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FAIRVIEW AREA SCHOOLS
 P.O. BOX 129
 1879 E. MILLER RD.
 FAIRVIEW, MI 48621

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FAIRVIEW EDUCATION ASSOCIATION

1993 - 1996

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Fairview Area Schools

FAIRVIEW EDUCATION ASSOCIATION AGREEMENT

This agreement entered into this 17th day of June 1993, by and between the Fairview Education Association (FEA), and the school district of Fairview Area Schools, Fairview, Michigan hereafter called the Board.

ARTICLE I

Recognition

A. The Board hereby recognizes the FEA as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all professional personnel on tenure, classroom teachers, guidance counselors, librarians, and all probationary personnel. The term teacher when used hereafter in this agreement, shall refer to all employees represented by the FEA in the bargaining or negotiating unit as above defined, and references to teachers shall include both male and female teachers.

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The term teacher as used in this agreement shall not include substitute teachers.

B. The agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its term. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contract previously in effect. All future individual teacher contracts shall be made expressly subject to the terms of this agreement. The provisions of this agreement shall be considered part of the established policies of the Board.

C. Within thirty days of the beginning of their employment, a teacher may sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of the FEA, upon such conditions as the FEA and the Board shall establish.

D. If any provisions 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 provision or applications shall continue in full force and effect.

ARTICLE II

Board's Rights and Responsibilities

A. The Board on its own behalf and on behalf of the electors of the school district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the school code and the laws and the Constitution of the State of Michigan and/or the United States. Such right, duties, etc. shall included, by way of illustration, and not by way of limitation, the right to:

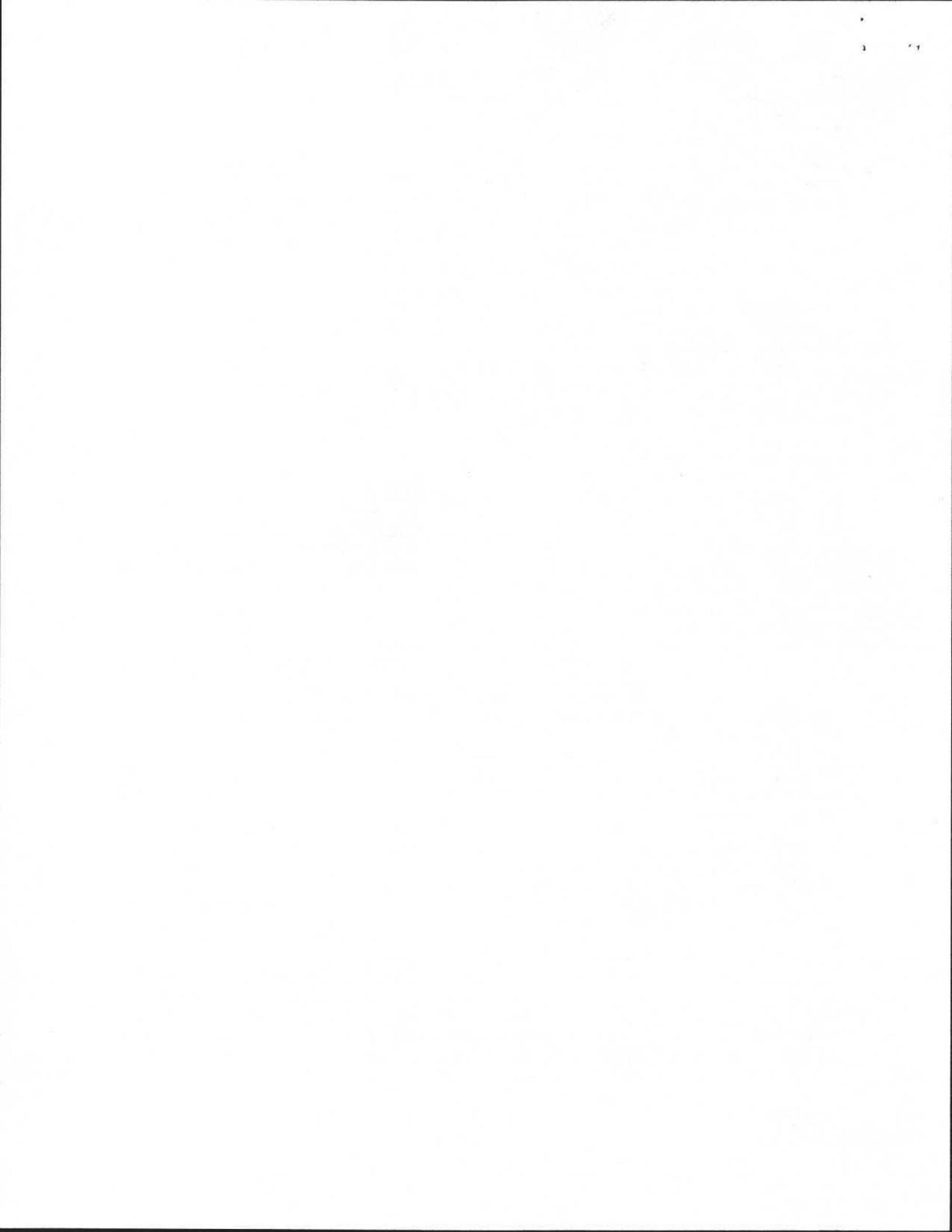
1. Manage and control its business, its equipment, and its operation and to direct the working forces and affairs of the school district.

2. Continue its right to adopt policies, and practices of determining qualification, assignments and direction of its personnel, determine the number of personnel and scheduling of all the foregoing.

3. Direct the working forces, including the right to hire, evaluate, promote, suspend, and discharge employees, transfer employees, assign work or duties to employees, determine the size of the work force and to lay off employees.

B. The FEA recognizes that the Board is legally responsible for the operation of the entire school system within the boundaries of the school district, and that the Board has the necessary authority to discharge all of it responsibilities.

C. In meeting such responsibilities, the Board acts through its administrative staff. Such responsibilities include, without being limited to, the establishment of education policies; the construction, acquisition and maintenance of school buildings and equipment; the hiring, transfer, assignment, supervision,



discipline, promotion and termination of employment; and the establishment and revision of Rules and Regulations governing and pertaining to work and conduct of employees. The Board and Administrative Staff shall be free to exercise all of its managerial rights and authority to the extent permitted by law.

ARTICLE III

Teachers' Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that all teachers shall have the right freely to organize, join and support the FEA for the purpose of engaging in collective bargaining or negotiating and other activities for mutual aid and protection. As a duly elected body exercising governmental power under the law of the State of Michigan, the Board undertakes and agrees that it shall not directly, or indirectly, discourage, deprive, or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan, Constitution of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any other conditions of employment by reason of his membership in the FEA or collective professional negotiations with the Board, or his instituting of any grievance, complaint or proceedings under this agreement, or otherwise with respect to any terms or conditions of employment.

B. The FEA and its members are granted the privilege to use school building facilities at all reasonable hours for meetings, provided that this shall not interfere with or interrupt normal operation of the school.

ARTICLE IV

Professional Compensation

A. The salaries of teachers covered by this agreement are set forth in the salary schedule which is attached to and incorporated in this agreement.

B. Chapter I teachers are to be paid in twenty pays ending not later than June 30th of each year.

C. The salary schedule is based upon a normal weekly teaching load as hereafter defined, during the normal school day. For extracurricular duties not included in the Salary Schedule the teacher shall be paid five dollars and twenty-five cents per hour. Such compensation shall be added to the next paycheck after which such work is rendered. No teacher shall be obligated to work more than twenty hours of extra curricular duties, thereafter, only if the individual wishes to do so when asked by an administrator.

D. Any teacher asked to substitute for another teacher necessitating the giving up of a conference period shall be paid \$3.50 up to twenty minutes; \$7.75 twenty minutes to forty minutes; \$12.50 forty minutes to one hour. Such sum shall be added to the



next pay check following such work.

