

Letter of Understanding Between Mount Clemens Board of Education and
MEA-NEA Local 1, Mount Clemens
Extending and Modifying the 2010-2012 Master Agreement to
August 31, 2014

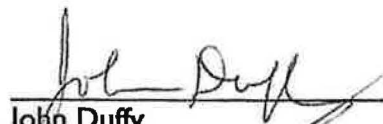
Ratified and Executed on September 14, 2011



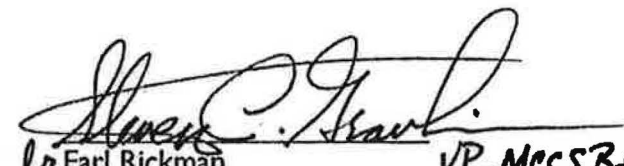
Kevin Marvin
President, MEA-NEA Local 1, Mount Clemens



A. Phillip Easter
Interim Superintendent, Mount Clemens



John Duffy
President, MEA-NEA Local 1



for Earl Rickman
President, Mount Clemens Board of Education

VP, MCCS Bd of Ed

69/12/11
TA [Signature]

LETTER OF UNDERSTANDING BETWEEN
MOUNT CLEMENS BOARD OF EDUCATION AND
MEA-NEA LOCAL 1, MOUNT CLEMENS

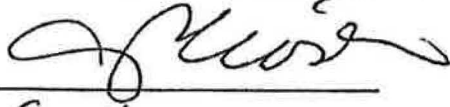
Because of the serious financial crisis that currently exists in Mount Clemens Community Schools, the funding cuts from the State of Michigan, the deficit-reduction plan required by the state, and the current "Priority School" status of the district, the parties have agreed that it is to their mutual benefit to modify the existing contract in the ways listed below. All Articles of the agreement continue in full force and effect until the expiration date of August 31, 2014, other than those delineated in this letter of agreement. Further, it is mutually agreed and understood that upon expiration of the agreement, the status quo shall be considered to be what the agreement states before these emergency modifications have taken effect as to all Articles including those modified herein.

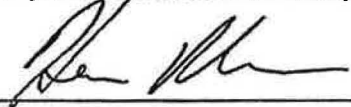
If it is determined by the Michigan Department of Education or other authority that this modification requires the implementation of laws that these parties were exempted from by the existence of this agreement without this modification, then this modification shall be null and void and the unmodified agreement remains in full force and effect.

The parties agree that effective immediately, or on the date indicated:

- (1.) Employees will each take up to a maximum of six (6) furlough days during the 2011-2012, 2012-2013 and 2013-2014 school year. The Furlough days will be taken on days agreed upon by the District and the Union. Employee will be expected to work, unless there is an "act of God" day (e.g. snow day) which will automatically be considered one of the furlough days. Payroll will adjust annual payout to equally spread impact of furlough days. In the event that student enrollment increases substantially, parties will meet to discuss potential revisions of this agreement. An employee who retires will be compensated for fifty (50%) percent of the value of the accumulated furlough days.
- (2.) Longevity payments will be suspended for employees who have less than 25 years of service.
- (3.) MESSA Choices II - deductibles to be revised to 500/1000; and \$20.00 office visit.
- (4.) On date new plan becomes effective, all employees contribute ten (10%) percent of premium for "all insurances", plus ten 10% percent of the health insurance and prescription drug rider premium. The district will immediately make available to staff a "premium only - flexible spending account" for insurance premium contributions, and before December 31, 2011, the District will make available to members a Section 125 flexible spending account for medical and dependent contributions.
- (5.) Number of furlough days will be reduced by same monetary value of the insurance premiums increase.
- (6.) Employees payroll checks will be subject to mandatory direct deposit.
- (7.) Sick bank - If more than 300 days on August 1 or February 1, no deduction will be made.
- (8.) These modifications will remain in effect until August 31, 2014.

- (9.) The parties agree that for 2012-2013, there will be a true step freeze. In 2013-14, all members on steps will move up one step on the schedule. However, there will be no cash payout on the step increase and the rate of pay will be the same as 2012-13.
- (10.) Class size limits in all grades set at 30 per class for length of the agreement, except that "aide" language in contract remains unchanged.
- (11.) Overage formula will be changed for life of the agreement in Section VII, Article A, 12 to "Yearly instruction days X class contact ~~limit minus number of students over~~".
- (12.) Employees who receive "effective" ^{of} "highly effective" annual evaluation will be provided one (1) additional personal business day, effective May 1 of that school year, which may be used in compliance with the contract. *sub costs =*
- (13.) Evaluation language to be modified per agreement of parties.
- (14.) Half percent pay adjustment for 2012 school year is deferred indefinitely.


