

Contractual Agreement between
AUTRAIN-ONOTA PUBLIC SCHOOLS
Board of Education
and
Teachers' Bargaining Unit

Effective September 1, 2005
Through August 31, 2008

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AuTrain-Onota Public Schools
N8790 Deerton Road
P.O. Box 105
Deerton, MI 49822-0105

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Introduction:

The following terms as listed in the Agreement between the AuTrain-Onota Public Schools Board of Education and Teachers' Bargaining Unit should be interpreted as follows:

- Administration/Administrator refers to Superintendent, Principal, Administrator or designated official.
- Board refers to Board of Education of AuTrain-Onota Public Schools.
- Bargaining Unit refers to certified teachers of the district.

Article I: Teachers' Rights

- A. The teachers shall have the right to use school building facilities for school purposes at all reasonable hours for meetings, provided the Administration is notified of the building's proposed use. Availability of the school building facilities to the teachers is subject to prior commitments.
- B. The Board agrees to furnish to the teachers or respond to reasonable requests from time to time, all available information concerning the financial resources of the district, tentative budgetary requirements and allocation, and such other information as will assist the teachers in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information, except privileged communications, which may be necessary for the Bargaining Unit to process any grievance or complaint.
- C. The Board agrees to make available in school adequate typing, computing, and facilities for making copies and transparencies to aid teachers in the production of instructional material.
- D. The Board shall make available to the teachers two (2) copies of available current Board Policies and all Board policies promulgated. The administration shall meet with the teachers upon written request as often as is reasonably necessary to explain said policy.
- E. The provisions of this agreement shall be applied without regard to race, creed, religion, color, national origin, sex or marital status.

Article II: Rights of the Board

The teacher recognizes that the Board has responsibility and authority to manage and direct, on behalf of the public, all the operations and activities of the school district to the full extent authorized by law, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provisions of this Agreement.

Article III: Professional Compensation

A. The salaries of teachers covered by this agreement are set forth in Schedule A, which is attached to and incorporated in this Agreement.

Each pay period each teacher shall receive the following information:

1. Gross Pay
2. Breakdown of deductions including:
 - a. Federal Income Tax
 - b. State Income Tax
 - c. Social Security
 - d. Other deductions to be limited to whatever number that can be accommodated by current payroll processing programs.

B. The salary schedules are based upon a normal weekly teaching load according to the accepted school calendar.

C. The following legal holidays shall be observed and all schools closed:

- New Year's Day
- Memorial Day
- Labor Day
- Thanksgiving Day
- Christmas Day

D. Teachers will be paid on either a basis of twenty (20), twenty-one (21) or twenty-six (26) payments, but once the choice is made it cannot be changed during the school year. The Board shall grant up to five (5) years credit on the salary schedule for prior experience.

Article IV: Teaching Hours

A. The teacher's normal hours of work shall be as designated by the Board except that the Board shall make known its proposed hours to the teachers and shall if requested by the teachers, meet to mutually discuss the opening and closing times of the teacher's school day. Hours of work for elementary teachers in the AuTrain-Onota Public School

B. District shall be set each calendar year. All elementary teachers shall have a 15-minute duty-free recess in the morning or afternoon, depending on school year

- schedule, and the lunch hour period. The 15-minute recess period shall be supervised by a certified Teacher on a weekly rotating basis. Teachers shall be released on Fridays and days before holidays as soon as school is dismissed.
- C. One of the required five professional development days in excess of scheduled student days shall be designated as a preparation day, for all members covered by this agreement.
 - D. Staff meetings may be called by the Administration, provided a one (1) day notice is given.
 - E. Inservice training sessions will be scheduled according to current Michigan Department of Education requirements. Sessions may be scheduled by the Administration provided two (2) weeks notice is given. These sessions are to run no later than 5:00 P.M. Attendance is mandatory for those teachers for whom the inservice training has been scheduled.
 - F. Each teacher will be given the opportunity to attend at least two conferences, workshops or seminars during the school year.
 - G. New teachers will participate in professional development and mentoring process. An experienced teacher will be provided as a mentor.

