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8/23/97

***MASTER AGREEMENT***

**between the**

**BOARD OF EDUCATION**

**of the**

**DeWITT PUBLIC SCHOOLS**

**and the**

**INGHAM CLINTON EDUCATION  
ASSOCIATION, MEA/NEA**

**August 24, 1995 - August 23, 1997**

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## AGREEMENT

This Agreement is entered into this 24th day of August, 1995 by and between the Board of Education of the *DeWitt Public Schools*, hereinafter called the "Board" and the Ingham Clinton Education Association, MEA/NEA, hereinafter called the "Association."

## WITNESSETH

**WHEREAS**, the Board and the Association recognize and declare that providing a quality education for the children of the *DeWitt Public Schools* is their mutual aim and that the character of such education depends upon the quality of the teaching; and

**WHEREAS**, the members of the teaching profession should be qualified to assist the Board and school administration in formulating policies and programs designed to improve educational standards; and

**WHEREAS**, the parties have a mutual obligation, pursuant to the Public Employment Relations Act, Act 379 of the Michigan Public Acts of 1965, to bargain with respect to hours, wages, terms and conditions of employment; and

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

**NOW, THEREFORE**, in consideration of the following mutual covenants it is hereby agreed as follows:

### Article I: Recognition

- A. The Board hereby recognizes the Association as the exclusive and sole bargaining representative for: All full-time and regular part-time, certified teaching personnel including alternative education teachers under contract employed by the *DeWitt Public Schools*, excluding adult education teachers, the Superintendent, Assistant Superintendents, Principals, Assistant Principals, Business Manager, Director of School and Community Relations, Director of Vocational Education, Supervisors within the meaning of the Public Employment Relations Act, substitutes and all others.
- B. The term, "teacher," when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining unit as above defined, and references to male teachers shall include female teachers.
- C. The Board agrees not to negotiate with or recognize any teacher's organization other than the Association for the duration of this Agreement.
- D. Substitutes employed in the same assignment for sixty (60) or more continuous days of service shall be provided with the salary and benefits to which they are entitled under Section 1236 of the School Code of 1976. Seniority shall not accrue for substitute service.



## **Article II: Management Rights Clause**

- A. 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 the laws and the Constitutions of the State of Michigan, and of the United States, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.
- B. Notwithstanding any provision of this Agreement, it is agreed that the Board has the right to take any action or make any accommodation that may be necessary to comply with the Americans with Disabilities Act (ADA) or other laws that prohibit discrimination.
- C. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, district or local laws or regulations as they pertain to education.
- D. Except as expressly provided otherwise by the terms of this Agreement, the determination and administration of educational policy, the operation of the schools and the direction of the teaching staff are vested in the Board and in the Superintendent when so delegated by the Board.

## **Article III: Association and Teacher Rights**

- A. Pursuant to the Michigan Public Employment Relations Act, the Board hereby recognizes that every teacher employed by the Board shall have the right to freely organize, to join, and to support the Association for the purpose of engaging in collective bargaining or negotiation and other fringe benefits for mutual aid and protection. As a duly elected body exercising governmental power under the laws of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Act 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 or conditions of employment by reason of his membership in the Association, his participation in any lawful activities of the Association, or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. Nothing contained herein shall be construed to deny or restrict to any teacher, rights he may have under the Michigan General School Laws or other applicable laws and regulations.
- C. The Association and its representatives may have the right to use the school buildings upon request to the building administrator.

- D. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property provided that this shall not interfere with or interrupt normal school operations. The authorized representative shall check in at the principal's office in the building that he is visiting.
- E. The Board shall make available a room for DEA office use.
- F. The Association shall have the right to post notices of its activities and matters of the Association's concern in teachers' workrooms. The Association may use teacher mail boxes for communications to teachers through the building representatives.
- G. The Board agrees to furnish to the Association, in response to reasonable requests from time to time, all information of a public nature relative to the administration of the DeWitt Public Schools.
- H. Teachers shall be entitled to full rights of citizenship. No teacher's religious or political activities outside of school hours or the lack thereof, shall be grounds for any discipline or discrimination with respect to the professional employment of said teacher. The private and personal life of any teacher is not within the appropriate concern or attention of the Board provided, however, that this shall not apply to conduct which is proven and which constitutes just cause for discipline.
- I. Except where sex is a bona fide occupational qualification ("BFOQ"), the provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied in a manner which is not arbitrary, capricious or discriminatory and without regard to race, creed, religion, color, national origin, age, sex or marital status.
- J. The Board will consult with representatives of the DEA on major revisions of educational policy and a representative of the DEA shall be given the opportunity to advise the Board with respect to such matters prior to their adoption.
- K. Any communication between the Board, or Administration, and a teacher may be copied and delivered by that teacher to anyone of his choice.
- L. Subject to the provisions of Article XXII, Sections I and J, no teacher shall be discharged, disciplined or demoted except for just cause. This Section shall not apply to the non-renewal of a probationary teacher.
- M. Upon request, a bargaining unit member shall at all times be entitled to have a representative of the Association present when the teacher is being warned or disciplined for any infraction of rules or delinquency in professional performance. When a request for such representation is made, no disciplinary action shall be taken with respect to the bargaining unit member until such representative of the Association is present. It is understood that the teacher and his representative will meet with the administrator within two (2) workdays of the date the bargaining unit member is advised that a meeting is desired unless said time period is extended by mutual consent of the parties. A paid non-disciplinary suspension may be imposed until the meeting with the teacher and his representative is held.
- N. The Employer shall provide the bargaining unit member with written notification of any alleged delinquencies; indicate the expected correction; and indicate a reasonable period

for correction. Alleged breaches of discipline, rules, regulations or directions shall be promptly reported to the teacher.

#### **Article IV: Teaching Hours and Class Loads**

- A. No teacher shall be required to report for duty earlier than fifteen (15) minutes before the opening of the pupils' regular school day in the morning. Teachers shall be permitted to leave fifteen (15) minutes after the close of the pupils' regular school day, except that on Fridays or on days preceding holidays or vacations, the teachers' day shall end at the close of the pupils' day.
- B. The normal weekly teaching load at the elementary schools will be no more than twenty-five (25) hours and forty (40) minutes of pupil contact per week.

Except for counselors and librarians, the normal daily teaching load at the middle and high schools shall include one (1) unassigned preparation period. Bargaining unit members who work less than full time shall receive an unassigned preparation period which is prorated against the number of teaching periods to which he is assigned. Study halls are considered a teaching period.

- C. All full-time elementary teachers including Kindergarten teachers, shall be guaranteed an average of ninety (90) minutes of released preparation time during the student instructional day each week. Averaging of this time shall not exceed a two (2) week period. Preparation time shall be prorated for part-time teachers except as provided in the Letter of Agreement appended hereto.
- D. All teachers shall be scheduled to a duty-free uninterrupted lunch period of no less than thirty (30) minutes.
- E. Teachers may be required to attend no more than two (2) after-school building staff meetings per month.

In addition to parent/teacher conferences, bargaining unit members may be required to attend two (2) evening meetings in each school year. Attendance at these evening meetings for longer than two (2) hours is voluntary. An evening meeting is a meeting beginning after 6 p.m.

**Meetings which require the attendance of individual teachers after the close of the student instructional day shall be arranged at least twenty-four (24) hours in advance between the appropriate administrator and the teacher(s) involved.**

- F. A teacher engaged during the school day in negotiating on behalf of the Association or participating in any professional grievance negotiation, including arbitration, with any representative of the Board, shall be released from regular duties without loss of salary. The Association agrees to pay the cost of substitute teachers in excess of three (3) per day for teachers participating in such arbitration proceedings.
- G. No elementary teacher will be required to supervise students during a recess and lunch period except in emergency situations of a short duration. Examples of emergency situations include sudden severe inclement weather or other life-threatening situations.

- H. Librarians, counselors and elementary teachers will be provided two (2) fifteen (15) minute relief periods each day. The building principal and building staff may mutually determine to alter the relief periods provided said period(s) shall not total less than one-half (1/2) hour a day.
- I. The Board will strive to avoid assigning a probationary teacher at the middle and high schools more than three (3) different class/subject area preparations. However, it is recognized that the number of preparations depends upon various factors such as curriculum and number of staff.

**Article V: Teaching Conditions**

- A. The parties recognize that the primary duty and responsibility of the teacher is to teach.
- B. The following class sizes maxima will be exceeded only when the Board of Education determines that circumstances necessitate.

1. Elementary

Developmental Kindergarten .....	20
K-1 .....	28
2-3 .....	29
4-6 .....	30

2. Secondary

English .....	30
Social Studies .....	32
Mathematics .....	30
Science Lab .....	24
Non-Lab .....	30
Language Lab .....	30
Non-Lab .....	25
Business .....	30
Typing/Keyboarding .....	[Limited to one (1) student per keyboard]
Industrial Arts .....	30
Drafting .....	24
Homemaking .....	24
Art I .....	24
Art II .....	24
General Physical Education .....	35
Speech-Debate .....	30
Vocal Music .....	50
Remedial or Seminar Type Courses .....	25
Health - High School .....	35
Health - Middle School .....	30
Computer Science .....	[Limited to one (1) student per computer]



3. Special Education:

The Board will comply with State requirements in Special Education caseloads. When determining the regular education teachers who will be assigned mainstreamed students, consideration will be given to the number of mainstreamed students they have already been assigned in comparison to other teachers teaching the same grade levels and/or subject area.

- C. The ratio of pupils to certified personnel on a school-wide basis shall not exceed NCA recommendations.
- D. At the beginning of each school year, every effort will be made to balance classes within elementary grade levels and within Middle School and High School class assignments. Students who transfer into the DeWitt Public Schools during the school year shall be assigned so as to foster the balance described above. It is understood that this provision will not be implemented if the building principal determines that in an individual case it is not in the best interests of the student(s) involved.
- E. In any room where hazardous equipment and materials are used, the building principal, in consultation with the instructor, shall determine the number of student/teaching stations which will allow a student to perform the work required with the materials and equipment provided in a safe manner.
- F. A Class Size Relief Committee is hereby established and shall be governed by the following:
  - 1. The Class Size Relief Committee shall be composed of two (2) bargaining unit members and two (2) representatives of the Board, all of whom shall be chosen in accordance with the respective parties' procedures.
  - 2. After the first full week of student instruction in each semester, a teacher with a class overload shall complete a Class Size Relief Form. Said form shall be submitted to a member of the committee with a copy to the building principal.
  - 3. In completing the form, the teacher shall specify the nature of the problem and the type of relief desired.
  - 4. The committee will meet within five (5) working days of receiving the Class Size Relief Form(s). No new forms will be accepted after the committee's initial meeting in each semester.
  - 5. The committee shall have ten (10) working days from the date of its initial meeting, as outlined above, to make its recommendations to the Superintendent.
  - 6. The Superintendent will act upon the committee's recommendations within five (5) working days of receiving same. Those he determines to be reasonable will be implemented within that five (5) day period when feasible.
- G. The Board and the Association mutually recognize the importance of continuous use of adequate teaching reference material in maintaining a high level of professional performance. In furtherance of that recognition, the Board will give due consideration to

any proposals or requests for a teacher reference library in the District.

- H. The Board agrees to provide typing, duplicating, stencil and mimeograph equipment to aid bargaining unit members in each building in the preparation of instructional materials. In the alternative, should the Board elect to provide the foregoing through the employment of other personnel, it will strive to assure that the materials will be provided/returned to the bargaining unit member within two (2) work days after their submission unless otherwise stated or otherwise mutually agreed.
- I. The Board shall provide:
  - 1. Lockable drawer space for each teacher in the District.
  - 2. Suitable space for each teacher to store coats, overshoes, and personal articles.
  - 3. Teacher's editions, when available from the publisher, exclusively for each teacher's use of all texts used in each of the courses he is to teach.
  - 4. A college edition dictionary in every classroom at the teacher's request provided that such request is part of his annual requisition.
  - 5. Storage space in each classroom for instructional materials.
  - 6. Attendance books, paper, pencils, pens, chalk, erasers and other such materials required in daily teaching.
  - 7. Chalkboard and bulletin board space in every classroom.
- J. The Board shall make available in each school, restroom and lavatory facilities exclusively for staff use and at least one (1) room which shall be reserved for use as a faculty work/lunch room.
- K. Office telephone facilities shall be made available to teachers. All long distance calls that are related to school business shall be recorded on an appropriate form and signed by the caller. Personal long distance calls will be made using the teacher's calling card, and will not be billed to the District. The Association shall have the right to install, at its own expense, a telephone in the teachers' work/lunch room.
- L. Upon the request of the Association and with the knowledge of the building principal, vending machines shall be installed in the teachers' work/lunch room and will be maintained by the Association.
- M. Both parties recognize the need to control utility costs and will cooperate to conserve energy wherever possible. When teachers are expected to work in their assigned buildings on record days and at other mutually agreed upon times, the Board will strive to provide normally heated working areas. State and Federal energy guidelines will be followed.
- N. In the event that a teacher's classroom is moved during the academic year from one (1) room to another, the displaced teacher shall receive up to two (2) days of released time at his regular rate of pay. In the event the move occurs over a school recess e.g. summer recess, the teacher shall receive up to two (2) days pay at the daily substitute teacher rate

or, at his option he shall receive one (1) day of compensatory released time in the following school year. This Section shall only apply where, prior to the move, the teacher was assigned to a single room and the move was necessitated by a construction project or the wholesale relocation of a grade level. Further, this Section shall not apply where the move was made at the request of the teacher.