ARTICLE V

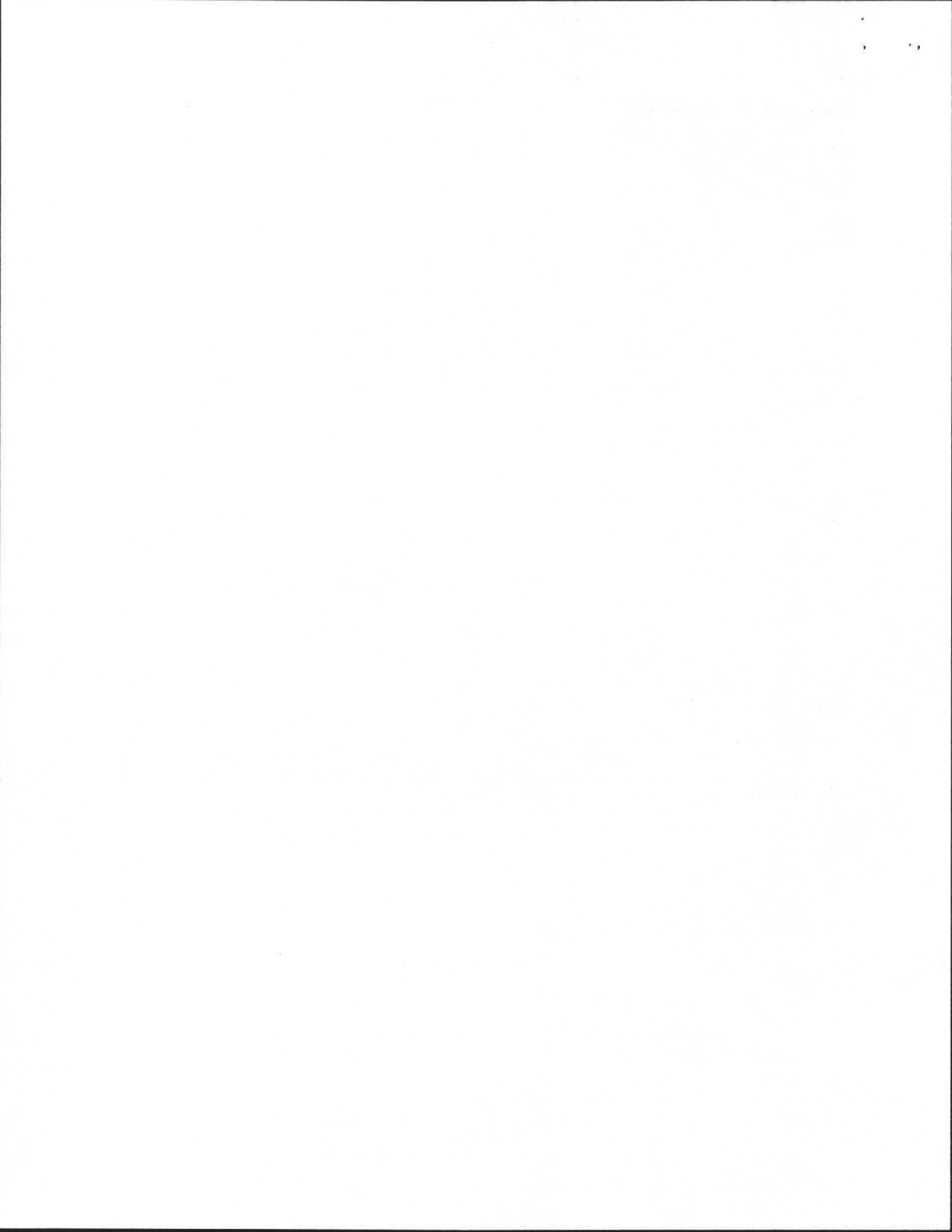
Teaching Days and Hours

- A. The teacher's normal school day shall be as follows:
1. Teachers shall arrive no later than twenty minutes before the beginning of classes.
 2. Teachers shall leave school no earlier than fifteen minutes after the end of the last class, except on Fridays, or days previous to a holiday when teachers may leave five minutes after close of classes, unless staff meetings have been scheduled.
 3. Teacher meetings to be no longer than forty five (45) minutes.
 4. The length of a school day shall not exceed seven hours and thirty-five minutes including the lunch period.
- B. The total number of contract days shall be determined by the beginning and ending dates of the school calendar, and in addition shall include the following conditions and agreements:
1. One hundred eighty three (183) teacher attendance days of which 180 must be student attendance days as defined by law.
 2. Five paid holidays listed below, making a total of 188 days.
 - a. New Years Day
 - b. Memorial Day
 - c. Labor Day
 - d. Christmas Day
 - e. Thanksgiving Day
 3. All other recess periods included in the school calendar are without pay.
 4. On semester records day teachers may leave, subject to the permission of the administration, when necessary forms and reports have been completed.
 5. No change will be made in the school calendar without consultation with the FEA.
 6. When mandated by the State, days of instruction lost due to snowstorms and other natural causes, shall be made up at the discretion of the Board, and at no additional cost to the Board. The school calendar will be adjusted, as needed, by the Board.
- C. All teachers shall be entitled to a duty-free uninterrupted lunch for a period of thirty minutes in length.
- D. Parent teacher conferences may be scheduled by the administration during the evening hours. When parent teacher conferences are so scheduled, teachers will be granted one half day off in lieu of the time scheduled for evening conference sessions.

ARTICLE VI

Teaching Loads and Assignments

- A. The normal weekly teaching load in the senior and junior high school shall be thirty (30) teaching periods and five (5)



conference periods.

B. Elementary teachers will be provided two fifteen minute conference periods each day. In addition, elementary teachers shall use for preparation, all time during which their classes are receiving special instruction. The Board through its administration reserves the right to deviate from this provision when scheduling and other circumstances require it, after consultation with the teacher.

ARTICLE VII

Teaching Conditions

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be adjusted wherever reasonable and desirable as deemed by the administration after consultation with the teachers involved.

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio visual equipment, art supplies, athletic equipment, current periodicals and similar materials are the tools of the teaching profession. Requisition forms shall be provided for all teachers, and where reasonable and where education can better be served, the Board will attempt to fulfill such written requests subject to budget limitations.

C. To help relieve teachers of certain types of non-professional work, the Board agrees to engage teacher assistants in the elementary school. The number of assistants to be decided by the administration after consultation with the teachers involved.

D. Teachers shall be notified at the earliest possible time of handicapped and other special education students who will be placed in their classrooms. The Board, in conjunction with the teachers, will work on a policy to address the inclusion issue. The Board shall provide adequate training and personnel to assist the teacher in meeting the needs of the aforementioned students. Teachers shall not be required to provide ongoing medical or hygienic services for the above-referenced students except in emergency situations.

ARTICLE VIII

Sick Leave Pay

A. All teachers absent from duty on account of personal illness shall be allowed full pay for a total of ten days in any school year, and full pay for as many more unused sick days as he may have accumulated during previous years as specified in paragraph B.



B. Each teacher shall be entitled to an accumulation for the unused portion of each year's leave, up to a maximum of one hundred eighty-three (183) days, which shall be available in future years. However, accumulated sick leave which will be paid upon termination or completion of contract will remain at 100 days.

C. Personal illness shall be defined as a genuine illness, disease or affliction that a teacher has on his own body that requires confinement at home, hospitalization, medication or a doctor's care.

D. Three (3) sick days each year may be used when a teacher's parent or member of the teacher's household is ill. Members of the household shall be limited to those persons who qualify as dependents under the Internal Revenue Service Code. These sick days are to be subtracted from the teacher's accumulative sick leave total. These days are not accumulative.

ARTICLE IX

Other Leaves of Absence

A. No more than three (3) days will be given for funerals in the immediate or personal family. Immediate family shall include spouse, parents, children, siblings, grandparents, grandchildren, spouse's parents, grandparents and grandchildren. These days are not accumulative.

B. Each teacher shall be allowed three (3) days paid leave of absence each year. These days are not to be accumulative. They are not to be used to extend a vacation period. When time permits, the request for a leave of absence is to be made far enough in advance of the leave date to enable the building principal to obtain a certified substitute teacher. If no substitute teachers are available the building principal may deny the request. As an incentive for the teachers to be prudent in their use of paid leave days, the Board shall, at the end of each school year, pay each teacher for their unused leave days at the rate of \$50.00 per day.

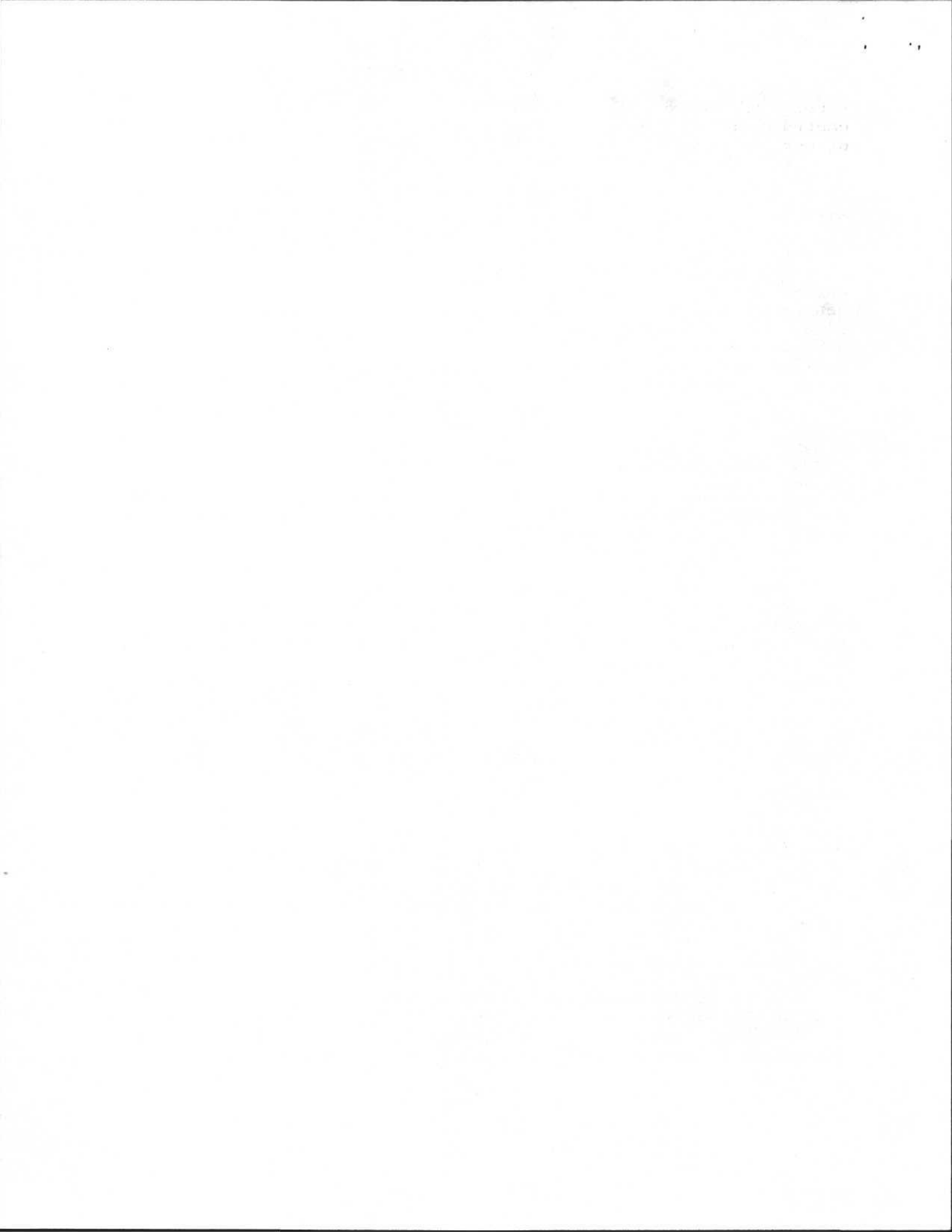
C. A maternity leave for the period of "confinement" shall be deducted from sick leave. Additional maternity leave shall be granted without pay. The teacher shall be entitled to return from such leave within two years. The returning date will be mutually established at the time the leave is granted.

