3 semester hours.
- C. The salary schedule also includes longevity pay for service in Ida Public Schools since 1946:
 - 12 years service - \$425 above pay schedule
 - 15 years service - \$525 above pay schedule
 - 18 years service - \$625 above pay schedule
 - 21 years service - \$725 above pay schedule
 - 24 years service - \$825 above pay schedule
 - 27 years service - \$925 above pay schedule
- D. The Board shall pay State retirement as required by law.

SCHEDULE A-1

COACHING SALARIES - based on B.S. or B.A. degree

Girls Athletics

Head Basketball	11%
Reserve Basketball	9%
Volleyball	8%
Reserve Volleyball	5%
Head Track	8%
Assistant Track	5%
Head Softball	8%
Reserve Softball	5%
Cross Country	8%

Boys Athletics

Head Football	11%
Assistant Varsity	9%
Second Assistant Varsity	7%
Junior Varsity Football	7%
Second J.V. Football	6%
Freshman Football	6%
Cross Country	8%
Golf	8%
JV Golf	5%
Head Basketball	11%
Reserve Basketball	9%
Freshman Basketball	6%
Head Wrestling	11%
Assistant Varsity	7%
Head Baseball	8%
Reserve Baseball	5%
Freshman Baseball	4%
Head Track	8%
Assistant Track	5%

Jr. High Athletics

7th Grade Girls Basketball	5%
8th Grade Girls Basketball	5%
(2) Girls Volleyball	5%
(3) Girls/Boys Track Coaches	5%
(4) Boys Football Coaches	5%
Boys 8th Grade Basketball	5%
Boys 7th Grade Basketball	5%
Boys 6th Grade Basketball	3%
(2) Boys Wrestling	5%

Additional Compensation for Extra Duties -based on B.S. or B.A. degree

High School Cheerleading	fall sideline	4%
	winter sideline	4%
	winter competitive	8%
Wrestlerettes		2%
Middle School Cheerleading	fall sideline	4%
	winter sideline	4%
Drama Club		7%
Band Director		9%
Junior High Band		5%
High School Counselor	2 weeks extra at current pay	
High School Librarian	2 weeks extra at current pay	
National Honor Society Sponsor		\$200
High School Student Council Advisor (2 positions)		\$400 (each)
Middle School Student Council Advisor (1 position)		\$300
Extra Curricular Sponsors, at Board's discretion		up to \$200

All above percentages will be based on the B.S. or B.A. degree schedule through the sixth step only. The parties agree that the above-referenced stipends shall only apply to bargaining unit members working in those extracurricular assignments and not to any individuals employed for those extracurricular assignments who are not otherwise bargaining unit members. This contract shall not apply to individuals employed in extracurricular positions who are not otherwise members of the bargaining unit. However, non-bargaining unit members shall not receive stipends greater than those set forth in Schedule A-1 except by mutual agreement between the Board and Association.

All extracurricular assignments are non-tenure positions and no individual shall have an expectancy of employment in any extracurricular position from one year to the next. The Board of Education shall appoint individuals to extracurricular positions on an annual basis.

Teachers expressing interest in a coaching position will make written application to the athletic director before the conclusion of the desired sport season and will be granted an interview for said position.

GUIDELINES TO BE USED FOR REAPPOINTMENT TO EXTRA-CURRICULAR POSITIONS

1. At the conclusion of each period of appointment (within two weeks after the last scheduled activity of the school year), an evaluation of the employee's performance will be reviewed with the employee. At this time, the employee will be informed by the appropriate supervisor whether or not he/she will be recommended to the Board for reappointment to the position for the coming year. If a non-reappointment recommendation is forthcoming, reasons will be discussed at this time.

2. The appropriate supervisor will, at the next regular Board meeting, make recommendations for reappointment or non-reappointment. If the employee is reappointed for the following year, no posting will be made. If an employee is not reappointed for the following year, he/she will be so notified and the position will then be posted.
3. Annual appointments will not affect an employee's placement on the extra curricular salary schedule (A-1).