Article V: Teaching Loads and Assignments

- A. Teachers who will be affected by a change grade assignment or subject matter will be notified and consulted by their Administrator as soon as practicable and prior to July 31st. Such changes will be voluntary to the extent possible.
- B. Each full-time employee covered by this contract shall be granted a minimum of one and a half hours as preparation time per normal school week. Part-time employees are to receive a prorated preparation time.
- C. Released time shall be provided as deemed necessary by the administrator.
- D. A teacher is expected to remain after the normal school day when an advanced appointment for a personal conference is made by a parent or student.
- E. Teachers will be paid \$10/hour whenever they teach a class during their preparation time.
- F. Teachers, who are required to attend an IEP and/or staffing during the school day, will be provided with a substitute teacher in their classroom for that time period.

Article VI: Teaching Conditions and Responsibilities

- A. The Board will make a continuing effort to reach the state recommended standards as to classroom size.
- B. The Board agrees at all times to keep the schools reasonably equipped and maintained subject to the funds available. The Board will confer from time to time with the Bargaining Unit and/or appropriate teacher professional improvement committees on the selection of text materials and educational aids for improving the learning process.
- C. The Board shall maintain the existing restrooms and faculty lounge exclusively for adult use.
- D. Telephone facilities shall be made available to teachers for their reasonable use as presently provided.
- E. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. Any behavior that is within the bounds of the State Tenure Law is not within the appropriate concern or attention of the Board.
- F. When students are not in attendance due to weather conditions, the professional staff shall not be required to be in attendance.
- G. If school is cancelled after a teacher has reported for work, and the day is not counted as a day of instruction, and that day exceeds the current year required day count teaching contract, then the Autrain-Onota School will reimburse teachers at \$25.00 for showup time.
- H. Any teacher that attends a scheduled conference or workshop on a day that school is cancelled due to weather or other reason, that teacher will be compensated with an equal amount of personal time (i.e. half day or full day.)
- I. Administrators shall make requisition forms available to each teacher for classroom supplies and materials. Each teacher shall receive adequate supplies of pencils and paper upon approval by the Administrator of a requisition form made available to each teacher.
- J. A teacher will notify the Administrator no later than September 1st of each school year as to eligibility for a salary increase on the Teaching Salary Grid due to completion of education credits and/or degrees. An eligible teacher is responsible to provide the required documentation to the business office.

Article VII: Leave Pay

- A. All teachers absent from duty because of personal illness shall be granted ten (10) days sick leave per year, accumulative to ninety (90) days. Ten days are to be granted at the beginning of each school year. In addition, one of the ten sick days yearly may be used for personal business. First year teachers who use their ten (10) days and do not complete the school year shall repay unearned sick leave. Tenure teachers shall have the right to borrow up to thirty (30) days from future sick leave, which shall be repaid. The Board reserves the right to request doctor certification for absences due to illness in excess of five (5) consecutive days.
- B. Each teacher shall be given written notice at the beginning of the school year as to the amount of sick leave s/he has accumulated.
- C. Teachers shall be paid at one half of the current substitute pay for each day of sick leave accumulated over 90 days. This payment shall be made at the start of the school year.
- D. Teachers shall receive two (2) personal days per school year, and (2) additional personal days per school year for supervising the recess period. The 15-minute recess period shall be supervised by a certified Teacher on a weekly rotating basis. Personal days can accumulate to five (5) days. One of the ten sick days yearly may be used for personal business, as stated in VII A.

Article VIII: Leaves of Absence

- A. Any teacher whose personal illness extends beyond the period compensated under Article 7, shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness up to twelve months beyond expiration of compensated sick leave time. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position, provided the teacher is capable of performing the duties of such position.
- B. Leaves of absence generally for reasons other than personal illness may be granted by the Administrator upon application via the principal of the school. Approval of such leaves shall depend in part upon the availability of suitable substitutes, the availability of sufficient sums to pay such substitutes, the feasibility of altering schedules, and the amount of notice given the Board on application.