D. Sabbatical leave shall be granted without pay for continued education by mutual consent.

E. Salaries for teachers required to serve jury duty will be made whole.

F. The FEA shall be granted five days, without pay, each year for the purpose of FEA business to be used at the discretion of the association.

G. Absences taken during the school year, other than those for which provision has been made under this agreement, shall not be permitted except at the discretion of the Board. Deductions from salary for such absences shall be at the daily contract gross



rate. The daily rate shall be determined by dividing the yearly contract gross, excluding extra curricular pay, by the total number of contract days.

ARTICLE X

Physicals

A. For the protection of children the Board shall require, of each new teacher, a satisfactory health certificate from a physician authorized to practice medicine under the laws of the State of Michigan. This certificate shall be filed in the teacher personnel file before the employee will be permitted to take up his/her duties. In addition, at the time of initial employment, a teacher shall submit a report of a negative chest x-ray or a TB skin test, taken within six months. Thereafter, a negative TB skin test or negative chest x-ray shall be required every three years. The TB skin test shall be provided at no expense to the Board. Each teacher shall have the option of securing an x-ray elsewhere at his/her own expense.

B. Any additional medical examinations both physical and mental can be required by the administration. The physician performing such examination will be selected by the Board and at Board expense.

ARTICLE XI

Terminal Leave

In appreciation for services to the school district, a terminal leave payment of twenty-five percent (25%) of unused sick leave, up to 100 days will be paid upon retirement or completion of contract. This will be based upon the last annual salary which the teacher received. The daily rate to be determined by Article IX, Par. G.

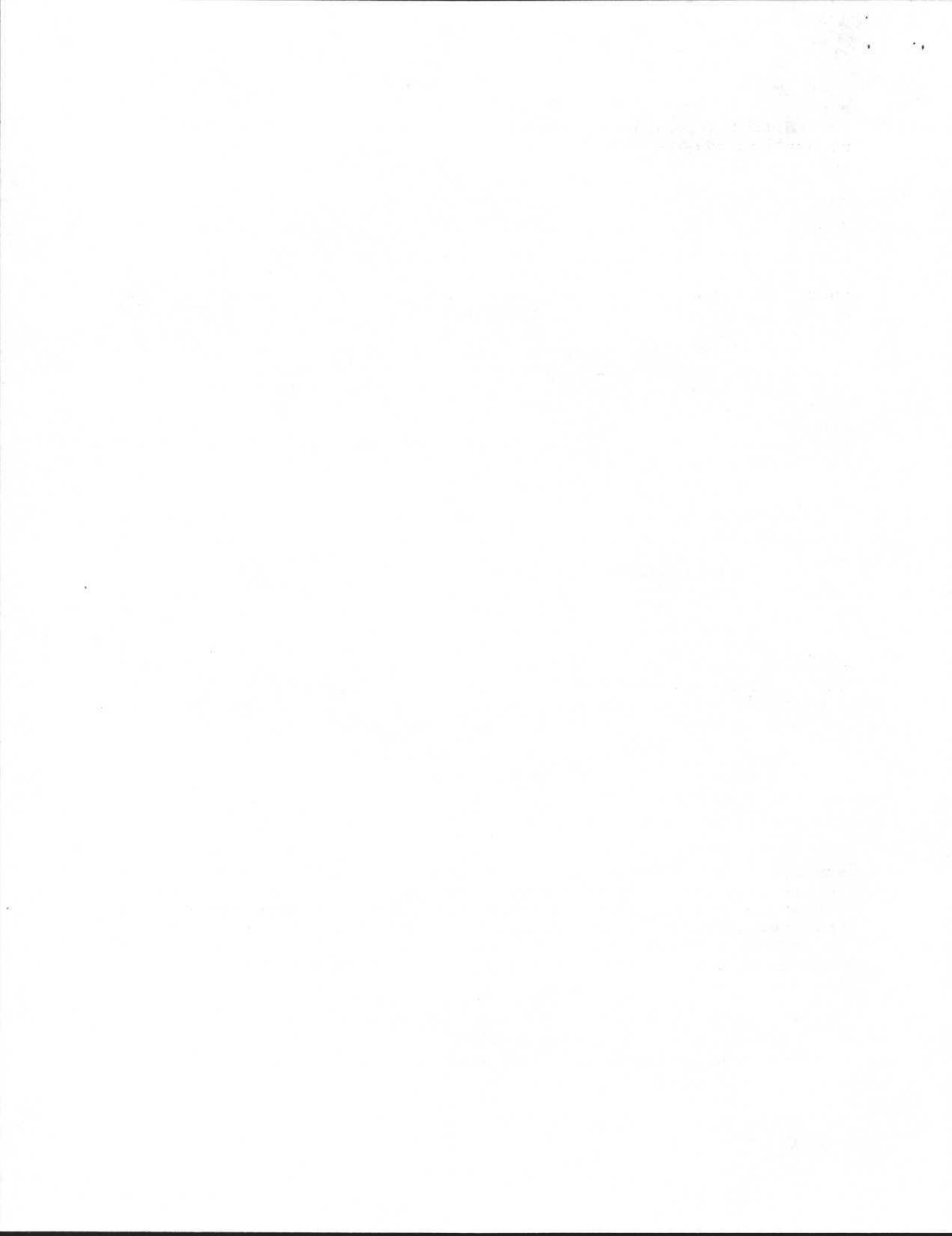
ARTICLE XII

Teacher Evaluation

A. It shall be a major administrative responsibility to assist teachers to become oriented to the district and improve instruction through direct observation of the teacher's work in the classroom and providing written summaries of those observations together with any recommendations the administrator may have for the teacher. Probationary teachers shall be so observed at least once each semester and tenure teachers shall be so observed at least once a year.

B. All monitoring or observation of the work of a teacher shall be conducted openly and with knowledge of the teacher.

C. An observation of a teacher shall be for not less than one class period or the duration of a particular lesson.



D. The administrator shall prepare and submit a written report and recommendation to the teacher within ten days of the observation.

E. The administration shall hold a conference with the teacher, for the purpose of evaluation, prior to the last six weeks of school.

F. Teacher evaluations shall interfere as little as possible with the normal teaching-learning process.

G. If a teacher is doing unacceptable work, the reason therefore shall be set forth in specific terms, as shall the identification of the specific ways in which the teacher is to improve.

H. The Board and Administration reserves the right to use academic progress of students as one of the methods of evaluating the quality of a teacher's service but not to the exclusion of all other means of evaluation.

ARTICLE XIII

Personnel Files

A. The personnel files are and remain the property of the Board and are under their custodial care and supervision at all time.

B. A teacher shall have the right to review the contents of his personnel file, excluding initial references of the district pertaining to himself, originating after initial employment and have a representative of the FEA accompany him.

C. No material originating after initial employment will be placed in the teachers' personnel file unless the teacher has had an opportunity to review the material.