IDA PUBLIC SCHOOLS
CALENDAR
1999-2000

# of days	Month	M	T	W	T	F	Month	M	T	W	T	F	# of days
1	August	30@	31=										
21	September	6^	7	1	2	3	February	1	2	3#	4		20
		13	14	15**	16*	17		7	8	9	10	11	
		20	21	22	23#	24		14	15	16	17	18	
		27	28	29	30			21^	22	23	24	25	
								28	29				
20	October	4	5	6	7	8	March	6	7	1	2	3	21
		11	12	13@	14	15		13	14	8	9	10	
		18	19	20	21	22		20^	21	15	16@	17	
		25	26	27	28	29		27	28	22	23	24&	
										29	30	31	
20	November	1	2	3	4	5&	April	3	4	5	6	7	14
		8	9	10	11	12		10	11	12	13#	14	
		15	16	17	18	19		17	18	19	20	21^	
		22+	23+	24	25^	26^		24^	25^	26^	27^	28^	
		29	30										
16	December	6	7	1	2	3	May	1	2	3	4	5	22
		13	14	15	16	17		8	9	10	11	12	
		20	21	22	23^	24^		15	16	17	18	19	
		27^	28^	29^	30^	31^		22	23	24	25	26	
								29^	30	31			
20	January	3^	4	5	6	7	June	5	6	7	1	2	7
		10	11	12	13	14					8	9	
		17	18	(19)	(20)	(21)&					(8)	(9)	
		24	25	26	27	28							
		31											

@ Aug. 30: No Students; Professional Development Day
 = Aug. 31: Grades 1-12 Students report half-day
 1/2 day only for all children; Afternoon
 Kindergarten children and grades 1-12 will report at noon
 ^ Holiday - No teachers/students
 @ Oct. 13/March 16: No Students: Professional Development Days

Common Planning Day
 + Conference/In-Service Days
 ^ Presidents' Day (2-21-2000)
 ^ Spring/Holiday Break (3-20; 5-29)
 | Half day; dismissed at 11:57 a.m. (11-24-99)

& End of marking period
 () Exam Day
 * Elementary Open House
 ** Secondary Open House

Last Day: June 9, 2000
 182 Student Instructional Days
 185 Total Days

Make-Up Days

Should we have to complete instructional days due to inclement weather, those days would begin on February 21, March 20, June 12, June 13, etc.

Providing we are not required to make up days, those teachers who have fulfilled all responsibilities may leave at noon on June 9. All other teachers shall remain until all required records are turned in and all responsibilities are completed.

Notes to Calendar

Open Houses

Secondary - 7 to 8:30 p.m. on 9-15
Elementary - 7 to 8:30 p.m. on 9-16

First Marking Period Ends	Friday, November 5, 1999	47 days
Second Marking Period Ends	Friday, January 21, 2000	45 days
Third Marking Period Ends	Friday, March 24, 2000	42 days
Fourth Marking Period Ends	Friday, June 9, 2000	<u>48 days</u>

182 days Instructional Days (185 days with 8-30-99 and 10-13-99 and 3-16-2000)

Common Planning Days

September 23, February 3, and April 13 1:10 p.m. Dismissal
Fall Parent Teacher Conference/Inservice Days 11:57 a.m. Dismissal

Monday, November 22 Elementary Conferences
 1:00 - 4:00 p.m. and 6:00-8:00 p.m.
 Middle School Conferences (1:00 - 4:00 p.m.) and High School Inservice

Tuesday, November 23 Middle School/High School Conferences
 1:00-4:00 p.m. and 6:00-8:00 p.m.
 Elementary Conferences (1:00 to 4:00 p.m.)

Wednesday, November 24 All schools dismiss at 11:57 a.m.

Final Exam Days(*)

January 19, June 7 Full Day of Classes
January 20 & 21, June 8 & 9 11:30 a.m. Dismissal

Notes: (*) Exam days delayed by Acts of God will resume where the interruption occurred. A County-wide Professional Development day is scheduled, for the fourth consecutive year, and will be conducted on Wednesday, October 13. Additionally, PD days are recorded on August 30, 1999 and March 16, 2000.