- C. Leaves of absence when granted shall be with time chargeable against the teacher's earned and accumulated sick leave time for the following reasons, unless other reasons are approved by the Board or its representative.
1. A maximum of five (5) days per school year for a critical illness in the immediate family. The teacher's immediate family shall include father, mother, sister, brother, spouse, children, parents-in-law, and other relatives living in the same household as a member of the regular family unit.
 2. When a death occurs in the teacher's immediate family, the teacher shall be granted five (5) days, if requested, one shall be the day of the funeral.
 3. Additional time in the above two categories may be granted as leave by the Administration.
- D. The following leaves of absence, when granted, shall be with pay and not chargeable against the teacher's sick leave time:
1. Absence when a teacher is called for jury service. (Any compensation received, excluding mileage, shall be turned over to the Board.)
 2. Lost time when a teacher is under a subpoena from any court or administrative agency.
 3. Time necessary to take the selective service physical examination.
 4. Teacher's absences resulting from school related assault and battery.
- E. Leaves of absence without pay may be granted upon application and Board approval for the following purposes and the regular salary increment occurring during such period shall be allowed. Teachers hired to fill these positions will be informed in writing of the status of the position.
1. Study related to the teacher's certification.
 2. Study to meet eligibility requirements for a license in an area of education.
 3. Study, research or special teaching assignment involving probable advantage to the school system.
 4. Full time participation in the Peace Corps or other government sponsored programs.
 5. Sabbatical leave pursuant to Section 380.1235 of the School Code.
- F. The Board shall use the guidelines of the Michigan Family Leave Act of August 1993 to grant a teacher a leave of absence for the purpose of family care.
- G. Military leaves of absence may be granted to any teacher who is inducted or shall enlist for military duty in any branch of the armed forces of the United States. Teachers on military leave shall be given the benefit of any contractual increments or sick leave allowances gained in their absence. Teachers on military leave shall be entitled to return to their position on the anniversary date of the next contractual year, provided that sufficient notice is given by the teacher to allow the Board to make contractual provisions for the return.

- H. Terminal Leave. Upon retirement and after the retiree has been in the system ten (10) years, one month's pay shall be given the retiree, based on a ten month school year at that teacher's present rate of pay, excluding extra-curricular pay, or the employee may choose to receive compensation at the current substitute rate for accumulated sick leave up to ninety (90) days.
- I. There shall be no break in seniority during leaves of absence for layoff and recall purposes, but does not affect steps on the salary schedule for the employee.

Article IX: Teacher Evaluation

- A. Each teacher shall be notified and have the right to review any evaluation sheets made by the local administration and to see transcripts and certificates before they are placed in his/her personnel file.
- B. A teacher shall at all times be entitled to have present a mutually acceptable representative of Marquette-Alger Regional Educational Service Agency (MARESA) when s/he is being reprimanded, warned or disciplined for any infraction of discipline or delinquency in professional performance, if requested. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Marquette-Alger Regional Educational Service Agency is present.
- C. A tenure teacher's evaluation is subject to the grievance procedure.
- D. Teacher evaluations for both probationary and tenured teachers are subject to the provisions of the current Michigan Tenure Act.
- E. After each formal teacher evaluation a conference will be conducted with the teacher by the evaluator within one (1) week.

Article X: Student Discipline and Teacher Protection

- A. The Board and Administration recognize its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board and Administration will always follow current state and federal law.
- B. A teacher may exclude a pupil from one class period 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 Administrator, as promptly as his teaching obligations will allow, full particulars of the incident in writing.