## **Article VI: Services to Students with a Handicap**

- A. This Article shall apply to special education students who have and are entering a regular education class/classroom from a special education center program or a special education self-contained classroom program. It shall also apply to students who are identified as students with a handicap who would qualify to be served by either program. In addition, it shall apply to students who are identified as students with a handicap due to accident, trauma, etc. and who would qualify to be served by either program.
1. Any elementary bargaining unit member who will be providing instructional or other services to a student with a handicap in a regular education classroom setting shall be invited, in writing, to participate in the Individual Educational Planning Committee (IEPC). In such cases involving non-elementary bargaining unit members, the Principal will select a representative teacher to attend the IEPC. If the IEPC is held during the normal teaching day, the bargaining unit member shall be released from his normal responsibilities to attend.
  2. Should a bargaining unit member, working directly with the student with a handicap, believe that a student's current IEP is not meeting the student's needs as required by law, the bargaining unit member shall refer the concern to the building principal for review and possible action which could include the convening of another IEPC.
  3. In order to assure that the student with a handicap will be allowed to participate in regular education programs and services to the maximum extent appropriate, the Board agrees to provide:
    - a. Teaching materials and equipment, support personnel and other related services as specified in the IEP to satisfactorily educate the student in the regular education classroom; and
    - b. Appropriate in-service training.
  4. When a general education classroom teacher is assigned a student from a special education program for severely impaired students (POHI, SMI, SXI, TMI, AI), the teacher shall not be expected to perform non-emergency routine, scheduled maintenance on a medical appliance or apparatus used by the student to sustain his bodily functions nor render non-emergency routine, scheduled care or maintenance of exceptional bodily functions related to the student's impaired condition. The teacher shall be informed and instructed as to emergency measures which may be necessary on occasion due to the student's impaired condition. It shall be the teacher's responsibility to implement the student's individualized educational plan and to attend to the educational needs of the student while in the teacher's class.
  5. The administration agrees to arrange for a substitute in the absence of the student's

regularly assigned aide. Should no substitute be available, the bargaining unit member and the building principal will, where appropriate, mutually make other arrangements.

6. It is recognized that whether a student with a handicap participating in a regular classroom or otherwise, achieves the projected growth in the student's annual goals and objectives depends upon various factors, many of which are beyond the control of the student's teacher(s).
- B. A Least Restrictive Environment Problem Solving Committee is hereby established:
1. The Committee shall be composed of three (3) teachers and two (2) administrators, all of whom will be selected in accordance with the respective parties' procedures. At least one (1) of the teachers will be a special education staff member.
  2. The Committee shall convene upon written request of a teacher who is seeking assistance related to a special education student in his classroom.
  3. The teacher's request will provide written documentation that he has reasonably exhausted avenues of available assistance and guidance from special education staff and his building administrator.
  4. Additionally, the teacher will provide a written description of the problem(s) and proposed solution(s) for the Committee's consideration.
  5. The Committee may issue a written recommendation in response to the teacher's request for assistance. The written recommendation of the Committee will be submitted to the District Special Education Representative for review and consideration within five (5) work days of the review.
  6. After a review of the teacher's request and the Committee's recommendation, the Representative will submit his recommendation to the teacher and the Committee within five (5) work days of receipt of same.

## **Article VII: Professional Qualifications and Assignments**

- A. The Board recognizes that it is desirable in making assignments to consider the interests and aspirations of its teachers. Requests by a teacher for assignment to a different class, building or position shall be made in writing, one (1) copy of which shall be filed with the Superintendent, one (1) copy with his building principal, and one (1) copy with the Association. The application shall set forth the reasons for the new assignment, the school, grade or position sought, and the applicant's academic qualifications. Such requests shall be renewed once a year to assure active consideration by the Board.
- B. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers will not be assigned outside the scope of their teaching certificate. In grades 7-12, and, if applicable, in grades K-6 teachers will not be assigned outside of their major or minor field of study. Unless the Board and Association mutually agree otherwise, teachers shall satisfy North Central Accreditation (NCA) standards or recommendations if they are assigned to a grade level where the Board has sought or is seeking NCA accreditation.



- C. All teachers shall be given written notice of their schedules for the forthcoming year no later than the thirtieth day of July. In the event significant change in a teacher's subject, course, or grade is proposed before that date, or any changes in teachers' schedules are proposed after that date, all teachers affected shall be notified promptly and consulted.
1. The following reassignments shall entitle the reassigned teacher to two (2) days of released time to prepare for the new assignment if the reassignment occurs after school starts. Should the reassignment occur prior to school starting, the reassigned teacher shall be entitled to two (2) days (12 hours) of compensation at the rate established in Article XVIII. This compensation will not apply if the reassignment is at the request of the reassigned teacher.
    - a. From Kindergarten to any other assignment; from any other assignment to Kindergarten.
    - b. From Elementary grades (1-6) to Middle School (7-8); from Middle School (7-8) to Elementary grades (1-6).
    - c. From Specialist elementary education (i.e. music, P.E.) to a regular classroom; from a regular classroom teacher to specialist elementary education.
    - d. Secondary: a major reassignment involving three (3) or more class periods to a subject area not taught in the previous five (5) years. (Example: P.E. to Science)
  2. In addition, maintenance services shall be provided to move any equipment and/or supplies required in the new assignment.
- D. Except for those positions directly connected with an assigned class, e.g., band, choral, yearbook, plays, any assignment(s) in addition to the normal teaching schedule during the regular school year, i.e., driver education, extra duties enumerated in Appendix B and summer school courses, shall not be obligatory but shall be with the consent of the bargaining unit member. Preference in making driver education and summer school assignments will be given to bargaining unit members in accordance with Article XVIII of this Agreement. Preference in making Appendix B assignments will be given to bargaining unit members, except that no preference will be given to any bargaining unit member who was previously removed from an Appendix B assignment or who resigned under threat of removal.

### **Article VIII: Vacancies, Promotions, and Transfers**

- A. For purposes of this Article, a vacancy shall be defined as a professional position within the bargaining unit which the Board intends to fill and which is unfilled either because it is newly created or because the teacher holding that position is expected to be absent for sixty (60) or more work days.
- B. Whenever a vacancy shall occur within the bargaining unit, the Superintendent shall, within forty-eight (48) hours, post notice of same on bulletin boards in all teacher workrooms and provide a copy of such posting to the Association President.

1. No vacancy shall be permanently filled until such vacancy has been posted for at least five (5) working days. To ensure consideration for a vacancy, a teacher must make application within the five (5) day posting period.
  2. Working days shall mean days when school is in session except that during the summer months working days shall mean Monday through Friday excluding holidays.
  3. A vacancy shall not be posted when said vacancy is to be filled by the recall of a laid-off bargaining unit member.
  4. Whenever a new position is created within the bargaining unit, the Superintendent or his designee shall notify the President of the DeWitt Education Association in writing.
    - a. Such notification shall be forwarded by certified mail, return receipt requested, or shall be hand delivered and require a signature as proof of receipt.
    - b. The written notification shall specify the newly created position and the proposed wages, hours and conditions of employment.
    - c. If the Association desires to negotiate same, it shall respond in writing within fourteen (14) calendar days of receipt of the Employer's notice. If no response is received from the Association within fourteen (14) calendar days, said position shall be posted in accordance with this Article.
  5. It is recognized that occasionally new clubs and other extra-curricular activities are created by students and supervised by teachers. It is agreed that such positions shall not require posting until after the Board has formally recognized same.
  6. If a vacancy is filled by a teacher during the school year, the teacher shall be transferred to that position immediately unless the Board delays the transfer until the beginning of the next semester or the beginning of the next school year in order to avoid disruption. If the transfer is delayed, the vacancy shall be filled in the interim with a temporary employee. For purposes of this Section, such temporary employee shall neither accrue seniority in the bargaining unit nor hold a contractual right to continued employment.
- C. A bargaining unit member may apply for a vacancy within the bargaining unit by submitting a written application to the Superintendent or his designee. The vacancy shall be filled by the applicant with the greatest seniority who is certified and qualified for the position.
- D. Vacancies which occur in administrative or supervisory positions shall be posted as provided herein.
1. Any qualified bargaining unit member may apply for such position by submitting a written application to the Superintendent.
  2. The Board will give all due consideration to qualified applicants from within the bargaining unit.
  3. Upon confirmation by the Board, each applicant who is a member of the bargaining unit shall receive written notice of the Employer's decision.

- E. An involuntary transfer will be made only in the case of emergency or to prevent undue disruption of the instructional program. The Superintendent shall notify the affected teacher of the reasons for such transfer. If the teacher objects to such transfer for the reasons given, the dispute may be resolved through the professional grievance procedure.
- F. Any teacher who shall be transferred to a supervisory or executive position and shall later return to teacher status, shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory or executive status provided that such transfer was effected prior to September 1, 1984.
  - 1. It is agreed that the foregoing shall not operate to cause the layoff of a tenured bargaining unit member.
  - 2. For purposes of salary schedule placement, the transferee will be returned to the salary step which reflects the total length of service in both positions.

<b>Article IX: Paid Leaves of Absence</b>
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- A. At the beginning of each school year, bargaining unit members shall be credited with ten (10) days of sick leave which shall accumulate from year to year without limit.
  - 1. A bargaining unit member may use all or any portion of his sick leave for his illness, injury, serious illness or physical disability or for members of his immediate family as set forth in subsection 2.
  - 2. A bargaining unit member may use up to eight (8) days of sick leave for each occurrence to care for a member of the immediate family who is ill or disabled. Two (2) additional days will be granted if needed to arrange for necessary medical or nursing care. Additional days may be granted upon written application to the Superintendent.
  - 3. Immediate family shall be defined as parents, siblings, children, spouse, mother and father-in-law, grandparents and significant others as determined by the Superintendent.
  - 4. At the beginning of each school year, the Employer shall furnish a written statement setting forth the bargaining unit member's total number of accumulated sick leave days.
  - 5. If employment is severed for any reason during the school year, any used, but unearned sick leave shall be deducted on a pro-rata basis from the bargaining unit member's final paycheck.
- B. In addition to the sick leave set forth at Section A, bargaining unit members shall be granted up to five (5) days of leave each year for each death in the immediate family. Additional days for bereavement may be granted by the Superintendent. Such additional bereavement leave shall be charged to the bargaining unit members' sick leave.
- C. The Employer reserves the right to require medical verification in cases of suspected abuse of sick leave.

- D. A paid sick leave bank is established and may be used upon the date of ratification of this Agreement. The paid sick leave bank shall be administered by the Association. Paid sick days shall be available to employees who have exhausted their accumulated paid sick leave.
1. The Association reserves the right to request a doctor's verification of illness, injury or disability prior to approving leave from the sick bank.
  2. The Association agrees to indemnify and save the Board, including each individual School Board member and the administration, harmless against any and all claims, demands, costs, suits, or other forms of liability and all court or administrative agency costs that may arise out of or by reason of, action by the Association in implementing the sick bank provisions of this Agreement.
  3. Requests for leave from the sick bank will be submitted on the form in Appendix F.
  4. Effective with the conclusion of the 1994-95 school year, teacher contributions to the sick bank shall cease. Any days that remain in the bank shall be disbursed in accordance with the provisions of Sections D and E of this Article and the Association's guidelines until the days are exhausted. When the days are exhausted, Sections D and E of this Article shall be deleted from this Agreement.
- E. In the event the teacher has exhausted his accumulated sick leave, he shall be entitled to make written application for leave from the sick bank under the following conditions:
1. Leave from the bank may be granted to the teacher for the first seven (7) days of compensable disability.
  2. Leave from the bank may be granted to the teacher on a pro-rata basis so as to equal the difference between Worker's Compensation benefits and the teacher's annual salary at the time of the disability. The foregoing benefit shall expire when the teacher is able to return to work. In no case shall leave from the bank exceed twenty (20) work days.
  3. Leave from the bank shall not be granted to a teacher who has qualified for the long term disability program as provided in Article XX of this Agreement.
  4. When an employee receives retroactive Worker's Compensation benefits for a period already compensated by the use of his accumulated sick leave or the sick bank, the Employer or the sick bank whichever is applicable, shall be entitled to a full refund of for the dollar value of the leave.



- F. In the event an employee qualifies for Worker's Compensation benefits, the Employer agrees to continue his fringe benefits to the end of the individual teacher's contract year or for six (6) months from the date of the illness or injury, whichever is longer.
- G. Employees shall promptly report work-related injuries or illness to their supervisor.
- H. A teacher who is injured or is ill and such injury and/or illness is compensable under the Worker's Disability Compensation Act of 1969, as amended, shall be entitled to use any or all of his accumulated sick leave for the first seven (7) days of the compensable injury and/or illness.
- I. After the first seven (7) days of the compensable disability when Worker's Compensation benefits begin, a teacher shall be entitled to use any remaining accumulated sick leave on a pro-rated basis until his sick leave is exhausted. Said sick leave shall be charged on a proportional basis so as to equal the difference between Worker's Compensation benefits and the teacher's annual salary at the time of the disability. The Employer's obligation to provide the foregoing benefit shall expire when the teacher's sick leave is exhausted or when the teacher is able to return to work, whichever occurs first.