ARTICLE XIV

Protection of Teachers

A. Any complaint by a parent of a student directed to a teacher shall be promptly called to the teacher's attention.

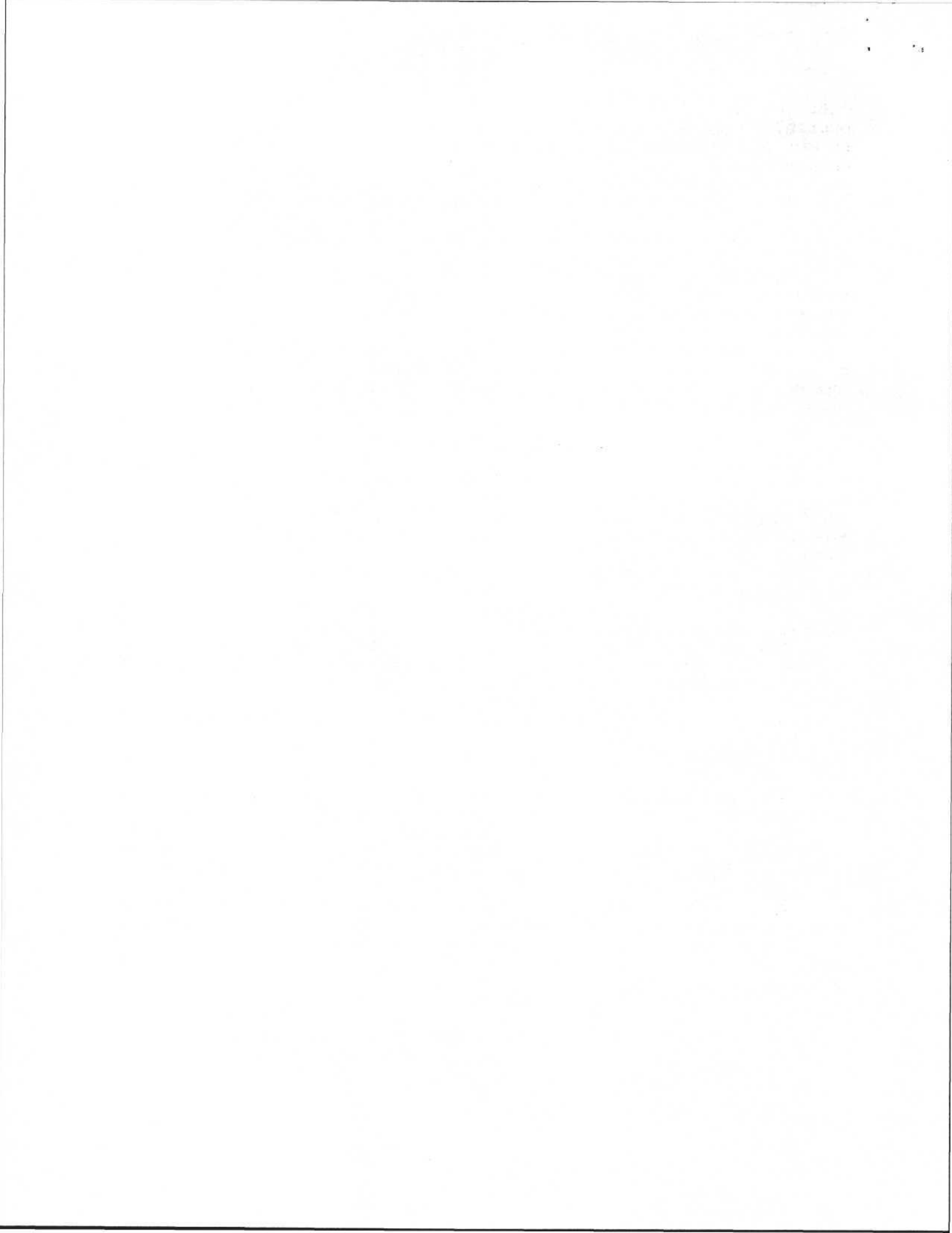
B. Teachers shall exercise reasonable care with respect to the safety of students and property but shall not be individually liable, except in the case of gross neglect of duty, for any damage or loss to persons or property.

C. Study hall and classroom teachers are to remain with their class or study hall during the entire period. Should an emergency arise the teacher must be relieved by another teacher or an administrator.

ARTICLE XV

Seniority

A. Seniority is defined as length of service within the



district as of the last date of hire and shall apply to all professional personnel who hold full teacher certification issued by the Michigan Department of Education. Any person who is employed with the Board by the issuance of any type of special certificate, shall not accrue seniority.

B. Seniority shall be lost for the following reasons.

1. Resignation
2. Failure to accept position when recalled
3. Dismissal by the Board

C. Seniority shall accrue during approved leave of absence up to one year. Part time teachers employed less than half time shall not accrue seniority. Part time teachers employed one half time or more shall accrue seniority on a regular basis in the same manner as full time employees.

ARTICLE XVI

Reduction in Personnel and Recall

A. Whenever it is necessary to reduce the staff the following procedure shall be applied.

1. The Board shall determine what positions are to be eliminated.

2. In grades 7-12 the teacher with the least amount of service in the system shall be laid off.

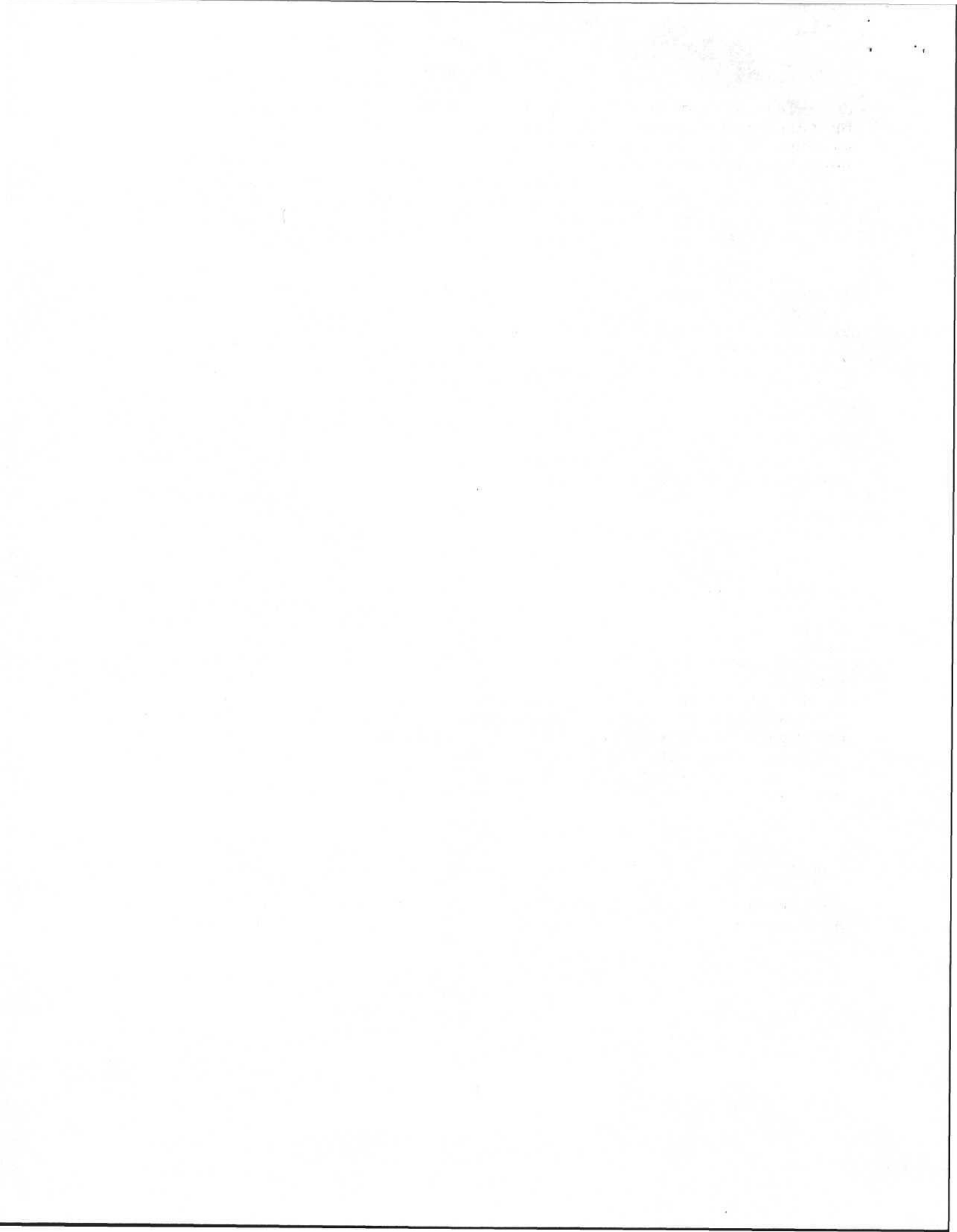
3. In grades K-6 those teachers with the least amount of service in the system shall be laid off.

4. Within ten (10) days after notification by certified mail, from such layoff those teachers who received notices of layoff will be allowed to displace any teacher in the system provided they have more service and hold certification to teach in the department or elementary area, where there is a teacher with less service in the district.

B. Any teacher on layoff shall be recalled in inverse order of layoff provided the teacher is certified and qualified for the vacancy. No new teachers shall be employed by the Board while there are teachers of the district who are laid off unless there are no laid off teachers with proper certification and qualifications to fill any vacancy which may arise.

C. Qualified - Qualified when used in the Article shall mean that a teacher must have, as a minimum, a State certified minor in the subject area, to which they will be assigned, when recalled.

D. A teacher who is laid off and who is paid unemployment compensation benefits, associated with his or her regular teaching assignment, during the summer immediately following the layoff and who is subsequently recalled to the teaching position at the beginning of the next school year will be paid according to an annual salary rate, such that his/her unemployment compensation plus that annual salary rate will be equal to the rate of salary he/she would have earned for the school year had he/she not been laid off, subject to the following conditions:



(a) The total of unemployment compensation plus salary earned by employment in the district shall not be below that which the employee would have received had the individual been employed for the entire school year.

(b) The salary earned through employment in the district shall not be less than his or her salary for same for a similar period during the preceding school year.