- C. Any teacher may use such restraining physical force as is necessary on the person of any pupil in conformance with the current General School Code Law.
- D. Any assault upon a teacher arising from performance of duties shall be promptly reported to the Board or its designated representative. In the event of such an assault or if a teacher is complained against or threatened with civil court action by reason of disciplinary action taken against a student the teacher involved may request assistance from the Board in such matters, including financial aid for the services of legal counsel. These requests shall be made to the Board whose determination of whether the conduct of the teacher involved justifies any assistance from the Board. The Board has total discretion in granting or not granting assistance. All teachers shall observe Board approved and published rules respecting punishment of students as established by the Board or required by law.
- E. Any complaints directed toward a teacher shall be promptly called to the teacher's attention if the complaint is considered serious enough to note in the teacher's personal folder. The teacher may submit a written notation regarding any material and the same shall be attached to the file copy of the material in question if the teacher believes that material to be placed in his/her file is inappropriate or in error, he may receive adjustment provided cause is shown, through the grievance procedure, whereupon the material will be corrected or expunged from the file. The source of the complaint shall be identified.
- F. The Board recognizes that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed children nor be charged with responsibility for psychotherapy.
- G. The Board will reimburse teachers for any loss, damage or destruction of clothing or personal property of the teacher as a result of an assault and battery of the teacher while on duty in the school or on the school premises.

Article XI: Vacancies, Promotions and Transfers

- 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 a transfer to a different class, position shall be made in writing, one copy of which shall be filed with the Administrator/School Board. The application shall set forth the reasons for grade or position sought, and the applicant's academic qualifications. Such requests shall be renewed once each year to assure active consideration by the Board.

- B. The teachers recognize that when vacancies or new positions occur during the school year, it may be difficult to fill them from within the district without undue disruption to the existing instructional program. If the Superintendent in his/her reasonable judgment so determines, such a vacancy may be filled on a temporary or tentative basis until the end of the normal school year. The position will be posted for five (5) school days.
- C. Likewise all supervisory vacancies will be posted for five (5) school days and the Board will give equal consideration to all professional employees who apply.
- D. When vacancies or new positions occur during the summer recess, the Administrator shall send a copy of the notice to the teachers. The permanent assignment of a teacher to the open position shall not be made until the expiration of a ten (10) day waiting period.
- E. An involuntary transfer will be made only in case of emergency or to prevent undue disruption of the instructional program. The Administrator shall notify the 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 a 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.
- G. Any new position that is created must be posted in the same manner as any vacancy.

Article XII: Negotiation Procedures

Negotiation procedures shall be conducted according to the rights and provisions of the Michigan Tenure Act.

Article XIII: Reductions in Personnel, Seniority and Recall

- A. In the event of lay off due to a decreased student enrollment or shortage of revenue, the order of reduction shall be:
 - 1. First year probationary teachers shall be laid off first by using the following order:
 - a. Certification
 - b. Seniority
 - c. Semester hours
 - d. Competency as determined by administrative

evaluation of probationary personnel in accordance with Board of Education policy and Administrative Regulations.

2. Second year probationary teachers shall be laid off in accordance with A., 1 above.
 3. Third year probationary teachers shall be laid off in accordance with A., 1 above.
 4. Tenure teachers shall be laid off only after all probationary teachers have been laid off. In proper cases of special qualifications, exceptions may be made. Tenured teachers shall be laid off by using the criteria below in the following order:
 - a. Certification
 - b. Seniority
 - c. Semester hours
 5. Seniority shall be defined as the teacher's first working day of continuous service in the school district. In the circumstances of more than one individual teacher beginning on the same date, date of hire will determine position on the seniority list. A teacher shall lose seniority if s/he resigns, retires, or is discharged by the Board, providing said discharge is not being challenged through tenure proceedings, the courts or the grievance procedure.
 6. If a tenured teacher is on layoff, s/he shall retain the right to return to work as soon as there is a position for which s/he is certified and qualified, provided s/he is the most senior person in line.
- B. If for any reason the Board anticipates a reduction of staff, it shall, prior to taking formal action, consult with the Marquette-Alger Regional Educational Service Agency to receive recommendations regarding priorities and procedures to be followed.
- C. In the event it becomes necessary to reduce the number of teachers through lay off, or to reduce the number of teachers in a given subject area, field, or program, or eliminate or consolidate position(s), the Board shall determine the order of lay off, provided, however, such action shall not be contrary to Section A and conforms to the following:
1. The Board shall develop a list of necessary staff positions that are to be reduced based upon the proposed educational program for the forthcoming school year. The list of staff positions that are

