

**MASTER AGREEMENT
BOARD OF EDUCATION
RAPID RIVER PUBLIC SCHOOLS**

and

RAPID RIVER EDUCATION ASSOCIATION

2007 - 2008

2008 - 2009

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MASTER AGREEMENT

1 This agreement entered into this 31st day of January, 2008, by and between the Board of Education of the Rapid
2 River School District, hereinafter called the "Board" and the Rapid River Education Association/Upper Peninsula Education
3 Association/Michigan Education Association (RREA/UPEA/MEA), hereinafter called the "Association".
4

WITNESSETH

5
6 WHEREAS, the Board and the Association recognize and declare that providing a quality education for the
7 children of Rapid River is their mutual aim and that the character of such education depends predominantly upon the quality
8 and morals of the teaching service, and

9 WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating programs
10 designed to improve educational standards, and

11 WHEREAS, the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to
12 bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and
13 conditions of employment, and

14 WHEREAS, the parties, following extended and deliberate professional negotiations have reached certain
15 understandings which they desire to memorialize,

16 In consideration of the following mutual covenants, it is hereby agreed as follows:
17

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SECTION 1

RECOGNITION

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3 1. The Board hereby recognizes the Association (RREA/UPEA/MEA) as the exclusive bargaining representative,
4 as defined in Section II of Act 379, Public Acts of 1965, as amended, for all professionally certified personnel
5 including, but not limited to part-time, probationary, and tenured classroom teachers, special education teachers,
6 speech therapists, and librarians employed by the Board whether or not assigned to a public school building, but
7 excluding executive personnel, supervisors, custodial, office and clerical employees, bus drivers, cooks, teachers'
8 aides, library assistants, substitutes, and all other non-certified, non-professional employees.

9 2. The Board agrees not to negotiate with any teachers organization other than the Association for the duration of
10 the Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting
11 a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not
12 inconsistent with the terms of the Agreement, provided that the Association has been given opportunity to be
13 present at such adjustment.

14 3. Within thirty (30) days of the beginning of their employment hereunder, teachers may sign and deliver to the Board
15 an assignment authorizing deduction of membership dues or assessments of the United Profession (including the
16 National Education Association and the Michigan Education Association and local dues) upon such conditions
17 as the Association shall establish. Such sums shall be deducted as dues from the regular salaries of all teachers
18 and remitted not less frequently than monthly to the Association.

19 It is recognized that because of religious conviction or otherwise, some teachers object to joining any organization
20 engaged in collective bargaining. At the same time, it is recognized that the proper negotiation and administration
21 of collective bargaining agreements entail expense of such agreements. To this end, within thirty (30) days from
22 the commencement of their employment, all teachers who do not join the Association shall pay a representation

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1 fee which is equivalent to the United Profession dues and assessments. Persons paying the representation fee may
2 do so by signing an assignment authorizing payroll deductions for said fee.

3 For part-time teachers, they shall be responsible for union dues according to the MEA and local dues schedules.

4 4. Save Harmless Clause. The Association agrees to indemnify the Board and each individual board member for any
5 costs or damages which may be assessed against the Board as the result of said suit or action resulting from this
6 agency shop agreement, subject, however, to the following

7 a. The Association will not enforce this provision discriminately against any teacher by virtue of
8 membership or activities with the Association. Such discrimination is illegal.

9 b. The Association shall assume the sole defense of this agency shop agreement and choose the legal counsel
10 to defend this shop agreement.

11 c. The Association shall have the right to compromise or settle any claim made against the Board under this
12 section.

13
14 SECTION 2

15 RIGHTS AND RESPONSIBILITIES

16 1. The Association and Board accept as their first responsibility the provision of a high quality and continuous
17 educational program for children appropriate to their individual needs and interests in a viable democratic society.
18 Free and open discussion and consultation as a means to achieve this end between the Association and the Board
19 is encouraged.
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SECTION 3

TEACHERS' RIGHTS AND RESPONSIBILITIES

1. The teacher accepts responsibility to strive for excellence in teaching, and to take advantage of opportunities for continually improving his teaching skills and his relationships with children resources made available at or through the school.
2. Nothing in this Agreement shall be construed to deny or restrict a teacher's rights under the Michigan General School Laws or applicable civil laws or the Michigan Tenure Law or Public Act 379 of 1965, as amended. The rights granted in this Agreement are deemed to be in addition to those provided elsewhere.
3. The Local Association and its members shall have the right to use school building facilities at all reasonable hours for meetings subject to Board control, providing that they pay a custodial and maintenance fee for larger than local groups. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off school premises. Bulletin boards and other established media of communication shall be made available to the Association and its members at the expense of the Association. A sign-out log will be provided in the Superintendent's office for the Association president to sign out dittos, reams of paper, etc., to be used for any and all communications to the Association. Use of the teacher bulletin boards will be restricted in that no notices or calls for strikes or any other illegal activity shall be posted thereon.