ARTICLE XVII

Payroll Deductions

A. Upon written authorization from the teacher, FEA dues shall be deducted from the first twenty pays of the school year. This sum shall be delivered to the FEA treasurer each of the twenty paydays.

B. Upon written authorization from the teacher, the Board shall deduct from the teacher's salary for insurance options, annuities and credit union.

C. If any more than two payroll changes are made during the school year, a service charge of one dollar shall be made.

ARTICLE XVIII

Miscellaneous Provision

A. There shall be no athletic practice during the school day.

B. Athletics shall be supported by an athletic fund. The amount is to be determined by the administration, athletic director, and the Board.

C. The Board agrees to maintain a telephone in the Teachers' Lounge. The phone is to be listed under the name of the Fairview Education Association. The Board agrees to pay for local calls. The Fairview Education Association agrees to monitor and pay for all long distance calls.

D. The Board agrees to consider applications from tenure teachers for openings in the school system. Openings are to be posted in the Teachers' Lounge and the Elementary Office.

ARTICLE XIX

Duration of Agreement

This agreement shall be effective September 1, 1993 and shall continue in effect for a period of three years ending August 31, 1996.

ARTICLE XX

Grievance Procedure

A. A "grievance" is a claim, by one (1) or more employees, of improper application of this agreement.



B. Any teacher having such a grievance may discuss the matter with the school principal during non-teaching hours, with the object of resolving it informally.

C. In the event the matter is not satisfactorily resolved, the following procedure shall be followed:

1. Step One. The grievance shall be reduced to writing within one (1) day, signed by the teacher or teachers involved, and submitted to the school principal.

(a) The grievance shall specify the facts giving rise to the grievance, the article and section of the agreement allegedly violated, and the relief requested.

(b) The principal shall submit an answer within ten (10) school days in writing. One (1) copy of his decision shall go to the grievant.

2. Step Two. Within five (5) school days after receiving the decision of the principal, the aggrieved teacher may appeal to the superintendent of schools or his designated representative. The appeal shall be in writing and shall contain the reasons for the appeal.

(a) Within ten (10) school days after receipt of the appeal, the superintendent shall investigate the grievance, including giving the aggrieved teacher a reasonable opportunity to be heard, and render his decision in writing. A copy of his decision shall be delivered to the teacher involved, and the school principal.

3. Step Three Within five (5) school days after receiving the decision of the Superintendent, the aggrieved teacher may appeal to the Board of Education. The appeal shall be in writing and shall contain the reasons for the appeal and a copy of the superintendent's decision at Step Two.

(a) Within twenty-five (25) school days after receipt of the appeal, the Board, or its designated representative, shall investigate the grievance, including giving the aggrieved teacher and an association representative a reasonable opportunity to be heard, and render its decision in writing. A copy of the Board's decision shall be delivered to the teacher involved, to the association representative, and to the school superintendent.

BOARD OF EDUCATION

BY

James M. Hollett

Board President

BY

Wm. D. Bentley

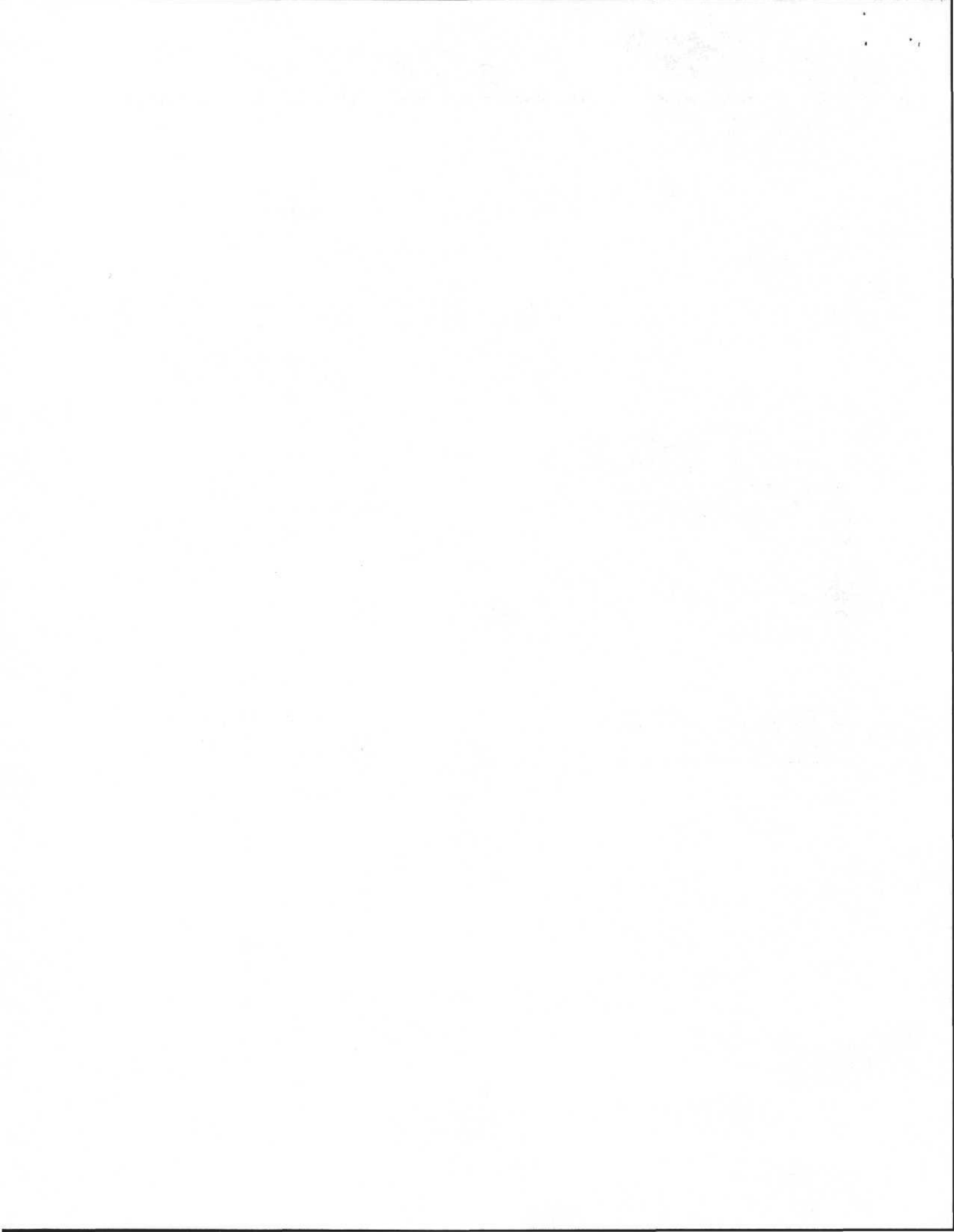
Board Secretary

EDUCATION ASSOCIATION

BY

Daniel E. Brown

FEA President



FAIRVIEW AREA SCHOOLS
1993-94 SALARY SCHEDULE

1992-93 Area Average

	Prov. Min.	BA+18 Max.	MA Min.	MA Max.
Ave.:	22,223	36,148	24,151	37,879
Fair:	22,435	35,335	24,455	37,365
Diff.:	+212	-813	+304	-514

1993-94 salary: Pay freeze except for increments and longevity.
 1994-95 salary: 1993-94 area average +1%
 1995-96 salary: 1994-95 area average +3%

<u>Years of Exp.</u>	<u>Provisional</u>	<u>Perm./Cont.</u>	<u>M.A.</u>	<u>Step</u>
0	\$22,435.00	\$23,130.00	\$24,455.00	0
1	23,450.00	24,145.00	25,530.00	1
2	24,470.00	25,165.00	26,605.00	2
3	25,485.00	26,180.00	27,685.00	3
4	26,505.00	27,200.00	28,760.00	4
5	27,520.00	28,215.00	29,835.00	5
6	28,535.00	29,230.00	30,910.00	6
7	29,554.00	30,250.00	31,985.00	7
8	30,570.00	31,265.00	33,065.00	8
9	31,590.00	32,285.00	34,140.00	9
10	32,605.00	33,300.00	35,215.00	10
11		34,315.00	36,290.00	11
12		35,335.00	37,365.00	12

* Regular teacher experience increments on "Provisional" Scale ends with step # 5. Steps 6 - 10 are solely for computation of extra curricular pay.

Longevity pay at the rate of \$135.00 per year will be granted to teachers with permanent/continuing certification and certified teachers with a masters degree.

B. A maximum of 5 years teaching experience may be accepted from another school system. Credits for experience outside the school system shall be evaluated by the Board and credit shall be allowed whenever the prior service of the teacher is deemed satisfactory.

C. Teachers shall be advanced one step on the salary schedule for a year or more of active military service.



D. Teachers shall be paid at the rate of \$15.00 per semester hour for credit hours earned beyond the number of semester hours necessary for the issuance of a permanent or continuing, up to a maximum of thirty (30) semester hours. All hours must be earned after the issuance of the permanent certificate.

Only those teachers who qualified for compensation under this paragraph during the 1985 - 86 contract year shall continue to receive compensation under this provision of the contract. No additional hours earned will be paid in this manner. Any compensation for hours completed toward an advanced degree will also terminate when the degree is granted.