Should this supplemental payment be found to be subject to the coordination requirements of Worker's Compensation, such that the amount of the Worker's compensation benefit is reduced, the teacher shall not be allowed the use of sick leave and shall receive only the Worker's Compensation benefit provided by that statute.

- J. A teacher absent from work because of lice or a childhood disease, i.e. mumps, scarlet fever, measles, chicken pox, shall suffer no loss of sick days or compensation.
- K. A secondary teacher in Grades 6-12 is obligated to call the building principal, or designated representative, not later than 6:30 a.m. in order to report absence from work due to illness. Elementary teachers are similarly obligated to call the building principal, or designated representative, by 7:30 a.m.
- L. At the beginning of each school year, bargaining unit members shall be credited with two (2) days of leave for personal business. Personal business leave is to be used only for purposes requiring the teacher's absence from school to attend to a matter which cannot be attended to except during school hours.
  - 1. Prior to the use of personal business days, a teacher shall notify his principal at least three (3) days in advance (except in the event of an emergency, when shorter notice will be acceptable).
  - 2. Personal leave may not be taken on the day immediately preceding or following days which are scheduled as non-working days in the calendar (e.g. holidays, vacations, break periods) or the first and last day of school or a semester. Exceptions may be made by the building principal.
  - 3. No more than ten percent (10%) of the teachers from one (1) building will be absent for personal business reasons except as the building principal may agree otherwise.
  - 4. Unused personal business leave shall accrue to the bargaining unit member's accumulated sick leave.

5. When all of the bargaining unit member's accumulated sick leave has been exhausted, he may convert his personal business leave to sick leave for his own illness, injury or disability provided he has so notified the Business Office.
- M. A teacher called for jury duty shall be compensated for the difference between his regular teaching pay and any amounts received as a juror. Absence due to jury duty is not chargeable to sick leave or personal business days.
  - N. A teacher in a court action which is adversarial to the Board may utilize personal leave as provided in Section L of this Article for such purpose. The Association agrees to notify the Board no less than forty-eight (48) hours in advance of taking such leave. It is agreed that at no time shall more than ten percent (10%) of the staff of any one (1) building be absent on the same day for this reason. In all other cases of summons or subpoena, the teacher shall be released without loss of pay or leave days.
  - O. The Association shall have available a reasonable number of days to be used by teachers who are officers or agents of the Association, such use to be in the interest of and at the discretion of the Association.
    1. The Association agrees to notify the Board no less than forty-eight (48) hours in advance of taking such leave. It is agreed that at no time shall more than ten percent (10%) of the staff of any one (1) building be absent on the same day for this reason.
    2. The cost of substitutes shall be billed to the Association by the Board of Education.

<p><b>Article X: Unpaid Leaves of Absence</b></p>
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- A. A leave of absence of up to one (1) year may be granted to any tenured teacher upon written application to the Superintendent at least thirty (30) days prior to the end of the school year and to take effect at the end of the school year, for the purpose of participating in Military Service, an exchange teacher program, the Peace Corps, or Teachers' Job Corps as a full-time participant in such programs; or a cultural travel or work program related to his professional responsibilities, provided said teacher states his intention to return to the school system. Such leave may be extended for one (1) year upon application by the teacher.
- B. A leave of absence of up to one (1) year may be granted to any tenured teacher, upon written application to the Superintendent's office at least thirty (30) days prior to the end of the school year and to take effect at the end of the school year, for the purpose of engaging in study at an accredited college or university provided such study is reasonably related to his professional responsibilities. Such leave may be extended for one (1) year upon application by the teacher.
- C. A leave of absence may be granted to any tenured teacher, upon written application to the Superintendent at least thirty (30) days prior to the end of the school year and to take effect at the end of the school year, for the purpose of campaigning for his election to or serving in a public office. Such leave may be extended for one (1) year upon application by the teacher. A teacher who is elected to the State Legislature shall not be entitled to a leave of absence, but may be granted a leave of absence for the purpose of campaigning for his election.

- D. A maternity leave of up to one (1) year shall be granted to a member of the bargaining unit upon written request and upon confirmation of pregnancy by the employee's physician.
1. The leave shall commence thirty (30) days after a written request for such leave has been made. In the event of emergency, leave may commence immediately upon written request. Such request shall indicate the desired termination date of leave.
  2. The above leave may be extended upon written application by the teacher at the discretion of the Board. Such extension shall not be denied if it is requested because of a medical reason for which there is medical verification.
- E. Parental leave of up to one (1) year shall be granted to a member of the bargaining unit for a period not to exceed one (1) year for the purpose of child rearing. Application shall be made at least thirty (30) days prior to the birth or anticipated date of adoption of the child. Such leave shall commence within thirty (30) days of the birth or adoption of the child. The application shall indicate the desired termination date of the leave. Such leave is renewable at the discretion of the Board.
- F. Any bargaining unit member whose personal illness or disability extends beyond his accrued sick leave shall be granted an unpaid leave of absence for such time as is necessary for complete recovery from such illness or disability or for up to one (1) year, whichever is shorter. The leave period may be extended at the Board's discretion.

Upon expiration of the leave of absence and after receipt of medical verification that the bargaining unit member's recovery is such that he cannot return to a position for which he is certified and qualified, the employment relationship will be terminated.

- G. The Employer may grant any tenured teacher an unpaid leave of absence for up to one (1) year for any reason upon written application to the Superintendent. Written application shall be made thirty (30) days prior to the end of the school year and shall take effect at the end of the school year.
- H. An unpaid leave of absence of up to twelve (12) weeks during a twelve (12) month period shall be granted to any bargaining unit member in accordance with the Federal Family and Medical Leave Act (FMLA) for any of the following purposes: the birth or placement for adoption or foster care of a child (up to one [1] year from date of birth or placement); a serious health condition of a bargaining unit member's spouse, child or parent; the bargaining unit member's own serious health condition.
1. The bargaining unit member and the District may mutually agree that a leave may be taken either on an intermittent or a reduced leave schedule basis. A reduced leave schedule is a leave schedule that reduces the bargaining unit member's regularly assigned hours in a workweek or workday.
  2. The following conditions shall apply to FMLA leave:
    - a. Any health, dental, and/or vision insurance shall be continued, with the premiums paid by the District, at the level and under the conditions that same would have been provided if the bargaining unit member had continued in employment during the leave period.

- b. If the bargaining unit member does not return to work after the expiration of the leave, the bargaining unit member shall reimburse the District for the cost of the premiums paid by the District for his insurance during the FMLA leave, unless the FMLA provides otherwise.
3. Upon return, a bargaining unit member shall be reinstated to the same position from which the leave was taken if such position exists, or if such position has been eliminated, to an equivalent position for which he is certified and qualified.
4. In case of reduction in staff during the leave period, the provisions of Article XXVI shall govern.
5. The Board reserves the right to fill a position which is vacant under the provisions herein with a long-term substitute.
6. If the need for a family medical leave is foreseeable based on planned medical treatment, a bargaining unit member shall make a reasonable effort to schedule the treatment so as not to unduly disrupt the regular operation of the District, subject to the approval of the health care provider.
7. The bargaining unit member shall provide the Superintendent with written notice thirty (30) calendar days prior to the date the leave is to commence. However, where the need is not foreseeable or if the date of the planned medical treatment requires the leave to begin in less than thirty (30) calendar days, the bargaining unit member shall provide such notice upon his receipt of the requisite information.
8. Where permitted by the FMLA, the bargaining unit member may elect to use his accumulated sick leave, business leave and/or any combination thereof for all or any part of a leave. Where permitted by the FMLA, the Board may require a bargaining unit member to substitute his accumulated paid leave for unpaid FMLA leave.
9. The Board reserves the right to require certification from the bargaining unit member's health care provider, or from that of the bargaining unit member's spouse, or child or parent as the case may be.
10. In recognition of the confidential nature of the required medical certifications, all such information shall be requested by and submitted to the Superintendent.
11. The terms and provisions of this leave Section shall be subject to and administered in accordance with the Federal Family and Medical Leave Act of 1993.
- I. A voluntary reduction of hours may be granted upon application to the Superintendent at least sixty (60) days prior to the beginning of a semester.
  1. A reduction in hours may be granted for the following purposes:
    - a. Study related to certification;
    - b. Study for certification in another teaching area;
    - c. Study, research, or special teaching assignments advantageous to the District; and
    - d. Other purposes approved by the Superintendent.



2. It is understood that salary and fringe benefits shall be prorated to reflect the hours of work.
  3. Upon request, the teacher shall be returned to full-time status provided there is a vacancy for which he is certified and qualified.
- J. A teacher returning from the leaves enumerated above shall be placed in the position from which the leave was taken provided such position exists. If the position does not exist, the teacher shall be placed in an equivalent position for which he is certified and qualified. If layoff occurs during the period of leave, the provisions of this Agreement pertaining to staff reduction shall be controlling.

### **Article XI: Employee Assistance Programs**

- A. Without abrogating the rights and responsibilities set forth elsewhere in this Agreement, the parties agree to encourage bargaining unit members who suffer from recognized psychological and/or emotional afflictions which adversely affect performance or working relationships to participate in a program designed to assist toward recovery from such afflictions.
- B. In the event the Employer believes a bargaining unit member is experiencing such problems which are caused by a psychological and/or emotional affliction, the Employer shall notify the bargaining unit member and his UniServ Director of this belief.
- C. Psychological and emotional afflictions shall be treated with the same degree of confidentiality as any other medical problem.
- D. A bargaining unit member who seeks diagnosis, rehabilitation and/or participation through an employee assistance program shall not jeopardize his employment solely by virtue of doing so. However, this shall not be construed as limiting the Board's right to take appropriate action to address employee misconduct or performance problems.
- E. When the psychological and/or emotional affliction requires medical intervention, a bargaining unit member shall be entitled to the use of paid and unpaid leave as set forth herein and as conditioned by this Agreement.

### **Article XII: Teacher Evaluation**

- A. Evaluation is for purposes of fostering self-improvement of faculty members and for setting forth the procedure by which teacher effectiveness will be measured by the administration. The Board will take action where necessary to assure an acceptable level of performance, as determined by the Administration.
- B. All monitoring or observation of the work of a teacher shall be conducted openly. All faculty will be informed of the specific criteria upon which they will be evaluated.
- C. The performance of all teachers shall be evaluated in writing as follows:

1. Probationary teachers shall be evaluated in writing by December 10 and March 15.
  2. Tenured teachers may be evaluated at least once in each year and shall be evaluated at least once in each three (3) year period.
- D. Within ten (10) work days of an observation the teacher will be advised of the evaluator's opinion regarding the observation.

Personal interviews regarding an evaluation and written evaluations will be completed and provided to the bargaining unit member on or before May 15.

- E. If an evaluator finds a teacher lacking, the reasons therefore shall be set forth in specific terms; so shall ways in which the teacher should improve and the assistance to be given by the administrator. Some reasonable deadline for the improvement and consequences of non-improvement shall be specifically set forth. Subsequent evaluations shall show that any previously noted deficiency has been corrected or that the deficiency still exists.
- F. One (1) copy of the written evaluation will be signed and returned to the administration and the other will be retained by the teacher.

In the event that the teacher feels his evaluation was incomplete or unjust, he may put his objections in writing and have them attached to the evaluation report for placement in his personnel file.

- G. Each teacher shall have the right, upon request, to review the contents of his own personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in this review. Each teacher's personnel file shall contain the following minimum items of information.

- Required medical information
- All evaluation reports
- Copies of annual contracts
- Teacher certification
- A transcript of academic records
- Tenure recommendations

- H. Documents of an evaluative and/or disciplinary nature shall be signed and dated prior to placement in the personnel file. Such signature shall only imply that the teacher has reviewed and read the material. Should the teacher disagree with the content of the document, he may have his relevant written objections attached to the document.

### **Article XIII: Mentor Teachers**

- A. Pursuant to Section 1526 of the School Code of 1976, as amended, teachers who are in their first three years of classroom teaching shall be assigned a mentor. This Article shall be null and void in the event the law requiring mentors is repealed or changed so that mentors are not required.
- B. The following guidelines will apply in the event a mentor is a member of the bargaining unit:

1. The position of mentor will be voluntary unless the Board is unable to retain a sufficient number of mentors.
  2. The mentor will be tenured.
  3. The mentor will be assigned only one (1) mentee at a time.
  4. The mentor assignment shall be for one (1) academic year subject to review by the mentor and mentee six (6) months from the start of the assignment. The appointment may be renewed in succeeding academic years.
  5. Should either the mentor or the mentee present cause to dissolve the relationship subsequent to the initial six (6) months, the administration will meet with the mentor and the mentee to determine an appropriate course of action.
  6. The mentor will not be required to prepare a formal written evaluation of the mentee.
  7. The relationship between the mentor and mentee shall remain confidential and not part of the evaluation of either party.
  8. The parameters of the mentor-mentee relationship will be determined by each mentor-mentee on a case-by-case basis.
  9. Mentor teachers shall be matched with mentees who work in the same building and share the same certification, e.g. elementary, secondary, K-12 Physical Education, Special Education.
- C. Mentor teachers shall receive a \$300 credit for being a mentor for a full school year which can be used to receive reimbursement for the following expenses upon submission of appropriate documentation:
1. Tuition from an accredited college or university for coursework related to the teacher's position, or educational in-service or seminars related to the teacher's position. Credit can accumulate up to \$900.00.
  2. In lieu of the foregoing, the bargaining unit member shall be compensated at the rate of one hundred fifty dollars (\$150.00) each year payable at the end of the year.
  3. Should the mentor-mentee relationship be dissolved, said compensation shall be prorated accordingly.