SCHEDULE B-1

ELEMENTARY INSTRUCTIONAL HOURS

1998-99 182.0 days of instruction; 2 professional development days, one through the MCISD and one on August 31, 1998. Elementary will start at 8:05 a.m. and dismiss at 3:00 p.m.

		<u>Elementary Instructional Hours</u>	
		<u>Hours</u>	<u>Minutes</u>
171.0	6 hrs. 5 min.	= 1040	15
3.0	P-T days 3 hrs. 32 min.	= 10	36
4.0	Exam days 3 hrs. 25 min.	= 13	40
3.0	Common Planning Days 4 hrs. 30 min.	= 13	30
<u>1.0</u>	First day of school 3.0 hrs.	= <u>3</u>	—
182.0			
Total time:		1081	1

Kindergarten 8:05 a.m. - 11:10 a.m. and 11:55 a.m. - 3:00 p.m.

Per a state letter, the minimum instructional time required for the 1999-2000 school year remains at 182 days and 1,047 hours; however, we must add a third Professional Development day.

1999-2000 182.0 days of instruction; 3 professional development days, one through the MCISD and two will be conducted locally. Elementary will start at 8:05 a.m. and dismiss at 3:00 p.m.

		<u>Elementary Instructional Hours</u>	
		<u>Hours</u>	<u>Minutes</u>
171.0	6 hrs. 5 min.	= 1040	15
3.0	P-T days 3 hrs. 32 min.	= 10	36
4.0	Exam days 3 hrs. 25 min.	= 13	40
3.0	Common Planning Days 4 hrs. 30 min.	= 13	30
<u>1.0</u>	First day of school 3.0 hrs.	= <u>3</u>	—
182.0			
Total time:		1081	1

Kindergarten 8:05 a.m. - 11:10 a.m. and 11:55 a.m. - 3:00 p.m.

IF the Foundation Grant increase exceeds the 1999 CPI figure, then there will be 183 Instructional days and 4 Professional Development days in F.Y. 2000-2001. The district must provide a minimum of 1,098 instructional hours.

2000-2001 183.0 days of instruction; 4 professional development days, one through the MCISD and three will be conducted locally. Elementary instructional hours will be as set below, with the school day beginning at 8:12 a.m. and ending at 3:15 p.m.

		<u>Elementary Instructional Hours</u>	
		<u>Hours</u>	<u>Minutes</u>
172.0	6 hrs. 13 min.	= 1069	16
3.0	P-T days 3 hrs. 25 min.	= 10	15
4.0	Exam days 3 hrs. 18 min.	= 13	12
3.0	Common Planning Days 4 hrs. 23 min.	= 13	9
<u>1.0</u>	First day of school 3.0 hrs.	= <u>3</u>	—
183.0			
Total time:		1108	52

Kindergarten 8:12 a.m. - 11:17 a.m. and 12:10 p.m. - 3:15 p.m.

Given a Foundation Grant increase greater than the year 2000's CPI figure, then there will be 184 Instructional days and 5 Professional Development days in F.Y. 2001-2002. The district must provide a minimum of 1,104 instructional hours.

2001-2002 184.0 days of instruction; 5 professional development days, one through the MCISD and four will be conducted locally. Elementary instructional hours will be as set below, with the school day beginning at 8:12 a.m. and ending at 3:15 p.m.

		<u>Elementary Instructional Hours</u>	
		<u>Hours</u>	<u>Minutes</u>
173.0	6 hrs. 13 min.	= 1075	29
3.0	P-T days 3 hrs. 25 min.	= 10	15
4.0	Exam days 3 hrs. 18 min.	= 13	12
3.0	Common Planning Days 4 hrs. 23 min.	= 13	9
<u>1.0</u>	First day of school 3.0 hrs.	= <u>3</u>	—
184.0			
Total time:		1115	5

Kindergarten 8:12 a.m. - 11:17 a.m. and 12:10 p.m. - 3:15 p.m.

In preparation for the 2000-2001 and 2001-2002 school years, the Board will submit to the I.E.A. a calendar proposal for the ensuing year by the first Monday in April. The parties agree to meet state required days and hours of instruction and professional development days.