Teachers will be reimbursed the cost of tuition not to exceed \$140.00 per semester hour and \$100.00 per quarter hour for the successful completion of courses to be credited to a Master of Arts (MA) or a Master of Science (MS) degree program from a Michigan Department of Education approved teacher training college or university or for courses specifically approved by the administration and Board of Education.

E. Increments become effective September 1st of each year and advancement under the salary schedule shall be automatic as of September 1st or February 1st following completion of requirements in professional or academic courses.

F. In addition to the basic teacher salary as provided in the foregoing, there shall be paid the following additional sums:

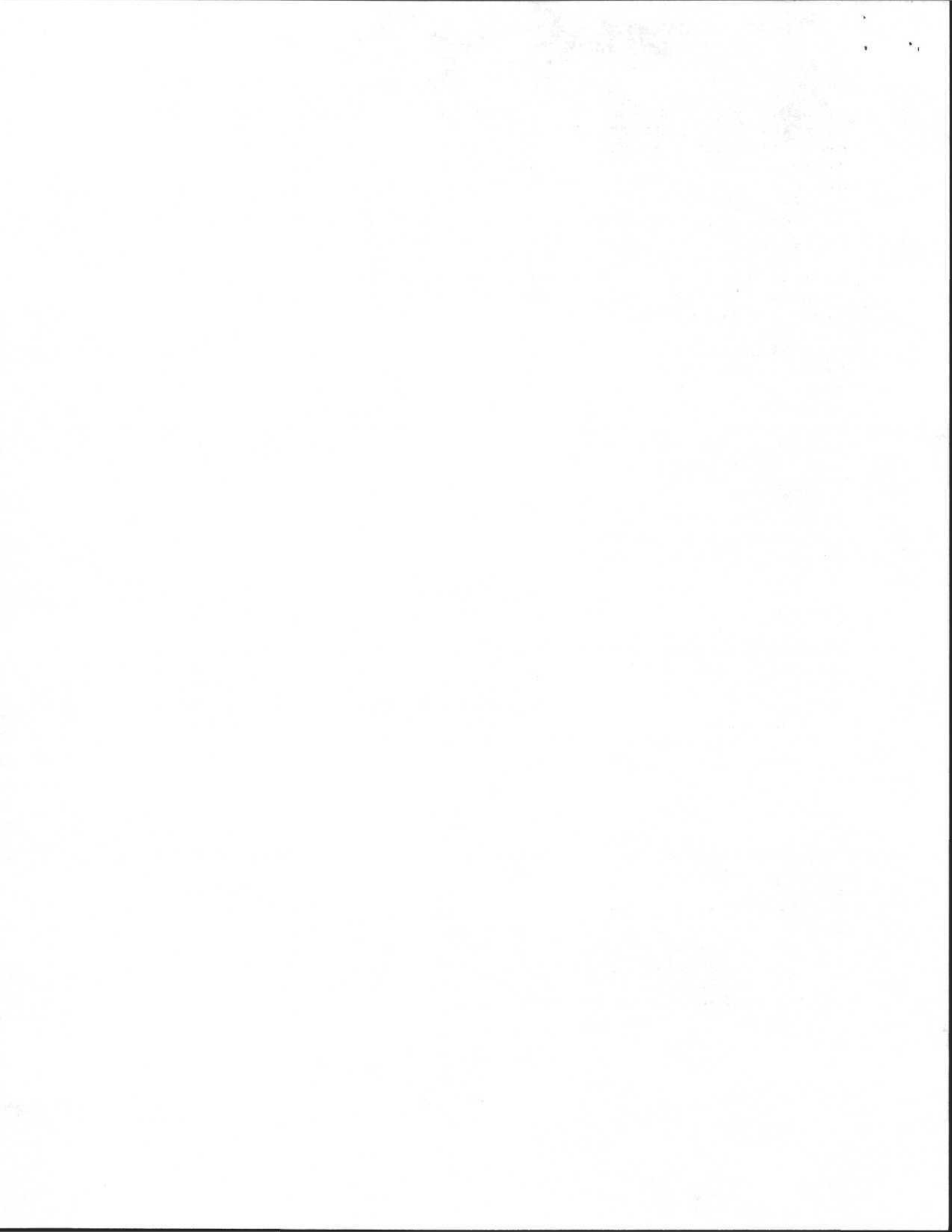
EXTRA CURRICULAR PAY--The rate of pay for extra curricular duty to be determined by the table as outlined below and by the number of years of experience in the activity grouping for which pay is being computed. No more than one year of experience credit, per year, will be given for any one activity grouping. No more than five years of experience in the activity outside the system will be allowed. The base rate is to be determined by the Provisional column.

Group I (Formerly Groups I & II)

Head Basketball--Boys	8%
J.V. Basketball--Boys	6%
Varsity Basketball--Girls	8%
J.V. Basketball--Girls	6%
Freshman Basketball--Boys	4%
8th Grade Basketball--Boys	2.5%
7th Grade Basketball--Boys	2.0%
8th Grade Basketball--Girls	2.5%
7th Grade Basketball--Girls	2.0%

Group II

5th Grade Basketball--	
Boys & Girls	1%
6th Grade Basketball--	
Boys & Girls	1%



Group III

Cross Country	4%
Track--Boys	4%
Jr. High Track	2%
Track--Girls	4%

Group V

Forensics	4%
Debate	2%
Asst. Forensics	2%
Knowledge Bowl	3%
Jr. High Forensics	1%

Group VII

Annual Advisor	5%
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Group IX

Senior Class Advisor	2%
Junior Class Advisor	1.5%
Credit for 9th & 10th Grades on Schedule	

Group XI

Varsity Volleyball--Girls	4%
J.V. Volleyball--Girls	2%

Group IV

Varsity Baseball--Boys	4%
J.V. Baseball--Boys	2%
Varsity Softball--Girls	4%
J.V. Softball--Girls	2%

Group VI

Drama	4%
Plays (per play)	2%
Musical Plays	2%
Music Programs, Concerts	4%

Group VIII

Cheerleading--Varsity/J.V.	4%
Cheerleading--Jr. High	2%

Group X

Golf	4%
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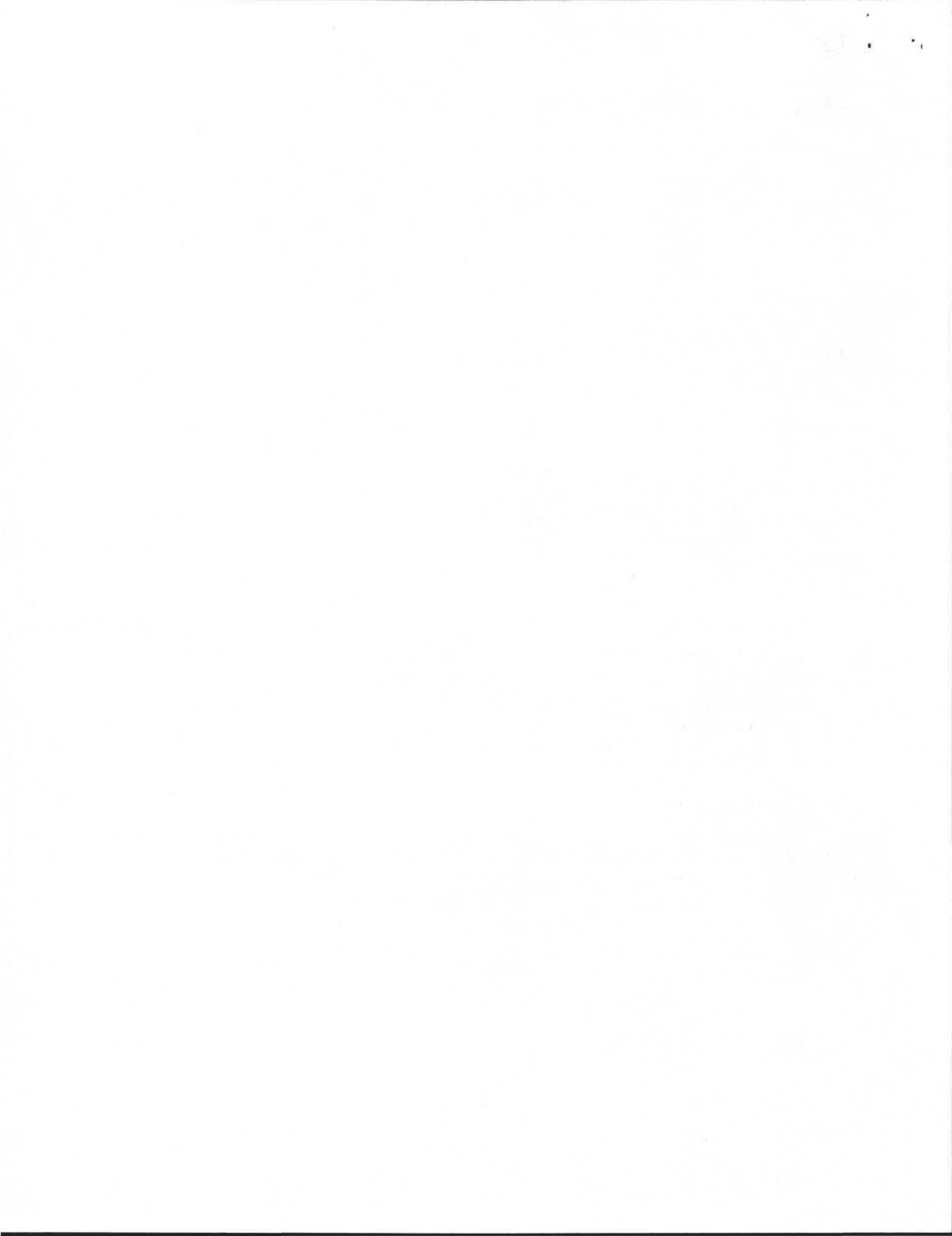
G. **Fringe Benefit - Medical.** Teachers shall be offered medical insurance paid by the Board of Education subject to the following conditions and limitations:

1. Medical Coverage

The coverage to be basic medical coverage, surgical and hospital for the teacher and members of the immediate family.