#### **Article XIV: Professional Improvement**

- A. The parties support the principle of continuing training of teachers; participation of teachers in professional organizations in the area of their specialization; leave for work on advanced degrees or special studies; and participation in community educational projects.
- B. The Board may agree to provide, upon application, the necessary funds for teachers who desire to attend select professional conferences and curriculum meetings. A teacher attending such conferences and meetings shall be granted sufficient leave time to attend

without loss of compensation. Applications for said leave shall be filed with the building principal at least five (5) days in advance of said meeting and the building principal will forward the request to the Superintendent for a decision.

- C. Any inservice program recommended by the Curriculum Council shall be implemented when authorized by the Board. An after-school inservice program, when implemented, shall be scheduled in place of a regular faculty meeting.

### **Article XV: Continuity of Operation**

Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operations. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work interruptions during the period of this Agreement. The Association accordingly agrees that it will not, during the period of this Agreement, directly or indirectly, engage in, or assist in any strike, as defined in Section 1 of the Public Employment Relations Act, including sympathy strikes.

### **Article XVI: School Calendar**

- A. The school calendars are set forth in Appendix C which is incorporated as a part of this Agreement.
- B. When, in the judgment of the Superintendent, hazardous or inclement weather conditions, mechanical malfunctions or other reasons beyond the control of school authorities result in the closure of the entire District, teachers will not be required to work.
  - 1. When school is closed for the above-stated reasons and the District is required by law to make up the day(s), in order to receive full State Aid, it is agreed that the days lost shall be made up at the end of the school year with no additional salary cost to the District. If the District is not required by law to make up the days in order to receive full State Aid, teachers shall not suffer a loss of salary.
  - 2. Notice of closings will be through local radio stations identified by the Superintendent of Schools at the beginning of the school year. On such days, teachers are requested to tune in to those stations.
  - 3. A teacher scheduled to use a paid leave day when school is closed for the reasons stated above shall suffer neither a loss of leave time nor loss of salary, subject to the guidelines set forth in Section B.1.
- C. If students are dismissed during the day due to bad weather, teachers will be dismissed shortly thereafter.

In the event a teacher has requested the use of paid leave time on a day when school is dismissed, deductions from salary or leave time, whichever is appropriate, will be adjusted according to the teacher dismissal time.



- D. Should a mechanical malfunction prevent the opening of a building(s) or cause the students to be dismissed from school, teachers shall not be required to work in said building(s).
- E. Parent-teacher conferences will be scheduled in the fall and in the spring of each year in accordance with Appendix C of this Agreement.
  - 1. During parent-teacher conferences, the teachers' time may be scheduled during the afternoon and/or evening. If parent-teacher conferences are scheduled for the afternoon and evening on the same date or if a teacher works a full day and also has parent-teacher conferences that afternoon/evening, bargaining unit members will receive equivalent compensatory time on a mutually agreed upon date.
  - 2. Flexibility will be allowed to change the time parent-teacher conferences are scheduled in order to accommodate parents. The teacher and building administrator will mutually agree on the time change. The time change will not increase the total number of conference hours scheduled for parent-teacher conferences for that teacher.
  - 3. In unusual cases where a parent(s) is unable to meet in the evening, teachers will accommodate the scheduling of a suitable alternate time. Further, if parent-teacher conferences are canceled for reasons beyond the Board's control (such as inclement weather) conferences may be rescheduled by the Board. The time change will not increase the total number of hours scheduled for parent-teacher conferences for teachers.
- F. In-service programs requiring released time will be considered by the Superintendent when recommended by the staff or a committee of the staff in concurrence with the principal.

## **Article XVII: Professional Compensation**

- A. The basic salaries of teachers covered by this Agreement are set forth in Appendix A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the term of this Agreement.
- B. All teachers, whether or not newly employed, shall be given full credit up to seven (7) years on the salary schedule as set forth in Appendix A for teaching experience in any school district in the State of Michigan and other teaching experience for which the Board determines credit should be allowed.
- C. After a teacher has served in the District for fifteen (15) years, he will receive a longevity payment of two and one-half (2.5) percent of his current basic salary. After a teacher has served in the District for twenty (20) years, he will receive a longevity payment of five (5) percent of his current basic salary. Thereafter, for each additional five (5) years of service, he will receive an additional longevity payment of five (5) percent of his current basic salary. No more than one (1) longevity payment may be earned in one (1) school year.
- D. Teachers involved in extra duty assignments as set forth in Appendix B, which is attached to and incorporated into this Agreement, shall be compensated in accordance with the provisions thereof.

- E. Bargaining unit members required in the course of their work to drive their personal automobiles on school business shall be reimbursed at the IRS rate.
- F. When requested by the administration, bargaining unit members who voluntarily relinquish their planning period on any given day to substitute in the absence of another bargaining unit member when no substitute is available, will be compensated at the rate of \$17.98 an hour in the 1995-96 school year and at the rate of \$18.52 an hour in the 1996-97 school year.
  - 1. Teachers desiring to do so have the option of serving six (6) such periods in order to receive an extra Personal Business day in lieu of receiving compensation for giving up their planning period.
  - 2. Only in emergency situations, when every effort has been made to secure a substitute, may teachers be required by the administration to give up their planning period to fill in for an absent teacher. No one teacher will be required without his approval to substitute more than twice each year.
- G. Starting with the first regular payroll of the year, paychecks shall be issued on Friday of every other week except when payday falls during a vacation period. When a payday is scheduled to occur during a vacation period, paychecks shall be issued to bargaining unit members on the last working day prior to said vacation provided that the last working day is not more than two (2) working days before the regular payday. Otherwise, paychecks shall be mailed one (1) day before the regularly scheduled payday.
- H. In August, the Board will allow teachers to exercise the following options for the payment of wages:
  - 1. 21 equal pays distributed every other Friday during the school year;
  - 2. 26 equal pays with the last six payments in a lump sum at the end of the school year;
  - 3. 26 equal pays distributed every other Friday throughout the year.
- I. Should it be determined that a bargaining unit member has received compensation in excess of that earned, the Board will deduct the overpayment from the bargaining unit member's salary pursuant to MCLA 408.477: MSA 17.277(2). Said payroll deductions shall be made for the same number of pay periods as the overpayment was permitted to accrue.

### **Article XVIII: Special Teaching Assignments**

- A. Assignments to the Adult Education, Summer Driver Education, and Summer School Programs will be made by the Board on the basis of preference to teachers in their areas of certification and who are regularly employed by the District during the regular school year.
  - 1. Said preference in assignments shall be limited to the District's academic classes and/or courses offered for credit during the regular school year.

2. Bargaining unit members who are employed by the District during the regular school year shall be compensated for teaching in those programs referred to in the first paragraph above at an hourly rate of not less than \$19.64 in the 1995-96 school year and \$20.23 in the 1996-97 school year.
  3. Teachers employed in supportive and/or supplementary positions (e.g. life guard, teacher aide, maintenance, etc.) shall be compensated at the rate established for that position.
- B. Supervision of a student teacher shall be voluntary and no teacher shall supervise more than one (1) such student teacher simultaneously. A teacher shall receive special compensation for such efforts equal to the amount which the school is reimbursed by the sponsoring university.

**Article XIX: Terminal Leave**

In recognition of services to the District, a terminal leave payment, representing a percentage of the teacher's salary during his last year of service in the District, will be paid upon retirement, as follows:

<u>Years of Service</u>	<u>Percentage</u>
20 .....	10%
25 .....	15%
30 .....	20%

In order to facilitate budgetary planning, teachers are encouraged to give one (1) year of advance notice of their intent to retire.

**Article XX: Insurance Protection**

- A. For the term of this Agreement and upon application, the Board shall provide without cost to the bargaining unit member, MESSA Super Care I for the teacher and his eligible dependents as defined by MESSA.
- B. The Board will provide Long Term Disability on the basis of seventy percent (70%) of earned salary for a period of ninety (90) days commencing on the 11th day of continuous disability or the date the teacher's accumulated sick leave is exhausted, whichever occurs later. Benefits will be provided beginning the 91st day at the rate of sixty percent (60%) of earned salary; and will continue up to age 65 and will be provided by a carrier to be chosen by the Board.
  1. The foregoing seventy percent (70%) shall be figured on the teacher's daily rate (annual contract divided by the number of teacher days) for the period of disability from the 11th to 90th day of continuous disability. Such payment shall cease when the contract salary, less the thirty percent (30%) deduction for disability days, has been paid.
  2. At the time of the last fully paid day, the contract will be paid in full to that date. Upon

return, the remaining salary owed will be computed and that total pro-rated into the remaining pay periods.

3. Should it become necessary to change the Long Term Disability Insurance carrier, equal insurance coverage shall be provided.
- C. For the term of this Agreement, the Board shall provide without cost to the bargaining unit member, term life insurance protection equal to \$15,000 which shall be paid to the bargaining unit member's designated beneficiary. The plan shall include accidental death and dismemberment.

Teachers have a thirty (30) day conversion right upon termination of employment. For the life insurance to remain in effect, the teacher must exercise his right of conversion within thirty (30) days of his last day of employment by contacting the insurance carrier.

- D. The Board shall make payment of insurance premiums for each currently employed teacher to assure insurance coverage for the full twelve (12) month period commencing September 1 and ending August 31. When necessary, premiums on behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage.
1. Teachers employed for the full school year on a temporary contract of employment will be eligible for fringe benefits for the full twelve (12) months.
  2. Teachers employed less than full time shall have their Board-paid insurance contribution pro-rated accordingly.
  3. Insurance benefits will be continued for bargaining unit members who are laid off or who are going on an unpaid leave of absence during the school year for a period not to exceed a total number of calendar days equal to two (2) times the number of teacher work days the teacher was employed in that year.

Bargaining unit members who terminate employment with the District during the school year shall have benefits terminated on the first day of the month following termination of employment.

- E. The Board shall provide the following SET (School Employers Trust) ULTRADENT Program for the term of this Agreement:

**Basic Services** - 50% (after satisfaction of a \$25.00 lifetime deductible); 10% Incentive; Major Services Modification included; Annual Calendar Year Maximum of \$1,000.00 per participant.

**Orthodontic Rider** - 50% (after satisfaction of a \$50.00 lifetime deductible); Lifetime Maximum of \$1,500.00 per participant.

The dental plan is subject to the underwriting rules and regulations of the insurance carrier.

- F. The Board shall provide without cost to the bargaining unit member, MESSA Vision Service Plan 2 (VSP 2) for all bargaining unit members and their eligible dependents as defined by MESSA.



- G. The Employer shall provide a cash option in lieu of health benefits. The monthly cash amount shall be equal to the monthly single subscriber premium for Super Care I. The Employer shall formally adopt a qualified plan document which complies with Section 125 of the Internal Revenue Code.
1. The amount of cash payment received may be applied by the bargaining unit member to a tax-deferred annuity. To elect a tax-deferred annuity, the bargaining unit member shall enter into a salary reduction agreement. Annuity companies shall be limited to those set forth at Article XXV, Section H.
  2. The program will become effective not more than ninety (90) calendar days from the date of this Agreement. Benefits currently being provided to bargaining unit members shall continue as is until the newly negotiated benefits program is in effect.
  3. All cost relating to the implementation and administration of the Section 125 plan under this Article shall be borne by the Employer.
  4. All bargaining unit members shall be eligible to participate in the Section 125 plan.
- H. The foregoing fringe benefits shall be provided in accordance with the rules and regulations of the respective carriers and as set forth in the Master Contract held by the policyholders.
- I. A teacher eligible for Medicare benefits shall notify the Employer within thirty (30) days of his first eligibility date of his primary program election. Said notice shall be in writing. The teacher may elect either Medicare or the Employer's plan as his primary program.
- J. Changes in family status shall be reported by the employee to the personnel office within thirty (30) days of such change. The employee shall be responsible for any overpayment of premiums made by the Board on his behalf for failure to comply with this paragraph.
- K. To be eligible to receive the insurance benefits under this Article, the employee shall comply with any "at work requirements" as defined by the particular insurance carrier.
- L. The Association will furnish a representative from each level at the elementary, middle school and high school to serve on a District-wide health care cost containment committee.
- M. Should any of the above-named insurance carriers be rendered financially incapable of continuing the insurance coverage as provided herein, the parties will negotiate a successor carrier and/or program.

### **Article XXI: Student Discipline and Teacher Protection**

- A. Since the teacher's authority and effectiveness in the classroom is undermined when students discover that there is not sufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classrooms.
- B. It is recognized that discipline problems are less likely to occur in classes which are well

organized, well taught, and where a high level of student interest is maintained. Further, it is recognized that when discipline problems do occur, they may most constructively be addressed with encouragement, praise and emphasis upon the child's desirable characteristics. A teacher may use force as is necessary only in accordance with state law.