to be reduced shall be posted in each building with a copy to the teachers. Such list shall be posted prior to any layoff. A tenure teacher on leave of absence shall be considered in the same status as an actively employed teacher.

2. The Board shall endeavor to give forty-five (45) calendar days' notice of the individual involved, and in any event, thirty (30) calendar days' notice shall be given in all cases.
- D. Any teacher on layoff shall be recalled in inverse order of layoff provided s/he is certified and qualified and is the most senior person in line for the vacancy. No loss of tenure or seniority granted by the district shall occur, and a teacher's accumulated sick leave shall not be cancelled but shall remain credited to him/her for a three (3) year period. This does not affect steps on the salary schedule. Prior to a recall, all available positions shall have been posted internally for at least ten (10) days.
- E. 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.
- F. The Board shall give written notice of recall from layoff by sending a registered or certified letter, return reply requested, to said teacher, at his/her last known address. It shall be the responsibility of each teacher to notify the Board of any change in address. The teacher's address as it appears on the Board's records shall be conclusive when used in connection with layoffs, recall, or other notice to the teacher. If a teacher fails to report to work within ten (10) calendar days from date of sending of the recall and acknowledgment of receipt of same, unless extenuating circumstances exist, said teacher shall be considered as a voluntary quit and shall thereby terminate his individual employment contract and any other employment relationship with the Board.
- G. Seniority will be earned only where a member is in a bargaining unit, or on a Board approved leave of absence from a bargaining position.
- H. A teacher on a Board approved leave of absence shall only be replaced by a certified and qualified teacher who is issued an individual contract only for that time period during which the leave has been approved, and the individual contract shall state that the teacher has no rights of recall.

Article XIV: Duration of Agreement

- A. This agreement shall be effective as of September 1, 2005 and shall continue in effect until the 31st of August 2008. Negotiations between the parties shall begin at least 60 days prior to the contract expiration date. If, pursuant to such negotiations, an agreement on the renewal or modification is not reached prior to the expiration date, this agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties.
- B. Copies of this agreement titled "Contractual Agreement between the AuTrain-Onota Public Schools and the Teachers' Bargaining Unit" shall be printed at the expense of the Board within 30 days after the agreement is signed and presented to all teachers now employed, hereafter employed or considered for employment by the Board. All school district personnel policies or any changes in said policies shall be distributed to all teachers within thirty days of the commencement of this contract or upon employment.

Bargaining Unit and Board Signatures

<u>Byron Turner</u>	<u>Ellen L. Sternhoff</u>
<u>DD Molitor</u>	<u>Audrey A. DesArmo</u>
<u>Diane Shekauer</u>	<u>[Signature]</u>
<u>Linda Asman</u>	<u>Winston L. Cremody</u>
<u>Raymond Pelissier</u>	<u>_____</u>
<u>[Signature]</u>	

SCHEDULE A: SALARY SCHEDULE FOR 2005-2006, 2006-2007 & 2007-2008

2005-2006 Teacher Salary Schedule

Steps	BA/BS	BA/BS+20	MA or +40	MA+15
0	26,000	26,940	27,880	28,820
1	26,940	27,880	28,820	29,760
2	27,880	28,820	29,760	30,700
3	28,820	29,760	30,700	31,640
4	29,760	30,700	31,640	32,580
5	30,700	31,640	32,580	33,520
6	31,640	32,580	33,520	34,460
7	32,580	33,520	34,460	35,400
8	33,520	34,460	35,400	36,340
9	34,460	35,400	36,340	37,280
10	35,400	36,340	37,280	38,220
11	36,340	37,280	38,220	39,160
12	37,280	38,220	39,160	40,100
13	38,220	39,160	40,100	41,040
14	39,160	40,100	41,040	41,980
15	40,100	41,040	41,980	42,920
16	41,040	41,980	42,920	43,860
17	41,980	42,920	43,860	44,800
18	42,920	43,860	44,800	45,740
19	43,860	44,800	45,740	46,680
20	44,800	45,740	46,680	47,620