2. Optional Benefits

As an option for those teachers who do not choose the basic medical coverage fringe, the Board will pay premiums on dental and vision coverage equal to the premium for "Employee Only" basic medical coverage.



3. Additional Coverage

Any other coverage which a teacher may elect to add as options to a policy, such as loss of time coverage, extended care coverage, or life insurance is not covered nor is the option guaranteed by this agreement.

4. Proof of Dependents

The Board, through its administration, reserves the right to require a teacher to show proof of dependents' status when the inclusion of the dependent(s) requires that additional or continuing premiums be paid.

5. Carrier

The Board reserves the right to select the carrier for the medical fringe benefits. The coverage for Basic Medical fringe is to be comparable to SET, Inc., which is Plan SMM4B and was in effect November 1, 1993.

6. Premiums

The total premiums for Full Family Medical/Hospitalization shall be paid by the Board of Education.

7. Period of Coverage

The coverage is to be in effect for a period of 36 months beginning September 1, 1993 and ending August 31, 1996.

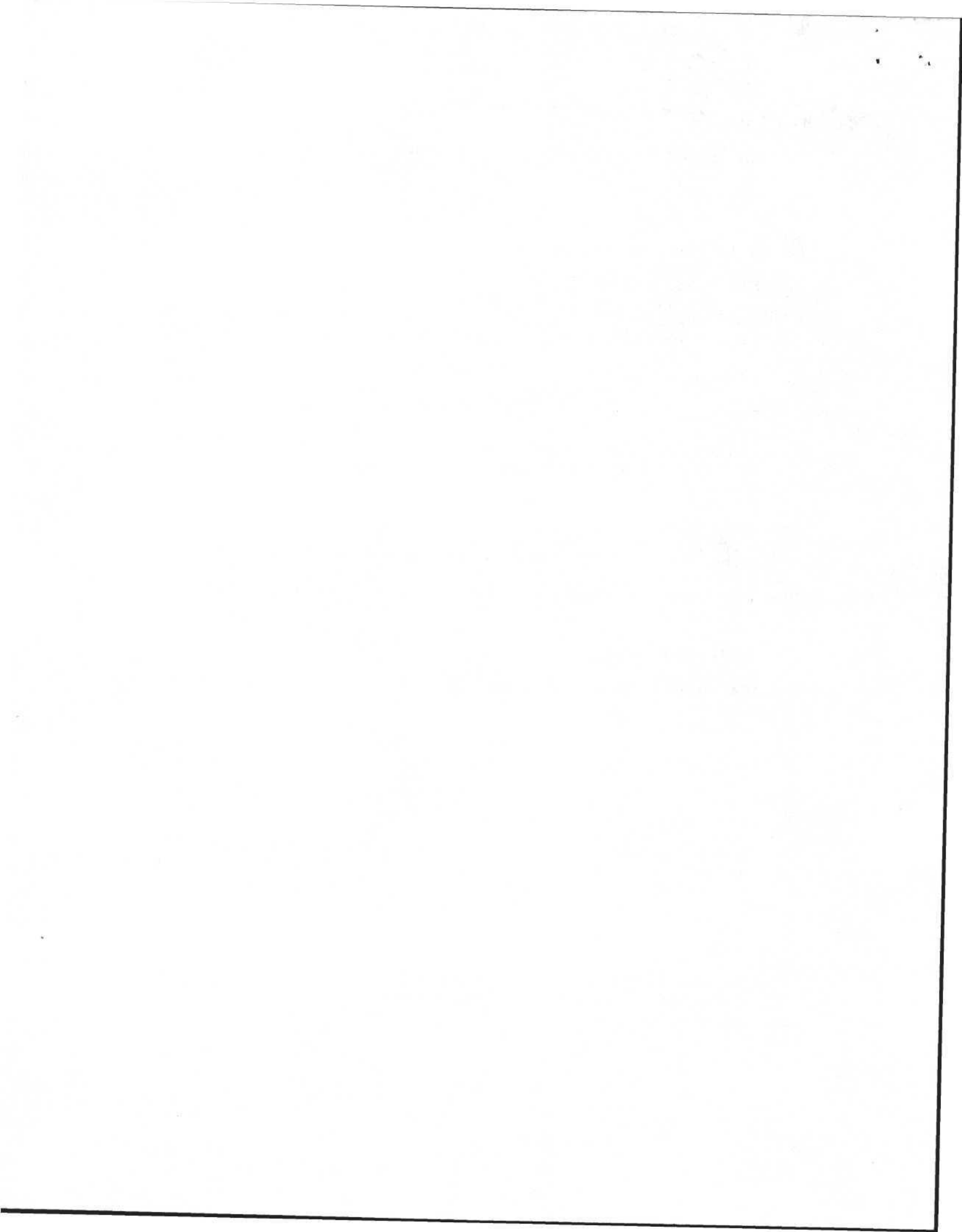
H. **Fringe Benefit - Dental.** Teachers shall be offered dental insurance paid by the Board of Education subject to the following conditions and limitations:

1. Dental Coverage

The coverage is to be coverage for the teacher and members of the immediate family. Coverage includes Basic Dentistry--50% with incentive M. Major Dentistry--50% with a combination of annual maximum basic and major benefit of \$1,000.00. Orthodontic Dentistry--50%/\$50.00 deductible/\$1,500.00 lifetime maximum with limiting age of 19.

2. Proof of Dependents

The Board, through its administration, reserves the right to require a teacher to show proof of dependents' status when the inclusion of the dependent(s) requires that additional or continuing premiums be paid.



3. Carrier

The carrier for the dental fringe shall be SET, Inc.

4. Premiums

The total premiums for the dental fringe shall be paid by the Board of Education.

5. Period of Coverage

The coverage is to be in effect for a period of 36 months beginning September 1, 1993 and ending August 31, 1996.

I. **Fringe Benefit - Vision**

1. Vision Coverage

The coverage is to be coverage for the teacher and members of the immediate family. The coverage will be UltraVision Plan II with \$50.00 frames.

2. Proof of Dependents

The Board, through its administration, reserves the right to require a teacher to show proof of dependent's status when the inclusion of the dependent(s) requires that additional or continuing premiums be paid.

3. Carrier

The carrier for the vision fringe shall be SET, Inc.

4. Premiums

The total premiums for the vision fringe shall be paid by the Board of Education.