- C. A teacher may exclude a pupil from class with the permission of the principal when the grossness of the offense, the persistence of the misbehavior or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish the principal, as promptly as his teaching obligations will allow, full particulars of the incident. A teacher has the principal's implied consent to send a student to the office at the time of a discipline problem.
- D. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault.
- E. Time lost by a teacher in connection with any job-related assault by a student shall not be charged against the teacher, provided the teacher has acted in accordance with state law, applicable Board policies and the teacher is not found to be responsible. This means the teacher shall be provided with time off not charged against the teacher to attend meetings related to the assault, including meetings with his attorney, police and judicial authorities or to attend court hearings. Further, this means that if the teacher suffers any injury so that Article IX, Section H of this Agreement is applicable, the teacher's accumulated sick leave will not be charged for the first seven (7) days of the compensable injury. However, the teacher's accumulated sick leave shall be charged on a prorated basis pursuant to Article IX, Section I of this Agreement in the event the teacher chooses to exercise his right to be paid the difference between workers' compensation benefits and the teacher's annual salary.
- F. The Board will reimburse teachers for any loss, damage, or destruction of the teacher's clothing or personal property which is not covered by insurance (excluding the teacher's automobile) and which resulted from an incident as referenced in paragraph D of this Article while on duty on the school premises.
- G. Action may be taken upon any complaint by a parent of a student directed toward a teacher and notice thereof may be included in said teacher's personnel file when such matter is reported in writing to the teacher concerned. Any such action shall be in accordance with Sections M and N of Article III of this Agreement. Further, the teacher shall be entitled to submit a written notation and have same attached to the file copy of such complaint. If any question of breach of professional ethics is involved, the Association shall be notified.

## **Article XXII: Professional Grievance Procedure**

- A. A claim by a teacher or the Association that there has been a violation of any provision of this Agreement, or any rule, order or regulation of the Board, provided such rule, order or regulation conflicts with the terms of this Agreement, may be processed as a grievance as hereinafter provided. Said grievance must be filed in writing within twenty (20) days of the cause of the alleged contract violation.

- B. The term "days" as used herein shall mean days on which school is in session except that during the summer months when school is not in session, "days" shall mean Monday through Friday excluding holidays.
- C. A written grievance, as required herein, shall contain the following:
1. It shall be signed by the grievant(s);
  2. It shall be specific;
  3. It shall contain a synopsis of the facts giving rise to the alleged violation;
  4. It shall cite the section or subsections of this Agreement alleged to have been violated;
  5. It shall contain the date of the alleged violation;
  6. It shall specify the relief requested.

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

- D. If a grievance involves more than one (1) building, it may be filed in writing with the Superintendent or his designee. Should the Superintendent appoint a designee to hear the grievance, such appointment shall not serve to waive the Superintendent's level of the grievance procedure, but shall serve as the first step of the procedure.
- E. In the event that a teacher believes there is a basis for a grievance, he shall first discuss the alleged grievance with his building principal, either personally or accompanied by an Association Representative.
- F. If as a result of the informal discussion with the building principal, a grievance still exists, the grievant may invoke the formal grievance procedure on the form set forth in Appendix D which form shall be available from the Association Representative in each building. A copy of the grievance shall be delivered to the building principal.
- G. Within ten (10) days of receipt of the grievance, the principal shall meet with the aggrieved party in an effort to resolve the grievance. The principal shall indicate his disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the grievant, the Association and the Superintendent.
- H. If the aggrieved party is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) days of such meeting, the grievance shall be transmitted within ten (10) days to the Superintendent. Within ten (10) days thereafter, the Superintendent or his designee shall meet with the grievant on the grievance; shall indicate his disposition of the grievance in writing within five (5) days of such meeting, and shall furnish a copy thereof to the grievant, the principal, and the Association President.
- I. If the grievant is not satisfied with the disposition of the grievance by the Superintendent or his designee, or if no disposition has been made within five (5) days of such meeting, the grievance shall be transmitted to the Board within ten (10) days by filing a written copy thereof with the Secretary or other designee of the Board. The Board, no later than its next

regular meeting or two (2) calendar weeks, whichever shall be later, may hold a hearing on the grievance; review such grievance in executive session; or give such other consideration as it shall deem appropriate. The Board's disposition of the grievance shall be in writing no later than seven (7) days thereafter. A copy of such disposition shall be furnished to the Superintendent, the principal, the grievant and the Association President.

It is expressly understood that should a teacher elect to pursue a discharge or demotion through the Tenure Commission (process), he shall forfeit the right to pursue the same matter through arbitration.

- J. If the grievant is not satisfied with the disposition of the grievance by the Board or if no disposition has been made within the period above provided, the grievance may be submitted to arbitration before an impartial arbitrator. The demand for arbitration shall be filed with the American Arbitration Association within thirty (30) days after disposition by the Board, or if no disposition has been made, within thirty (30) days from the date the Board's disposition was due. A copy of the demand will be served upon the Board by the Association.
1. If the parties cannot agree as to the arbitrator within five (5) calendar days from the notification date that arbitration will be pursued, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. The Board and the grievant shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that the judgment thereon may be entered in any court of competent jurisdiction.
  2. The arbitrator shall have no power to rule upon the termination of services or failure of the Board to re-employ any probationary teacher, except on procedural grounds.
- K. The cost of the arbitrator shall be borne equally by the parties except each that party shall assume its own cost for representation including any expense of witnesses except as provided in Article IV, Section F of this Agreement.
- L. If any teacher for whom a grievance is sustained shall be found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he shall have been found to have been improperly deprived of any professional compensations or advantages, the same or its equivalent in money shall be paid to him.
- M. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

### **Article XXIII: Negotiation Procedure**

#### A. Waiver Clause - Labor



The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

- B. Negotiations for a successor Agreement will begin at least ninety (90) calendar days prior to the expiration of this Agreement.
- C. Neither party in any negotiations shall have any control over the selection of the bargaining representatives of the other party and each party may select its representatives from within or outside the District. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of the negotiations.
- D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the State Labor Mediation Board or take any other lawful measures it may deem appropriate in the absence of an Agreement between the two (2) parties.
- E. This Agreement shall constitute the full and complete commitments between the parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written and signed amendment to this Agreement.

#### **Article XXIV: Miscellaneous Provisions**

- A. Any individual contract between the Board and a teacher, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement and any individual contract thereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual contract contains any language inconsistent with this Agreement, this Agreement for its duration shall be controlling.
- B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, then such provision or application 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.
- C. Copies of this Agreement shall be printed at equal expense of the Board and the Association and presented to all teachers and administrators now employed, hereafter employed, or considered for employment by the Board.
- D. Should the Board decide to authorize a contract to create, organize or operate a public

school academy, the Association shall be notified in writing prior to same becoming organized and/or operational.

## **Article XXV: Dues, Fees and Payroll Deductions**

- A. The Association will, prior to October 1, deliver to the Superintendent authorization from individual bargaining unit members to deduct membership dues of the Association, a Service Fee, or other deductions as specified in this Agreement. Association dues deductions will be deposited within seven (7) days in the First of America Bank, DeWitt Branch, to the credit of the Association.
- B. Each bargaining unit member shall, as a condition of employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, join the Association or pay a Service Fee to the Association pursuant to the Association's "Policy Regarding Objections to Political-Ideological Expenditures" and the Administrative Procedures adopted pursuant to that policy. The Service Fee shall not exceed the amount of Association dues collected from Association members. The bargaining unit member may authorize payroll deduction for such fee. In the event that the bargaining unit member shall not pay such Service Fee directly to the Association, or authorize payment through payroll deduction, the Employer shall, pursuant to MCLA 408.477; MSA 17.277(7) and at the request of the Association, deduct the Service Fee from the bargaining unit member's wages and remit same to the Association. Payroll deductions made pursuant to this provision shall be made in equal amounts, as nearly as may be, from the paychecks of each bargaining unit member.
- C. Any bargaining unit member who is a member of the Association, or who has applied for membership, may sign and deliver to the Employer an assignment authorizing deduction of dues, assessments and contributions as established by the Association. Such authorization shall continue in effect from year-to-year unless revoked according to the procedures outlined in the MEA Constitution, Bylaws and Administrative Procedures. Pursuant to such authorization, the Employer shall deduct one-tenth of such dues, assessments and contributions from the regular salary check of the bargaining unit member each month for ten (10) months, beginning in September and ending in June of each year.
- D. Pursuant to Chicago Teachers Union v Hudson, 106 S Ct 1066 (1986), the Association has established a "Policy Regarding Objections to Political-Ideological Expenditures." That Policy, and the administrative procedures including the timetable for payment pursuant thereto, applies only to non-union bargaining unit members. The remedies set forth in that Policy shall be exclusive and unless and until such procedures, including any administrative or judicial review thereof, shall have been availed of and exhausted, no dispute, claim or complaint by an objecting bargaining unit member concerning the application and interpretation of this Article shall be subject to the grievance procedure set forth in this Agreement, or any other administrative or judicial procedure.
- E. The Association agrees to defend, indemnify and hold harmless the DeWitt Public Schools, the Board, individual Board members and administrators in any suit or action brought against any of them regarding this Article of this Agreement and for any costs, expenses, damages or liability of any nature which may be assessed against any of them as a result of any suit or action, subject however, to the following conditions:

1. The damages have not resulted from the negligence, misfeasance, or malfeasance of the Board or its agents.
  2. The Association, after consideration with the Board, has the right to decide whether to defend any said action or whether or not to appeal the decision of any court or other tribunal regarding the validity of the action or the defense which may be assessed against the Board by a court or tribunal.
  3. The Association has the right to choose the legal counsel to defend any said suit or action.
  4. The Association shall have the right to compromise or settle any claim against the Board with the litigees.
  5. Any court judgment is included in the indemnification.
- F. Should the provision for mandatory payroll deduction of the Service Fee, as referenced in Section B above, be found contrary to law, the parties agree to negotiate procedures for termination from employment for failure to comply with this Article within thirty (30) calendar days of such determination.
- G. Should the indemnification provision set forth in Section E of this Article be declared unenforceable or void by a court of competent jurisdiction, the remaining Sections of this Article shall be subject to negotiation between the parties.
- H. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities with Equitable Life Assurance, MEAFS, State First Financial Inc., SET, Farm Bureau, Prudential, IDS, Great American Life Insurance, Lincoln National Equity and VALIC as well as school credit union deposits and other organizations and programs as mutually agreed upon between the Employer and the Association. In addition the Board agrees to allow payroll deduction from bargaining unit members' salaries for MEA Financial Service's long-term care insurance.

### **Article XXVI: Staff Reduction and Recall**

- A. It is hereby specifically recognized that it is within the sole discretion of the Board of Education to reduce staff, the educational program and curriculum.
- B. Before official action on a layoff or reduction of staff is taken by the Board, it will give notice to the Association of the contemplated reduction and afford the Association an opportunity to discuss it with the Administration. As soon as the names of the unit members to be laid off are known, a list of such names shall be provided to the Association.
- C. In the event it becomes necessary to reduce the number of teachers employed by the Board, such reduction shall be based upon seniority, certification and qualification for the remaining positions.
1. Seniority shall be defined as the number of continuous years of employment in a

bargaining unit position.

2. Certification shall be defined as holding a valid teaching certificate as recognized by the State of Michigan.
  3. Qualifications shall be defined as possessing the requisite majors and/or minors in grades 7-12 and, if applicable, in grades K-6 and also satisfying the applicable accreditation standards and recommendations. However, if a bargaining unit member possesses the requisite major and/or minor but does not satisfy the applicable accreditation standards and recommendations, the bargaining unit member shall be granted a two (2) year period to satisfy the applicable accreditation standards and recommendations.
- D. The Board shall lay off last, those certified and qualified bargaining unit members having the greatest seniority; and shall provide written notice of layoff to the affected unit members and the Association President at least thirty (30) calendar days prior to the effective date of the layoff except in cases of emergency.
- E. In order to promote an orderly reduction in personnel when the educational program, curriculum, and/or staff is curtailed, the following procedure will be used:
1. Probationary teachers shall be laid off first according to seniority, certification, and qualification. A probationary teacher shall not be laid off unless there is a tenured teacher who is certified, qualified, and available to perform the duties of the position that the probationary teacher is vacating, or unless the position that the probationary teacher is vacating is being eliminated altogether.
  2. If the reduction of staff is still necessary, then tenured teachers in the specific positions being reduced or eliminated shall be laid off on the basis of seniority, certification, and qualification.
  3. A tenured teacher who is laid off pursuant to this Article has the right to be placed in a teaching position for which he is certified and qualified and which is occupied by a teacher with less seniority.
  4. No new teachers shall be employed by the Board while there are tenure teachers of the District who are laid off unless there are no teachers in the bargaining unit on layoff who are certified and qualified to fill the remaining positions.
- F. In the event of a layoff, the Association and the Employer may mutually agree to allow individual bargaining unit members to waive their seniority rights for the purpose of layoff.
1. Should a bargaining unit member elect to waive his seniority rights, such waiver shall not be construed to be a waiver of seniority or any other right under this Agreement including the bargaining unit member's right to be recalled from such layoff. The bargaining unit member shall be recalled only when a vacancy occurs for which he is certified and qualified.
  2. If such an agreement is reached, the Individual Agreement Form which is attached to and incorporated into this Agreement as Appendix E shall be completed by the employee and filed by the Employer.