For Mount Clemens Schools


MEA-NEA MCEA Local 2

September 12, 2012

2012/2013 District Calendar*

(174 student days/176 teacher days)

Tuesday, August 28, 2012
 Wednesday, August 29
 Thursday, August 30
 Monday, September 3
 Tuesday, September 4
 Wednesday, September 5
 Thursday, September 6
 Wednesday, September 12
 Wednesday, September 26
 Wednesday, October 31
 Friday, November 2

Tuesday, November 6
 Thursday, November 8
 Friday, November 9
 Wednesday, November 14
 Tuesday, November 20
 Wednesday, November 21
 Monday, November 26
 Wednesday, December 12
 Friday, December 21
 Monday, January 7, 2013
 Wednesday, January 16
 Thursday, January 17
 Friday, January 18
 Monday, January 21
 Wednesday, January 23
 Thursday, January 24
 Friday, January 25
 Wednesday, February 6
 Wednesday, February 13
 Wednesday, February 20
 Tuesday, March 5

Wednesday, March 6

Thursday, March 7

Wednesday, March 13
 Tuesday, March 19
 Wednesday, March 20
 Thursday, March 21
 Thursday, March 28

Monday, April 8
 Thursday, April 11
 Friday, April 12
 Wednesday, April 24
 Wednesday, May 1
 Wednesday, May 8
 Wednesday, May 15
 Friday, May 24
 Monday, May 27
 Wednesday, May 29
 Thursday, May 30
 Wednesday, June 5

Thursday, June 6
 Friday, June 7

Teachers report. District/Building Meetings in a.m. work in classrooms p.m.
 Prof Dev/Process Check Day: No Students; Labor Day recess end day.
Labor Day Recess; HS Students/Tchrs report 9am - 1:30 pm orientation/picnic
 Labor Day Recess
 Professional Development Day: No Students
 Classes a.m. only (K-12); Teachers work day in pm
 First full day of classes
Early Release (K-12) PD- 2 hours
Early Release (K-6) PD- 2 hours
Early Release (K-12) PD- 2 hours
End of First marking Period, classes a.m. only (K-12) records pm
(44 student days/46 staff days)
 No School - Professional Development
 Classes a.m. only (K-12); (K-12) teacher conferences in afternoon and evening
 Classes a.m. only (K-6); (K-6) teacher conferences in p.m.
Early Release (K-12) PD- 2 hours
 Thanksgiving Recess begins at end of day
 Thanksgiving Recess (1/2 day Comp)
 Classes resume
Early Release (K-12) PD- 2 hours
 Winter recess begins at end of the day
 Classes resume
 HS exams; **Early Release (7-12)**
 HS exams; classes a.m. only (7-12)
End of second marking period (K-6), (41 student days/41 staff days)
 Martin Luther King, Jr. Day (no classes)
Early Release (K-6) PD- 2 hours; HS exams (7-12)
HS exams; classes a.m. only (7-12)
End of second marking period (K-12) Records in the p.m. (45 student days/45 staff days; (K-6)
Early Release (K-12) PD- 2 hours
 Classes a.m. only (K-6); Mid-Winter Break begins at end of morning classes.
 Classes resume
 MME Exams a.m. only (no classes 9, 10, and 12 but HS Teachers report.
 PD Day High School pm only)
 MME Exams a.m. only (no students K-12, except 11th grade;
 Professional Development/Process Check Day; PD Day High School pm only)
 MME Exams a.m. only; (no classes 9, 10, and 12 but HS Teachers report.
 PD Day High School pm only)
Early Release (K-6) PD- 2 hours
 MME make-up
 MME Exam make-up
 MME Exam make-up;
End of third marking period – classes a.m. only, records in p.m.
Spring break begins at end of day. (41 student days/41 staff days K-6)
(45 student days/45 staff days 7-12)
 Classes resume
 Classes a.m. only (K-12); (K-12) teacher conferences in afternoon and evening
 Classes a.m. only (K-6); (K-6) teacher conferences in p.m.
Early Release (K-12) PD- 2 hours
Early Release (K-6) PD- 2 hours
Early Release (K-6) PD- 2 hours
Early Release (K-12) PD- 2 hours
 Memorial Day Recess begins at the end of the a.m.; (1/2 day comp. time p.m.)
 Memorial Day (no classes)
 Senior Exams
 Senior Exams; Last day for seniors
 Classes a.m. only (K-6) records in the p.m.
Early Release (7-12) Exams in the afternoon
 Classes a.m. only (K-12) records in the p.m.
End of fourth marking period;
Classes a.m. only (K-12) records in the p.m.
(44 student days/44 teacher days)

2 hour early release on Wednesday p.m. - September 12, September 26, October 31, November 14, December 12,, February 6, March 13, April 24, May 1, May 8 and May 15

*Based on a 404 Minute Instructional Day