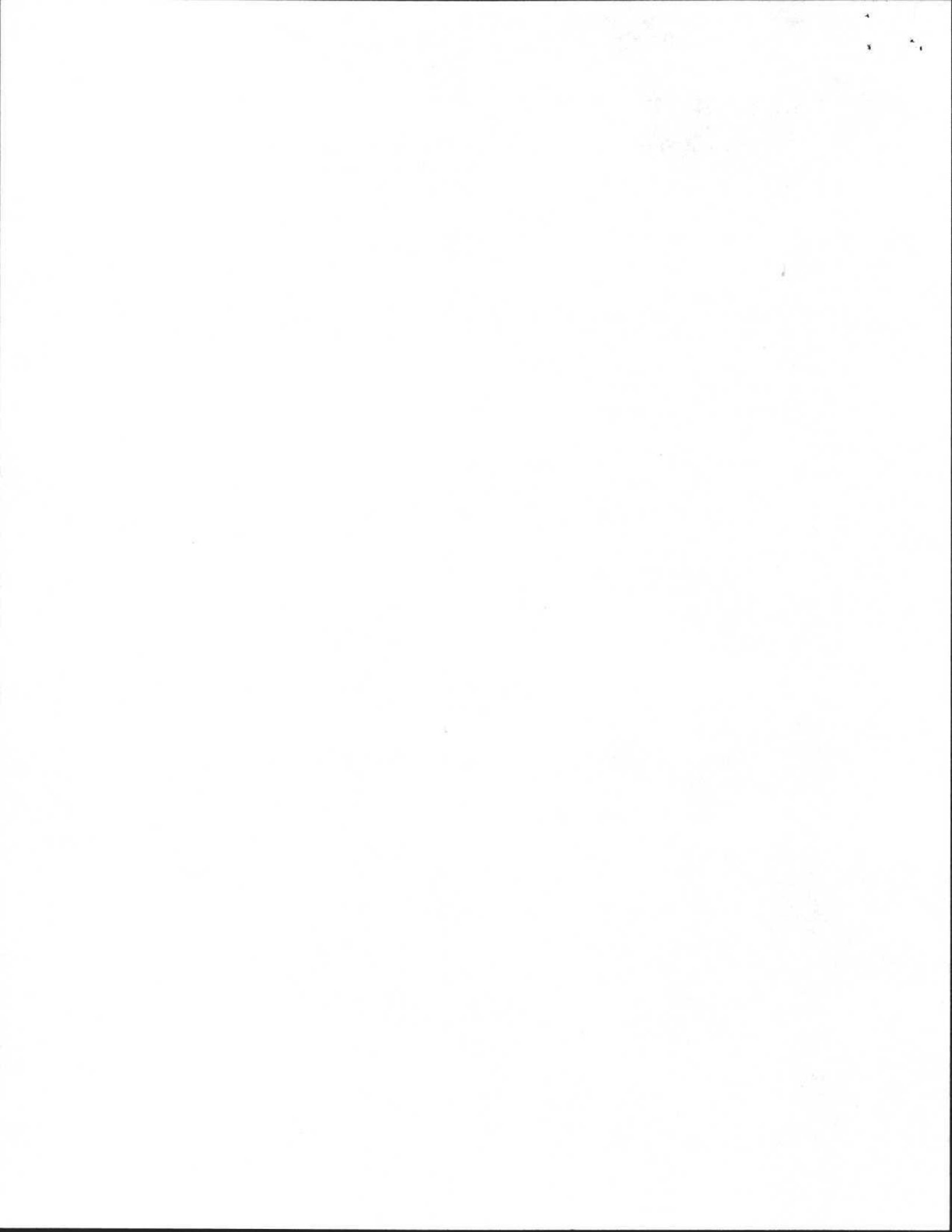
5. Period of Coverage

The coverage is to be in effect for a period of 34 months beginning November 1, 1993 and ending August 31, 1996.

J. **Fringe Benefit - Long-Term Disability**

1. Long-Term Disability Coverage

The coverage is to be coverage for teachers only. The coverage is 60% benefit escalating to 75% with integrated maximum monthly benefit of \$3,500.00/elimination period 120 calendar days.



2. Carrier

The carrier for the long-term disability coverage shall be SET, Inc.

3. Premiums

The total premiums for the long-term disability coverage shall be paid by the Board of Education.

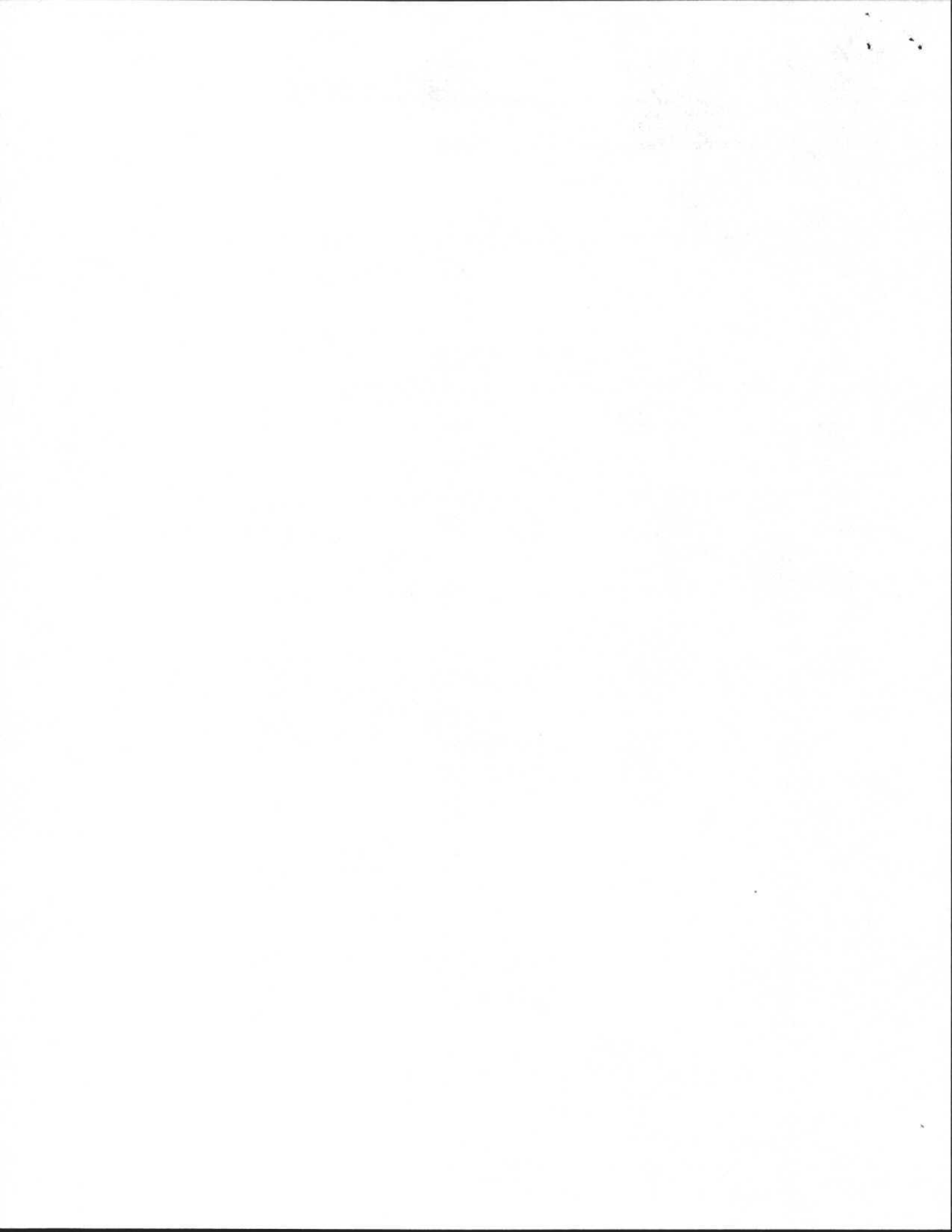
4. Period of Coverage

The coverage is to be in effect for a period of 34 months beginning November 1, 1993 and ending August 31, 1996.

K. **Driver Education Teacher** is to be paid at the 1992-93 rate of \$14.00 per hour for 1993-94; \$14.50 per hour for 1994-95; remain at \$14.50 per hour for 1995-96.

L. **Salary Schedule**

1. 1993-94: Freeze on wages, but will receive increments and longevity.
2. 1994-95: Area average (based on prior year average) for salaries plus 1% increase.
3. 1995-96: Area average (based on prior year average) for salaries plus 3% increase.



FAIRVIEW AREA SCHOOLS
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 FAIRVIEW, MI 48621

1993-94 TEACHER SALARY SCHEDULE
 1991-92 Area Average Salary

Provisional Min.	\$21,179.00	Provisional Max.	\$31,350.00
Perm. or Cont. Min.	\$21,769.00	Perm. or Cont. Max.	\$33,976.00
M.A. Min.	\$23,016.00	M.A. Max.	\$35,930.00

4 Percent Raise Based on Steps 10 & 12

Provisional Min.	\$22,435.00	Provisional Max.	\$32,605.00
Perm. or Cont. Min.	\$23,130.00	Perm. or Cont. Max.	\$35,335.00
M.A. Min.	\$24,455.00	M.A. Max	\$37,365.00

<u>Years of Experience</u>	<u>Provisional</u>	<u>Perm./Cont.</u>	<u>M.A.</u>	<u>Step</u>
0	\$22,435.00	\$23,130.00	\$24,455.00	0
1	23,450.00	24,145.00	25,530.00	1
2	24,470.00	25,165.00	26,605.00	2
3	25,485.00	26,180.00	27,685.00	3
4	26,505.00	27,200.00	28,760.00	4
5	27,520.00	28,215.00	29,835.00	5
6	28,535.00	29,230.00	30,910.00	6
7	29,554.00	30,250.00	31,985.00	7
8	30,570.00	31,265.00	33,065.00	8
9	31,590.00	32,285.00	34,140.00	9
10	32,605.00	33,300.00	35,215.00	10
11		34,315.00	36,290.00	11
12		35,335.00	37,365.00	12

Note-Steps 6-10 on the Provisional Column is for Extra Curricular Pay Only.

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FAIRVIEW AREA SCHOOLS
1994-95 SALARY SCHEDULE

<u>Years of Exp.</u>	<u>Provisional</u>	<u>Cont/Prof</u>	<u>M.A.</u>	<u>Step</u>
0	\$23,180	\$23,875	\$25,130	0
1	24,370	25,065	26,385	1
2	25,565	26,260	27,640	2
3	26,755	27,450	28,895	3
4	27,950	28,645	30,150	4
5	29,140	29,835	31,405	5
6	30,330	31,025	32,660	6
7	31,525	32,220	33,915	7
8	32,715	33,410	35,170	8
9	33,910	34,605	36,425	9
10	35,100	35,795	37,680	10
11		36,985	38,935	11
12		38,180	40,195	12

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1995-96 SALARY SCHEDULE

FAIRVIEW AREA SCHOOLS

Years' Experience	Provisional	Prof/Cont	Masters
0	\$24,885	\$25,580	\$26,990
1	26,160	26,860	28,325
2	27,440	28,135	29,655
3	28,715	29,410	30,990
4	29,995	30,690	32,320
5	31,270	31,965	33,655
6	32,545	33,245	34,990
7	33,825	34,520	36,320
8	35,100	35,795	37,655
9	36,380	37,075	38,985
10	37,655	38,350	40,320
11		39,625	41,655
12		40,900	42,985

FAIRVIEW, W. VA. 26031
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