3. Such voluntary layoff shall be for a minimum of a full academic year and for full-time positions only. A voluntary layoff may be extended upon mutual agreement between the Board and the bargaining unit member.
- G. During a pending reduction in staff, the Employer may grant requests for unpaid leaves of absence.
- H. The Employer shall annually develop a seniority list. A copy of the seniority list shall be posted in each building during the month of October of each year. The Association shall examine the list, request any revisions, and state the reasons for such revision within fourteen (14) days after the list is posted.
1. The unit member's seniority date shall be his last date of hire and seniority shall accrue with the first day of work.
  2. Only members of the bargaining unit shall possess and accrue seniority within the unit. Any teacher who was transferred to a supervisory position and shall later return to a bargaining unit position shall be entitled to retain only that seniority accrued while a member of the unit.
  3. Days worked in any extra-curricular activity shall neither accrue seniority nor establish a date of hire.
  4. Leaves of absence granted in accordance with the provisions of the Master Agreement shall not constitute an interruption in continuous service. Teachers on such leaves of absence shall continue to accrue seniority.
  5. A bargaining unit member who works less than full time, but on a regular basis, shall accrue seniority as if he were employed full time.
  6. A bargaining unit member who has been laid off, whether in full or in part, shall accrue seniority as if he were employed full time. This provision shall not operate to cause the bargaining unit member to advance on the salary schedule or to accrue longevity.
  7. Salary schedule credit for outside teaching experience in other school districts shall not be considered for the purpose of accumulating seniority, but shall serve to reduce the probationary period in accordance with the provisions of the Tenure Act.
  8. In case of a tie at the time of layoff, the following shall be used in the order listed to break ties:
    - a. Total teaching experience
    - b. Most advanced degree held
    - c. Semester hours beyond a degree
- I. In the event the Employer is notified that a certain position will be vacant for sixty (60) or more consecutive workdays, the Employer agrees to offer such "vacancies" to laid-off bargaining unit members. The most senior unit member who is certified and qualified shall be offered the position first.

- J. Bargaining unit members who have the greatest bargaining unit seniority shall be recalled to vacancies for which they are certified and qualified first; provided, however, that in order to be recalled, a bargaining unit member shall be certified and qualified as herein set forth to teach the specific course he is assigned. Probationary teachers shall be eligible for recall for a period of two (2) years from the effective date of layoff. Thereafter a probationary teacher shall lose his right to recall. A laid off tenured teacher shall lose his right to recall in the event he is not recalled within three (3) years from the effective date of layoff.
1. It shall be the responsibility of the bargaining unit member to notify the Board of any change of address and any change of status as it relates to being considered for recall.
  2. The Notice of Recall shall be by certified, return receipt mail. A unit member shall indicate acceptance of recall by certified mail to the Superintendent within fifteen (15) calendar days from the postmarked date of Notice of Recall.
- K. Any unit member who is employed in a position other than as a classroom teacher shall not have tenure in such position, but upon satisfactory completion of the probationary period, all certified personnel holding such positions will be granted tenure as a teacher in compliance with the Michigan Teacher Tenure Act.
- L. A tenured bargaining unit member who because of additional work experience or college training, has changed his qualifications and/or certification will be entitled to recall to a vacancy based upon the new certification and/or qualifications and written notification to the Board.
- M. The individual contract, executed between each teacher and the Employer, is subject to the terms and conditions of this Agreement. It is specifically agreed that this Article takes precedence over and shall govern the individual contract. The individual contract is expressly conditioned upon this Article.

## **Article XXVII: Job Sharing**

- A. Job sharing shall be defined as two (2) teachers sharing one (1) full-time position.
- B. Agreements to job share shall be voluntary. Upon the recommendation of the building principal(s), agreements to job share shall be submitted to the Superintendent for approval. Job sharing shall commit the teachers and Board to not more than one (1) school year. At the end of the original assignment and by mutual agreement among the teachers, Principal and Superintendent, the job-sharing assignments may be renewed. If the job sharing assignment is not renewed, the teachers will be returned to their original building(s) in positions for which they are certified and qualified. Consideration will be given to returning teachers to their former positions if they exist.
- C. The shared-time positions are for a full year. If a full-time position opens during the school year, it may be filled by a teacher in a shared assignment subject to the provisions in Article VIII upon the approval of the Superintendent. In order to establish a shared job assignment, the teachers involved shall file the application set forth in Appendix G which is available in the Superintendent's office. In determining job-sharing hours, the teacher with the most seniority shall have preference.

- D. The assignment shall become final on mutual agreement of the teachers, Principal and Superintendent after completion of such plans as per the application form. If teachers in a shared assignment substitute in each other's absence, they shall be paid at the rate set forth at Article XVIII, Section F if they substitute in the shared position at the request of the administration.
- E. Seniority shall accrue as if the teachers were employed full time. Teachers in a share-time assignment will be paid a pro-rata share of salary which reflects the fraction of time the position is shared and as provided in the salary schedule of the Master Agreement.
- F. Fringe benefits shall be in accordance with fringe benefits for part-time teachers. Sick leave and preparation time shall be granted on a pro-rata basis.
- G. Teachers in a job-sharing assignment shall participate in meetings, conferences and activities on the same basis as is required of full-time teachers.

**Article XXVIII: Duration of Agreement**

This Agreement shall be effective as of August 24, 1995 and shall continue in effect through August 23, 1997.

FOR THE ASSOCIATION

FOR THE BOARD OF EDUCATION

BY: \_\_\_\_\_  
President

BY: \_\_\_\_\_  
President

BY: \_\_\_\_\_  
Secretary

BY: \_\_\_\_\_  
Vice-President

BY: \_\_\_\_\_  
Negotiator Chairperson

BY: \_\_\_\_\_  
Secretary

BY: \_\_\_\_\_  
Negotiator

BY: \_\_\_\_\_  
Treasurer

BY: \_\_\_\_\_  
Trustee

BY: \_\_\_\_\_  
Trustee

BY: \_\_\_\_\_  
Trustee



## APPENDIX A: Salary Schedule

### Salary Schedule 1995-96

Step	BA	BA+20	MA	MA+30
1	\$29,193	\$30,550	\$32,062	\$33,650
2	30,684	32,130	33,817	35,490
3	32,092	33,624	35,490	37,247
4	33,566	35,187	37,247	39,091
5	35,106	36,823	39,091	41,026
6	36,718	38,536	41,026	43,056
7	38,403	40,327	43,056	45,188
8	40,166	42,203	45,188	47,425
9	42,009	44,165	47,425	49,773
10	44,177	46,411	50,011	52,554
11	44,830	47,097	50,750	53,330

### Salary Schedule 1996-97

Step	BA	BA+20	MA/BA+35*	MA+30
1	\$29,485	\$30,856	\$32,383	\$33,987
2	31,145	32,612	34,324	36,023
3	32,574	34,128	36,023	37,806
4	34,070	35,715	37,806	39,677
5	35,632	37,376	39,677	41,642
6	37,268	39,114	41,642	43,702
7	38,979	40,932	43,702	45,866
8	40,768	42,836	45,866	48,136
9	42,639	44,827	48,136	50,519
10	44,840	47,107	50,761	53,342
11	46,175	48,510	52,273	54,930

\* Only thirty-two (32) semester hours of credit earned prior to September 1, 1995 may be applied toward the MA/BA+35 salary schedule.

BA+20 - Semester hours must be in an approved (by the college or university) course of study leading toward an advanced degree at an accredited college or university, or semester hours approved and/or suggested by the Superintendent. All hours completed as of September 1, 1983, are considered acceptable.

Teachers receiving their MA degree or qualifying for the BA+20, MA/BA+35 or MA+30 salary schedule will be placed on the new schedule only at the beginning of the year or at the beginning of the second semester.

Teachers will receive credit on the salary schedule for one-half (1/2) year of experience if they work one-half (1/2) of a semester or more. If less than one-half (1/2) of a semester is worked, no credit will be given. (Semester - 90 student days)

**APPENDIX B: Extra Duty Salary Schedule and Positions**

**Group AA..... 11.0%**

Head Boys Basketball (1)  
Head Girls Basketball (1)  
Head Football (1)

**Group A..... 9.0%**

Head Baseball (1)  
Head Softball (1)  
Head Boys Swimming (1)  
Head Girls Swimming (1)  
Head Wrestling (1)

**Group B..... 7.5%**

7th-8th Grade Boys I.M. Allowance (*See "Regulations" Below*)  
7th-8th Grade Girls I.M. Allowance (*See "Regulations" Below*)  
J.V. Girls Basketball (1)  
J.V. Boys Basketball (1)  
Head Cheerleading – Fall and Winter (1)  
Head Boys & Girls Cross Country (1)  
Assistant Football (6)  
Head Soccer (1)  
Head Volleyball (1)

**Group C..... 6.5%**

J.V. Softball (1)  
J.V. Baseball (1)  
Golf (1)  
Assistant Boys Swimming (1)  
Assistant Girls Swimming (1)  
Head Boys Tennis (1)  
Head Girls Tennis (1)  
Track (4)\*  
Assistant Wrestling (1)

**Group D..... 6.0%**

Boys 9th Grade Basketball (1)  
Girls 9th Grade Basketball (1)  
J.V. Boys Soccer (1)  
J.V. Girls Soccer (1)  
J.V. Volleyball (1)  
H.S. Band (1)  
H.S. Yearbook (1)

\* Plus the Head Track Coach for Boys will be paid 2.5% additional. And the Head Girls Track Coach will be paid 2.5% additional. If one (1) Coach takes both Head Track Coach positions he will be paid an additional 4.5% for a total of 11.0%.

**Group E ..... 5.5%**

- Boys 7th Grade Basketball (1)
- Girls 7th Grade Basketball (1)
- Boys 8th Grade Basketball (1)
- Girls 8th Grade Basketball (1)
- H.S. 9th Grade Baseball (1)
- H.S. 9th Grade Softball (1)
- J.V. Boys Tennis (1)
- J.V. Girls Tennis (1)
- J.V. Cheerleading -- Fall and Winter (1)
- H.S. Student Government (1)
- Post Prom Coordinator (1)

**Group F ..... 5.0%**

- M.S. Head Wrestling (1)
- Freshman Cheerleading -- Fall & Winter (1)
- High School Play (2)

**Group G ..... 3.75%**

- Elementary Student Council (1)
- 6th Grade I.M. Allowance (1) (*See "Regulations" Below*)
- M.S. Band (1)
- M.S. Camp Director (2)
- M.S. Sports Coordinator (1)
- M.S. Student Council (1)
- M.S. Track (3)
- M.S. Volleyball (2)
- M.S. Wrestling Assistant (1)
- M.S. Yearbook (1)
- H.S. 9th Grade Volleyball (1)
- H.S. 9th Grade Advisor (1)
- H.S. 11th Grade Advisor (1)

**Group H ..... 2.5%**

- M.S. Cheerleading (1)
- M.S. Newspaper (1)
- M.S. Play (1)
- H.S. Choral (1)
- H.S. National Honor Society (1)
- H.S. Quiz Bowl (1)
- H.S. 10th Grade Advisor (1)
- H.S. 12th Grade Advisor (1)

Group I ..... 2.0%

Elementary Choral (1)  
M.S. Choral (1)  
M.S. Equations Club (1)  
M.S. Odyssey of the Mind (1)  
S.A.P. Coordinator (1)

Group J ..... 1.5%

Boys 4th Grade Basketball (1)  
Girls 4th Grade Basketball (1)  
Boys 5th Grade Basketball (1)  
Girls 5th Grade Basketball (1)  
H.S. Spring Play (1)

Group K ..... 1.0%

Academic Hall of Fame (1)  
7th Grade Camp Staff (12)  
M.S. Canoe Club (2)

Group L ..... 0.75%

Art Club (2)  
Computer Club (1)  
Knowledge Bowl (1)  
Michigan Science Olympiad (3)  
S.A.D.D./S.T.A.R. Advisors (2)  
M.S. Conservation Club (1)  
M.S. Cross Country Club (1)  
M.S. Cross Country Ski Club (1)  
M.S. Dance Club Coordinator (1)  
M.S. Foreign Language Club (1)  
M.S. Great Books (3)  
M.S. Home Economics Club (1)  
M.S. Industrial Arts Club (1)  
M.S. Reading Club (1)  
M.S. Science Club (1)  
M.S. Ski Club (1)  
H.S. Creative Writing Club (1)  
H.S. Foreign Language Club (2)  
H.S. Home Economics Club (1)  
H.S. Science Club (1)  
H.S. Ski Club (1)  
H.S. Summer Band Camp (1)

**Regulations Governing Placement of Salary Schedule for Appendix B**

1. Percentages apply to the BA Salary Schedule, Steps 1 through 11, as outlined in Appendix A of this Agreement with the appropriate step based on years of experience in the activity.
2. I.M. Allowances will be computed using BA, Step 11.



3. Full credit for experience will be given on the salary schedule for the same or a related position.
4. It is understood that the percentages assigned for the positions not filled will not be used under terms of this Agreement.
5. It is expressly understood that the employment of persons to fill the extra- curricular positions lies within the discretion of the Board.
6. Coaches in Groups AA through C shall be paid an experience award of two hundred dollars (\$200.00) beginning with the fifteenth (15th) year of service in a specific sport in DeWitt Public Schools. Experience in a different sport or in a different school district shall not count.
7. If an S.A.P. group facilitator uses his regularly scheduled preparation period to facilitate in an S.A.P. group, he will be given an equivalent amount of personal leave not to exceed one (1) day in any school year.