2006-2007 Teacher Salary Schedule

Steps	BA/BS	BA/BS+20	MA or +40	MA+15
0	26,000	26,940	27,880	28,820
1	26,940	27,880	28,820	29,760
2	27,880	28,820	29,760	30,700
3	28,820	29,760	30,700	31,640
4	29,760	30,700	31,640	32,580
5	30,700	31,640	32,580	33,520
6	31,640	32,580	33,520	34,460
7	32,580	33,520	34,460	35,400
8	33,520	34,460	35,400	36,340
9	34,460	35,400	36,340	37,280
10	35,400	36,340	37,280	38,220
11	36,340	37,280	38,220	39,160
12	37,280	38,220	39,160	40,100
13	38,220	39,160	40,100	41,040
14	39,160	40,100	41,040	41,980
15	40,100	41,040	41,980	42,920

16	41,040	41,980	42,920	43,860
17	41,980	42,920	43,860	44,800
18	42,920	43,860	44,800	45,740
19	43,860	44,800	45,740	46,680
20	44,800	45,740	46,680	47,620

2007-2008 Teacher Salary Schedule

Steps	BA/BS	BA/BS+20	MA or +40	MA+15
0	26,000	26,940	27,880	28,820
1	26,940	27,880	28,820	29,760
2	27,880	28,820	29,760	30,700
3	28,820	29,760	30,700	31,640
4	29,760	30,700	31,640	32,580
5	30,700	31,640	32,580	33,520
6	31,640	32,580	33,520	34,460
7	32,580	33,520	34,460	35,400
8	33,520	34,460	35,400	36,340
9	34,460	35,400	36,340	37,280
10	35,400	36,340	37,280	38,220
11	36,340	37,280	38,220	39,160
12	37,280	38,220	39,160	40,100
13	38,220	39,160	40,100	41,040
14	39,160	40,100	41,040	41,980
15	40,100	41,040	41,980	42,920
16	41,040	41,980	42,920	43,860
17	41,980	42,920	43,860	44,800
18	42,920	43,860	44,800	45,740
19	43,860	44,800	45,740	46,680
20	44,800	45,740	46,680	47,620

The current 3-year contract:

- Begins with a new step salary schedule reflecting a \$26,000 starting salary for Step 0, Column 1
- a \$940 increase between each step level
- a \$940 increase between each column level

SCHEDULE B: EXTRACURRICULAR OR EXTRA-DUTY SALARY SCHEDULE

Payment for extracurricular or extra-duty activities which the Board implements during the duration of this Agreement will be discussed with the Bargaining Unit prior to implementation. All stipends are per fiscal school year.

Sixth Grade Advisor	\$645.00
Mentor	\$135.00

SCHEDULE C: BENEFITS AND INSURANCE

The Board shall make a contribution of the proper rate per month and annual deductible for eligible full-time teaching staff employees. SET SEG serves as the plan administrator for the following negotiated health insurance carriers:

1. Medical Coverage & Prescription Coverage (employee and spouse and/or family)
 - Blue Cross/Blue Shield of Michigan, Flexible Bluegroup PPO, High Deductible Health Plan
2. Health Savings Custodial Account (HSA) (employee)
 - BASIC plan in conjunction with Fifth Third Bank
3. Dental (employee)
 - SET SEG / Fortis Benefits Ultra-Dent Plan
4. Vision (employee and spouse and/or family)
 - Spectera Network Plan
5. Long-Term Disability (employee)
 - SET SEG Long-Term Disability (payable after a 3-month absence from work due to sickness or disability as defined by the plan.)