SECTION 4

BOARD RIGHTS

1. 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 Constitution of the State of Michigan, and of the United States, including, but without limiting the

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1 generality of the foregoing, the right:

- 2 a. To the executive management and administrative control of the school system and its properties
3 and facilities, and the activities of its employees in and around the school area during the school
4 day.
- 5 b. To hire all employees and subject to the provisions of law, to determine their professional
6 qualifications, and the conditions for their continued employment, or their dismissal or demotion;
7 and to promote and transfer all such employees.
- 8 c. To establish grades and courses of instruction, including special programs, and to provide for
9 athletic, recreational and social events for students, all as deemed necessary or advisable by the
10 Board.
- 11 d. To decide upon the means and methods of instruction, the selection of textbooks and other
12 teaching materials, and the use of teaching aids of every kind and nature.
- 13 e. To determine class schedules, and the duties, responsibilities and assignments of teachers.
- 14 f. To establish, change, combine or discontinue departments.
- 15 2. The exercise of its powers, rights, and authority, duties and responsibilities by the Board, the adoption of policies,
16 rules, regulations and practices in furtherance thereof, and the use of judgement and discretion in connection
17 therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such
18 specific and express terms thereof are in conformance with the Constitution and laws of the State of Michigan, and
19 the Constitution and laws of the United States.
- 20 3. The Board specifically reserves the right of free communication with any and all of its employees for the purpose
21 of evaluating the functions and accomplishment of the school system.
- 22 4. Receiving, accounting for, investing, or expending school district money; borrowing money and pledging school

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1 district funds for repayment; and qualifying for state school aid and other public or private money from local,
2 regional, state or federal sources.

3
4 SECTION 5

5 SITE BASED DECISION MAKING

- 6 1. All decision making plans utilized in the district will be negotiated in accordance with the terms of this agreement.
- 7 2. No component of this process can in any way modify the current contract unless mutually agreed to by both
8 parties. Members participating in these programs cannot engage in activities that modify any provision of the
9 current agreement without the approval of the Association.
- 10 3. Participation or non-participation in these programs shall not be used as a criteria for teacher evaluation.
11 Participation in these plans shall be voluntary.
- 12 4. If the program involves school staff or building representation by teachers, the representatives shall be selected
13 by non-management staff.
- 14 5. No information developed by any joint committee shall be used against a bargaining unit member.
- 15 6. In the event conflict develops between the staff and administration or within individual buildings, these conflicts
16 will be resolved to the satisfaction of both parties before any decisions are implemented.
- 17

18 SECTION 6

19 PROFESSIONAL COMPENSATION

- 20 1. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and
21 incorporated in this Agreement. Such salary schedule shall remain in effect for the duration of this Agreement.

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- 1 2. Schools will be closed on New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving Day, and
2 Christmas Day.
- 3 3. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the
4 Board as outlined in Section 28 shall be released from regular duties without loss of salary, personal or sick leave
5 days.
- 6 4. A teacher may designate his biweekly paychecks be issued in 20 payments, 26 payments throughout the calendar
7 year, or 20 payments with a lump sum included in the 20th scheduled payment of the school year. Current
8 employees will designate payment method for the following school year at the close of the current school year,
9 with the option of one (1) change prior to August 1st of that year. Payment method will remain the same during
10 that contractual year.
- 11 5. When a payday falls on a day listed under #2 above, a teacher will receive pay for that period on the day prior.

SECTION 7

TEACHING HOURS

- 15 1. The teacher's normal teaching hours in the school shall be as follows:
- 16 a. 7:50 a.m. to 3:05 p.m.
- 17 Teachers are to be in the classroom 10 minutes prior to class unless attending a meeting and may leave
18 at 3:05 p.m or after the buses depart.

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1 next year. Years of service in the system may be used as one of the criteria for determining class assignments.
2 If any interested teacher is refused the opportunity to change his class schedule to accommodate the said class /
3 classes, administration will be available to discuss class assignments on an individual basis.

- 4 5. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status
5 shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory
6 or executive status.