## APPENDIX C: Calendar

### School Calendar 1995-1996

Teachers Report and Inservice .....	Thursday, August 24
Teachers Workday .....	Friday, August 25
Classes Begin (1/2 day DK-5) .....	Monday, August 28
Friday Before Labor Day (No School).....	Friday, September 1
Labor Day (No School).....	Monday, September 4
Records/Inservice .....	Friday, October 20
<i>Half-day for Students</i>	
<i>(On the Friday before 7th Grade Camp)</i>	
Parent-Teacher Conferences	
<i>Half-day for Students</i> .....	Wednesday, November 1
<i>Elementary &amp; M.S. Only (A.M.)</i>	
<i>(P.M. &amp; Evening Conferences @ Elementary &amp; M.S. / Evening @ H.S.)</i>	
<i>Half-day for Students &amp; Teachers (P.M.)</i> .....	Thursday, November 2
<i>(Evening Conferences All Schools)</i>	
<i>Half-day for Students &amp; Teachers (A.M.)</i> .....	Friday, November 3
Thanksgiving Recess .....	Thursday/Friday, November 23-24
Holiday Recess Begins (End of Day).....	Thursday, December 21
Classes Resume .....	Monday, January 8
Records Day (No School for Students).....	Monday, January 22
Mid-Winter Break.....	Friday/Monday, February 16 & 19
Records/Inservice ( <i>Half-day for Students</i> ) .....	Friday, March 22
Parent-Teacher Conferences	
<i>Half-day for Students</i> .....	Wednesday, March 27
<i>Elementary &amp; M.S. Only (A.M.)</i>	
<i>(P.M. &amp; Evening Conferences @ Elementary &amp; M.S. / Evening @ H.S.)</i>	
<i>Half-day for Students &amp; Teachers (P.M.)</i> .....	Thursday, March 28
<i>(Evening Conferences All Schools)</i>	
<i>Half-day for Students &amp; Teachers (A.M.)</i> .....	Friday, March 29
Spring Recess Begins (End of half-day) .....	Friday, March 29
Classes Resume .....	Monday, April 8
Memorial Day (No School) .....	Monday, May 27
Last Day of Classes ( <i>Half-day for Students</i> ) .....	Thursday, June 6*
Last Day for Teachers – Half-Day .....	Friday, June 7*
180 Membership Days	
183 1/2 Teacher Work Days	

End of year records for elementary students shall be submitted to the building principal not later than Friday, June 7.

\*Provided the District is not required to make up days as provided under the provisions of this Agreement.

### School Calendar 1996-1997

Teachers Report and Inservice .....	Thursday, August 22
Teachers Workday .....	Friday, August 23
Classes Begin (1/2 day DK-5) .....	Monday, August 26
Friday Before Labor Day (No School) .....	Friday, August 30
Labor Day (No School) .....	Monday, September 2
Records/Inservice .....	Friday, October 25
<i>Half-day for Students</i>	
<i>(On the Friday before 7th Grade Camp)</i>	
Parent-Teacher Conferences	
<i>Half-day for Students</i> .....	Wednesday, November 6
<i>Elementary &amp; M.S. Only (A.M.)</i>	
<i>(P.M. &amp; Evening Conferences @ Elementary &amp; M.S. / Evening @ H.S.)</i>	
<i>Half-day for Students &amp; Teachers (P.M.)</i> .....	Thursday, November 7
<i>(Evening Conferences All Schools)</i>	
<i>Half-day for Students &amp; Teachers (A.M.)</i> .....	Friday, November 8
Thanksgiving Recess .....	Thursday/Friday, November 28-29
Holiday Recess Begins (End of Day) .....	Friday, December 20
Classes Resume .....	Monday, January 6
Records Day (No School for Students) .....	Monday, January 20
Mid-Winter Break .....	Friday/Monday, February 14 & 17
Records/Inservice(Half-day for Students) .....	Friday, March 21
Parent Conferences	
<i>Half-day for Students</i> .....	Wednesday, March 26
<i>Elementary &amp; M.S. Only (A.M.)</i>	
<i>(P.M. &amp; Evening Conferences @ Elementary</i>	
<i>&amp; M.S. / Evening @ H.S.)</i>	
<i>Half-day for Students &amp; Teachers (P.M.)</i> .....	Thursday, March 27
<i>(Evening Conferences All Schools)</i>	
Spring Recess Begins (No School) .....	Friday, March 28
Classes Resume .....	Monday, April 7
Memorial Day (No School) .....	Monday, May 26
Last Day of Classes ( <i>Half-day for Students</i> ) .....	Thursday, June 5*
Last Day for Teachers -- Half-Day .....	Friday, June 6*
180 Membership Days	
183 1/2 Teacher Work Days	

End of year records for elementary students shall be submitted to the building principal not later than Friday, June 6.

\*Provided the District is not required to make up days as provided under the provisions of this Agreement.

**APPENDIX D: Grievance Report Form**

Grievance # \_\_\_\_\_

DeWitt Public Schools

**GRIEVANCE REPORT**

*Distribution of Form:* (1) Superintendent (2) Principal [Submit to Principal in Duplicate]  
(3) Association (4) Teacher

Building	Assignment	Name of Grievant	Date Filed
_____	_____	_____	_____

**STEP I**

A. Date Cause of Grievance Occurred: \_\_\_\_\_

B. (1) Statement of Grievance \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(2) Relief Sought \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
*Signature* \_\_\_\_\_ *Date* \_\_\_\_\_

C. Disposition by Principal \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
*Signature* \_\_\_\_\_ *Date* \_\_\_\_\_

*If additional space is needed in reporting Section B-1 & 2 of Step I, attach an additional sheet.)*

D. Position of Grievant and/or Association \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
*Signature* \_\_\_\_\_ *Date* \_\_\_\_\_



**STEP II**

A. Date Received by Superintendent or Designee: \_\_\_\_\_

B. Disposition of Superintendent or Designee \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
*Signature* \_\_\_\_\_ *Date* \_\_\_\_\_

C. Position of Grievant and/or Association \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
*Signature* \_\_\_\_\_ *Date* \_\_\_\_\_

**STEP III**

A. Date Received by Board or Designee: \_\_\_\_\_

B. Disposition of Board or Designee \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
*Signature* \_\_\_\_\_ *Date* \_\_\_\_\_

C. Position of Grievant and/or Association \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
*Signature* \_\_\_\_\_ *Date* \_\_\_\_\_

**STEP IV**

A. Date Submitted to Arbitration \_\_\_\_\_

B. Disposition & Award of Arbitrator \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**APPENDIX E: Individual Agreement Form**

The undersigned hereby agrees to waive his seniority for the purposes of the DeWitt Public Schools impending institution of a layoff under this Agreement. The waiver is given, however, without prejudice to the assertion of seniority for all other purposes under this Agreement, including recall rights and other contractual privileges or benefits conferred through the Agreement.

Signature \_\_\_\_\_ Date \_\_\_\_\_  
Bargaining Unit Member

Signature \_\_\_\_\_ Date \_\_\_\_\_  
Association Representative

Signature \_\_\_\_\_ Date \_\_\_\_\_  
Employer Representative

**APPENDIX F: Application for Leave from the Sick Bank**

Date: \_\_\_\_\_

I, \_\_\_\_\_, hereby request \_\_\_\_\_ days of leave from the sick  
(please print name)  
bank with such leave to commence on \_\_\_\_\_, 199\_\_ and to end on  
\_\_\_\_\_, 199\_\_.

I intend to return to work on \_\_\_\_\_, 199\_\_.

The purpose for which leave is requested is (please state briefly):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Bargaining Unit Member's Signature

\*\*\*\*\*

Association Response

- \_\_\_\_\_ The leave is granted in accordance with your request.
- \_\_\_\_\_ The Association requests that its representatives be provided with medical verification of the bargaining unit member's illness, injury or disability. Further, the Association requires that said medical verification be returned together with the initial application for leave.
- \_\_\_\_\_ If **after serious** consideration of your request for leave from the sick bank, the **Association withholds** approval of said request. The reasons for denial will be provided to the **bargaining** unit member upon request.

\_\_\_\_\_  
Authorized Signature \_\_\_\_\_  
Date

Should leave from the bank be approved, the Association agrees to provide the bargaining unit member and the Employer with a copy of the application so that the appropriate transactions can be made.

## APPENDIX G: Application for Job Sharing

**Deadline for Application: May 1**

\_\_\_\_\_  
Teacher's Name

\_\_\_\_\_  
Current Assignment

\_\_\_\_\_  
Teacher's Name

\_\_\_\_\_  
Current Assignment

Applying to share what full time assignment: \_\_\_\_\_

To be considered for sharing this job, it will be necessary for the two (2) teachers to complete, in detail, the following topics: *(If additional space is required for answers, use other paper and attach it to this request.)*

1. An outline of which teacher would be responsible for the class on which days. Generally, one teacher might work mornings and the other afternoons.
2. A description of how the teaching responsibilities would be divided.
3. A description of how other responsibilities of the position would be met, such as faculty meetings, parent conferences, evening activities, and in-service training.
4. A description of the plan that would be used for communicating with parents to inform them of the program at the beginning of the year.
5. A description of the process which would be used for communicating with the building administrator and other staff members throughout the year.
6. A description of how the job sharing arrangement would be introduced to the students so as to provide for consistent classroom procedures, expectations, and discipline.
7. A description of which teacher would retain the classroom in the event the job sharing is not repeated the following year.
8. A description of how the team expects to evaluate the effectiveness and success of the job sharing team.

After the above areas have been addressed, the application is to be presented to the building administrator for review and recommendation. This review is to ensure the effectiveness of the job sharing plan in the participating building.

\_\_\_\_\_  
*Signature of Teacher*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Signature of Teacher*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Signature of Building Administrator*

\_\_\_\_\_  
*Date*

This form is to be forwarded to the Superintendent for consideration.

\_\_\_\_\_  
*Signature of Superintendent*

\_\_\_\_\_  
*Date*

NOTE: The *official* form may be obtained at the Superintendent's office.

**Letters of Agreement**

LETTER OF AGREEMENT

between the  
DeWitt Board of Education  
and the  
Ingham Clinton Education Association, MEA/NEA

Should the Board during the term of this Agreement implement educational programs and services through interactive television or similar means, the wages, hours, terms and conditions of employment to govern same shall be subject to negotiation between the parties. The Board shall notify the Association at the time the Board decides to deliver educational programs and services in this manner and provide at least thirty (30) calendar days in which to negotiate. The Board and the Association will make a good faith effort to complete negotiations prior to the scheduled implementation date, however, implementation will not be delayed pending completion of negotiations.

\_\_\_\_\_  
FOR THE BOARD OF EDUCATION

\_\_\_\_\_  
FOR THE ASSOCIATION

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



LETTER OF AGREEMENT

between the  
DeWitt Board of Education  
and the  
Ingham Clinton Education Association, MEA/NEA

- A. Upon ratification by the undersigned parties, the conditions which follow shall govern the participation of the Board and the Association in any and all plans, programs or projects included in the terms site-based decision making, building- based decision making, site-based management, site-based budgeting, participatory management, school improvement or other similar descriptions.
1. The terms and conditions of the collective bargaining agreement between the Board and Association will govern with respect to wages, hours and other conditions of employment. No plan, program or project within the activity cited in paragraph A shall be in conflict with or interpreted to supersede the terms of the collective bargaining agreement between the Board and the Association absent written mutual agreement and ratification by the parties.
  2. To the extent any proposed plan, program or project within the activities cited in paragraph A conflicts with the terms of the collective bargaining agreement between the Board and Association, the identified provisions will be subject to renegotiation at the request of the Board.
  3. Any participation in the activities cited in paragraph A which are outside of the normal work day shall be voluntary. The normal work day is recognized to include meetings permitted by the Master Agreement.
  4. The terms and conditions of this Agreement are subject to the expressed written provisions of the grievance procedure as set forth in the collective bargaining agreement between the Board and Association.
- B. This Agreement is subject to the collective bargaining procedures of the undersigned parties. Upon ratification of this Agreement by the respective parties, same shall be incorporated into the collective bargaining agreement between them.

DEWITT BOARD OF EDUCATION

Date: \_\_\_\_\_

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

INGHAM CLINTON EDUCATION  
ASSOCIATION, MEA/NEA

Date: \_\_\_\_\_

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

**LETTER OF AGREEMENT**

**between the  
DeWitt Board of Education  
and the  
Ingham Clinton Education Association, MEA/NEA**

This agreement is entered into on the date(s) set forth below by and between the Association and the Board of Education.