In addition, the Board agrees to pay a total of \$100 per family for dental expenses upon receipt of statement of expense to the business office.

Each teacher will be provided with \$20,000 of group term life insurance during the school year.

It is further agreed that if a less expensive insurance coverage can be found, it will be studied by a panel of school board members and benefit-eligible group members to determine the extent of its comparability to the current plan. In the event that it is determined equal, the benefit-eligible group members retain the right to continue with the plan(s) administered by SET SEG and to pay the difference.

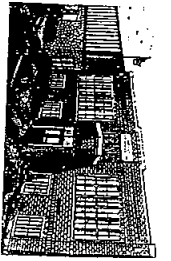
The intent here is to give the Board the right to 'shop around' for an equal policy at a lower premium. The intent of the benefit-eligible group members is to make sure of the equality of coverage.

It is also established that coverage of the current insurance plans are agreed to under the current plan terms. The intent here is to insure that SET SEG and/or the insurance carriers do not add additional benefits under their plans and expect the Board to pay for these benefits without negotiations.

Cash in Lieu of Benefits : The Board agrees to pay \$1500.00 to any full-time teaching staff member in lieu of medical, dental, vision, and long-term disability coverage for a benefit-eligible employee. The \$1,500 is the amount agreed upon for the Cafeteria Plan.

SCHEDULE D: CALENDAR 2005-2006

The school district calendar is presented for the first year of the contract. Calendars will be added to the Master Agreement as they are approved by the Board each year.



AUTRAIN-ONOTA PUBLIC SCHOOL 2005-2006

July	August	September	October
S M T W T F S 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

November	December	January	February
S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28

March	April	May	June
S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

Marking Periods
 October 7—Interim Reports
 November 11—End of 1st marking period
 December 9—Interim Reports
 January 27—End of 2nd marking period
 March 3—Interim Reports
 April 7—End of 3rd marking period
 May 12—Interim Reports
 June 7—End of 4th marking period

8:10am — School Starts
 11:30am-12noon Lunch
 3:00pm — School Dismissal

AUTRAIN-ONOTA PUBLIC SCHOOL
 N8790 Deerton Road
 P.O. Box 105
 Deerton, MI 49822
 Phone (906) 343-6632 Fax (906) 343-6633

176 Student Days
 181 Teacher Days

SEPT	2	Professional Development Day NO SCHOOL (Teachers Only)
	5	Labor Day
	6	Professional Development Day NO SCHOOL (Staff Only)
Wednesday Friday	7 9	FIRST DAY OF SCHOOL (K-6) FIRST DAY OF PRESCHOOL class
OCT	14	Professional Development Day NO SCHOOL
NOV	23 24 25	11:30 Dismissal Thanksgiving Break—NO SCHOOL Thanksgiving Break—NO SCHOOL
DEC	20	full day school— Christmas Break Begins: after Dismissal Christmas Break—NO SCHOOL
Dec 21-Dec 31		
JAN	2	Break continues—NO SCHOOL
Tuesday	3	School Resumes
FEB		
MARCH	20-24 27	Spring Break—NO SCHOOL School Resumes
APRIL	14 17	Easter Break—NO SCHOOL Easter Break—NO SCHOOL
MAY	29	Memorial Day—NO SCHOOL
JUNE	7 8-9	LAST DAY OF SCHOOL (K-6) School Picnic—1:00pm Dismissal Professional Development Day (Teachers only)

SCHEDULE E: MEETINGS

Committee meetings called by the administrator and/or Board beyond the Master Contract and/or the contracted school year shall be compensated at the current rate paid to the Board members. IEP's and/or Staffings that require a teacher to attend beyond the contracted school year, will be compensated at the current rate paid to the Board Members.