- A. WHEREAS Article IV of the Master Agreement between the Ingham Clinton Education Association and DeWitt Public Schools contains certain requirements regarding the reporting and leaving time and the normal weekly teaching load for bargaining unit members; and
- B. WHEREAS changes in state law regarding the minimum amount of student instructional time require the Association and DeWitt Public Schools to deviate from the aforementioned contractual requirements; and
- C. WHEREAS the Association and the DeWitt Public Schools desire to enter into this Agreement to set forth the agreed upon beginning and ending times for student and teacher schedules for the 1995-96 and 1996-97 school years; and
- D. WHEREAS this Agreement will supercede any provisions at Article IV of the Master Agreement to the extent they may be in conflict, it is agreed as follows:
  - 1. Attached and incorporated by reference are the student/teacher schedules for the 1995-96 and 1996-97 school years.
  - 2. During the 1995-96 and 1996-97 school years, Elementary teachers in grades 1 through 5 will be provided at least twenty (20) minutes more preparation time per week than that which was provided during the 1994-95 school year. Developmental Kindergarten and Kindergarten teachers will be provided preparation time equal to that provided in the 1994-95 school year.
  - 3. This Agreement will be renegotiated in the event it is later determined that its implementation does not satisfy State of Michigan requirements regarding minimum student instructional time or if staff reductions are necessary.
  - 4. Except as the bargaining unit member's professional responsibilities require otherwise, normally a bargaining unit member shall not be required to report to his/her work station more than five (5) minutes before the beginning of the pupils' regular school day. Bargaining unit members shall be permitted to leave ten (10) minutes after the close of the pupils' regular school day, except that on **Fridays** or on days preceding holidays or vacations, the bargaining unit member's day shall end at the close of the pupils' day.
  - 5. This Agreement shall expire at the conclusion of the 1996-97 school year. When a successor Master Agreement is negotiated, Article IV of the Master Agreement, rather than any conflicting provision in this Agreement, shall be considered to be the status quo.

\_\_\_\_\_  
For the **DEWITT BOARD OF EDUCATION**

\_\_\_\_\_  
For the **INGHAM CLINTON EDUCATION  
ASSOCIATION, MEA/NEA**

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**LETTER OF AGREEMENT  
(Attachment for Student/Teacher Schedules)**

Starting/ending (and related information) times for bargaining unit members for the 1995-1996 and 1996-1997 school years. Detailed daily schedules to be provided by building principals.

Beginning Times	Schedule Information
<b>Fuerstenau Kindergarten Center</b>	
<b>A.M. Session</b>	
8:30 a.m.	Teachers' day begins with teachers at work stations
8:35 a.m.	Start of students' day - a.m. session
11:30 a.m.	End of students' day - a.m. session
<b>P.M. Session</b>	
12:30 p.m.	Start of students' day - p.m. session
3:25 p.m.	End of student's day - p.m. session
3:35 p.m.	Teachers' day ends
<b>Schavey Road Elementary School</b>	
8:45 a.m.	Teachers' day begins with teachers at work stations
8:50 a.m.	Start of student's day (40-minute lunch/planning period)
3:40 p.m.	End of students' day
3:50 p.m.	End of teachers' day
<b>Scott Elementary School</b>	
8:25 a.m.	Teachers' day begins with teachers at work stations
8:30 a.m.	Start of student's day (40-minute lunch/planning period)
3:20 p.m.	End of students' day
3:30 p.m.	End of teachers' day
<b>DeWitt Middle School</b>	
7:55 a.m.	Teachers' day begins with teachers at work stations
8:00 a.m.	Start of student's day
2:40 p.m.	End of students' day
2:50 p.m.	End of teachers' day
<b>DeWitt High School</b>	
7:50 a.m.	Teachers' day begins with teachers at work stations
7:55 a.m.	Start of students' day
2:35 p.m.	End of students' day
2:45 p.m.	End of teachers' day

**LETTER OF AGREEMENT**

**between the  
DeWitt Board of Education  
and the  
Ingham Clinton Education Association, MEA/NEA**

- A. The parties to the Master Agreement hereby establish a committee composed of one (1) bargaining unit member and one (1) administrator from each of the following levels: elementary, middle school and high school. Committee members shall be selected in accordance with the respective parties' procedures. The purpose and function of the committee will be:
1. To develop and recommend an evaluation instrument for regular education classroom teachers.
  2. To develop and recommend an evaluation instrument for all other bargaining unit members who provide support services to regular education classroom teachers and students, e.g. counselors, resource room teachers, librarians.
  3. To develop and recommend a format for individualized development plans.
- B. Committee members shall be identified on or before December 1, 1995. The Committee shall meet at such times as the committee members may mutually agree and its members will be released from their regularly assigned duties at such times. The Committee will make its recommendations to the Board and Association on or before June 1, 1996. Recommended evaluation instrument(s) and individualized development plan format shall be subject to the approval of both the Board and Association.
- C. Subsequent to Board and Association approval of the evaluation instruments and the individualized development plan format, same shall be appended to the Master Agreement.

\_\_\_\_\_  
For the **DEWITT BOARD OF EDUCATION**

\_\_\_\_\_  
For the **INGHAM CLINTON EDUCATION  
ASSOCIATION, MEA/NEA**

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**LETTER OF AGREEMENT**

**between the  
DeWitt Board of Education  
and the  
Ingham Clinton Education Association, MEA/NEA**

The undersigned parties hereby amend Article IV of the Master Agreement to include the following. All other Sections of Article IV remain unchanged.

Bargaining unit members who work less than full time and who were provided notice of assignment prior to August 6, 1992, shall receive an unassigned preparation period equal to one (1) teaching period when employed on a less-than-full-time basis. Such part-time teachers include: Ellen Story, 4/7th Art; Barb Parsons, 3/7th Home Economics. This provision also applies to Joyce Spangler, should she resume her less-than-full-time duties at the high school during the 1993-94 school year.

\_\_\_\_\_  
For the DEWITT BOARD OF EDUCATION

\_\_\_\_\_  
For the INGHAM CLINTON EDUCATION  
ASSOCIATION, MEA/NEA

Date: \_\_\_\_\_

Date: \_\_\_\_\_



**LETTER OF AGREEMENT**

**between the  
DeWitt Board of Education  
and the  
Ingham Clinton Education Association, MEA/NEA**

The Employer and the Association hereby establish an Insurance Committee for the 1995-96 school year.

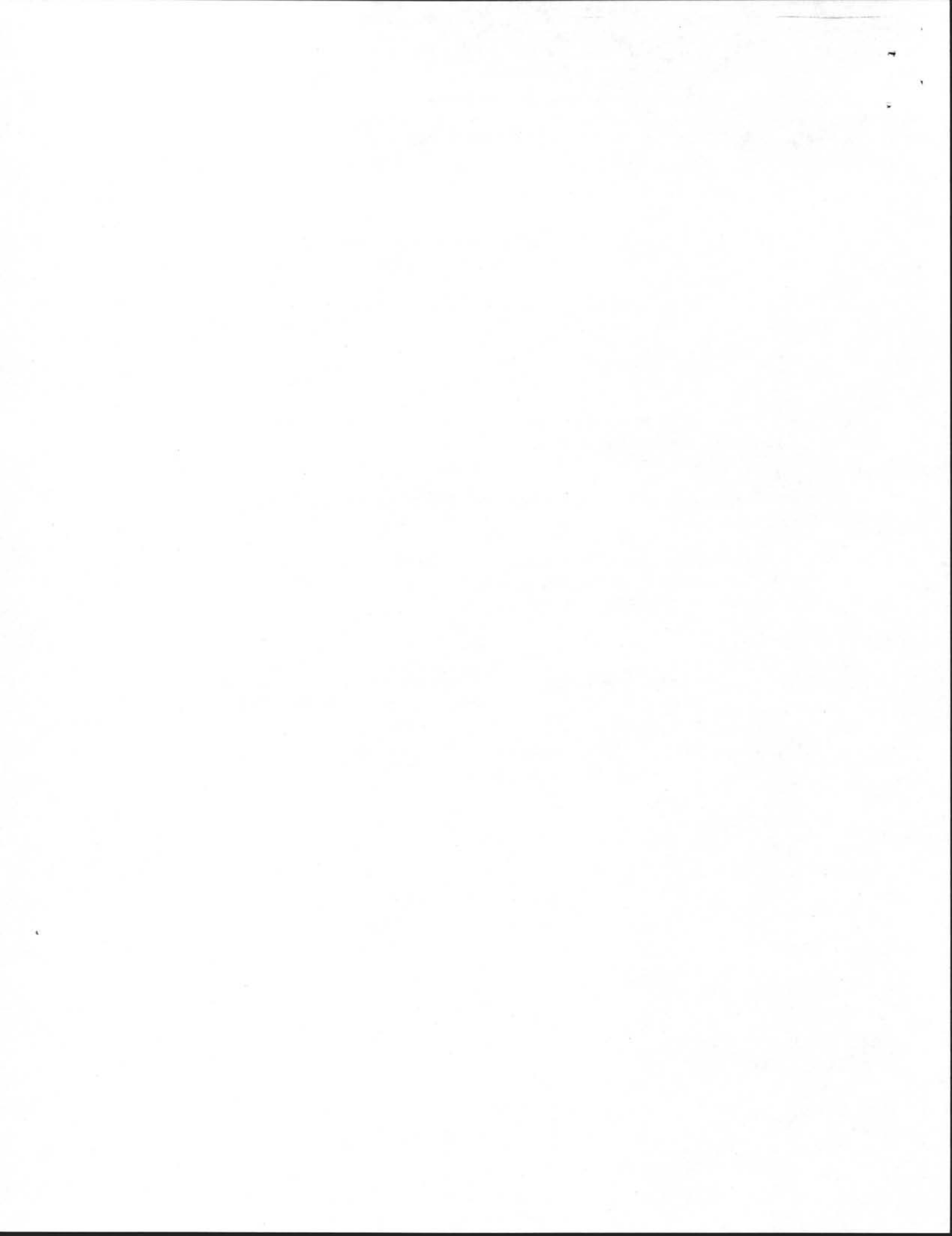
1. The purpose of the committee will be to investigate alternatives to the current insurance programs set forth at Article XX of the Master Agreement.
2. The committee shall be composed of six (6) representatives of the Board and the Association respectively, all of whom shall be selected in accordance with the respective parties' procedures.
3. The committee's recommendations, if any, shall be disclosed on or before the last teacher work day in the 1995-96 school year.
4. In the event the committee agrees upon an alternate insurance program, the questions of whether and how to address any cost savings shall be subject to negotiation between the parties to this Agreement.

\_\_\_\_\_  
For the **DEWITT BOARD OF EDUCATION**

\_\_\_\_\_  
For the **INGHAM CLINTON EDUCATION  
ASSOCIATION, MEA/NEA**

Date: \_\_\_\_\_

Date: \_\_\_\_\_

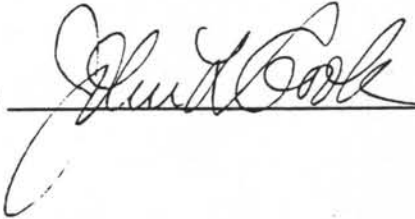


LETTER OF AGREEMENT  
BETWEEN THE  
DEWITT BOARD OF EDUCATION  
AND THE  
Ingham/Clinton Education Association

The parties hereby agree to replace the "ATTACHMENT TO THE LETTER OF AGREEMENT" to the Letter of Agreement between the DeWitt Public Schools Board of Education and the Ingham/Clinton Education Association, MEA/NEA dealing with times and schedules of instructors with a revised "Attachment To the Letter of Agreement (revised 12/13/95)" as attached.

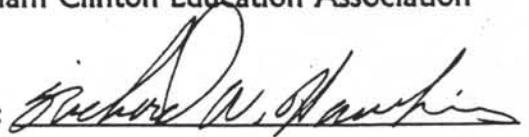
DATE 12/13/95

DEWITT PUBLIC SCHOOLS

BY: 

Ingham Clinton Education Association

DATE 12/14/95

BY: 

**ATTACHMENT TO LETTER OF AGREEMENT**

(Revised 12/13/95)

Starting/ending (and related information) times for bargaining unit members for the 1995-96 and 1996-97 years. Detailed daily schedules to be provided by building principals.

<i>Beginning Times - 1995-96</i>	<i>Schedule Information</i>
<b>A.M. SESSION</b>	<b>FUERSTENAU KINDERGARTEN CENTER</b>
8:25 a.m.	Teachers day begins with teacher at work station
8:30 a.m.	Start of student day - a.m. session
11:25 a.m.	End of student day - a.m. session
<b>P.M. SESSION</b>	<b>FUERSTENAU KINDERGARTEN CENTER</b>
12:30 p.m.	Start of student day - p.m. session
3:25 p.m.	End of student day - p.m. session
3:30 p.m.	Teacher day ends
	<b>SCHAVEY ROAD ELEMENTARY</b>
8:45 a.m.	Teacher day begins with teachers at work station
8:50 a.m.	Start of student day
	(40 minute lunch/planning period)
3:40 p.m.	End of student day
3:50 p.m.	End of teacher day
	<b>SCOTT ELEMENTARY SCHOOL</b>
8:35 A.M.	Teacher day begins with teachers at work sttions
8:40 a.m.	Start of student day
	(40 minute lunch/planning period)
3:30 p.m.	End of student day
3:40 p.m.	End of teacher day
	<b>DEWITT MIDDLE SCHOOL</b>
7:55 a.m.	Teacher day begins with teachers at work stations
8:00 a.m.	Start of student day
2:40 p.m.	End of student day
2:50 p.m.	End of teacher day
	<b>DEWITT HIGH SCHOOL</b>
7:50 a.m.	Teacher day begins with teachers at work stations
7:55 a.m.	Start of student day
2:35 p.m.	End of student day
2:45 p.m.	End of teacher day

100