7
8 SECTION 9

9 PART-TIME TEACHERS

- 10 1. Part-time teachers are teachers contracted by the Board to teach less than a full school day.
11 2. A full day is six (6) class periods on the secondary level (6-12) and the established work day (6 hours) on the
12 elementary level (K-5).
13 3. Compensation at the secondary level shall be based on 20% of the current step of the Master Agreement for each
14 class period taught.
15 4. Compensation at the elementary level shall be prorated on the number of hours taught based on the current step
16 of the Master Agreement. Lunch period is not included.
17 5. All part-time staff members will receive prorated fringe benefits.

18
19
20 SECTION 10

21 TEACHING CONDITIONS

- 22 1. The Board recognizes that appropriate texts, equipment, audio-visual equipment, art supplies, athletic equipment,

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1 current periodicals, standard tests, and questionnaires, and similar materials are the tools of the teaching profession.

2 The parties will confer from time to time for the purpose of improving the selection and use of such educational
3 tools and the Board undertakes promptly to implement all joint decisions thereon made by its representative and
4 the Association. The Board agrees at all times to keep the school reasonably and properly equipped and
5 maintained. It is understood that the ultimate decision with respect to the subject of this paragraph is the exclusive
6 prerogative of the Board of Education and that these matters are not subject to grievance and arbitration.

- 7 2. Under no conditions shall a teacher be required to drive a school bus as part of a regular assignment.
- 8 3. The Board shall make available in each school adequate restroom and lavatory facilities exclusively for teacher
9 use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge.
- 10 4. Telephone facilities shall be made available to teachers in each teachers' faculty lounge for their reasonable use.
11 Long distance calls are to be made at the teachers' expense.
- 12 5. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or
13 political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with
14 respect to the professional employment of such teacher as long as teachers follow Board policies and State and
15 Federal Education Laws regarding religious and political activities while working in the classroom, on school
16 property and at school functions. The private and personal life of any teacher is not within the appropriate concern
17 or attention of the Board.
- 18 6. The provisions of the agreement and the wages, hours, terms and conditions of employment shall be applied
19 without regard to race, creed, religion, color, national origin, age, sex, or marital status, or membership in or
20 association with the activities of any employee organization. The Board and the Association pledge themselves
21 to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex,
22 color or national origin, and to seek to achieve full equality of educational opportunity to all pupils.

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SECTION 12

VACANCIES AND PROMOTIONS

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3 1. Whenever vacancies occur, the superintendent shall promptly notify the president of the Association seven days
4 before the position is posted outside the District. A vacancy shall be defined as a newly created position, one
5 caused by termination, retirement, resignation, death, or a board approved leave of absence.

6 Whenever vacancies occur during the normal summer months when regular school is not in session, all teachers
7 shall be notified of the vacancy in writing by the administration.

8 2. Any teacher may apply for a vacancy. In filling such vacancy, the Board through its administrator, agrees to give
9 due weight to the professional background and attainments of all applicants, the length of time each has been in
10 the school system of the district, and other relevant factors. An applicant with less service in the system shall not
11 be awarded such position unless his qualifications therefore shall be superior to applicants with greater service.

12 The Board declares its support of a policy of promoting from within its own teaching staff, but is not prohibited
13 from hiring or promoting from outside the district, including promotions to supervisory and executive levels.
14 "Service" in the system, for purposes of this agreement, shall mean continuous employment in the district,
15 including substitute service concurrent with unit member status, irrespective of tenure status, but shall exclude all
16 periods when the teacher was on unpaid leave of absence except for FMLA.

17 3. In the event of a reduction in force the district will abide by the condition specified in the Michigan Tenure Act.
18

SECTION 13

REDUCTION OF STAFF

19
20
21 1. In the event that the Board decides to reduce the number of employees through lay-off of employment, or to reduce
22 the number of teachers in a given subject area, field or program, or eliminate or consolidate a position or positions,
23 the Board shall lay off last those teachers with provisional or permanent or life teaching certificates having the

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1 longest service in the district and who are qualified to teach the positions remaining. Qualified teachers are those
2 who meet the certification requirements prescribed in the Michigan Teacher Certification Code of 1967 as revised.
3 After the Board of Education has determined curriculum, and teacher qualifications and experience are equal,
4 seniority will prevail. Then the Board shall have the right to determine who is to be laid off, provided, however,
5 such action shall not be contrary to the priorities established under the Tenure Act. The Board shall give seven
6 (7) or more calendar days notice of such lay-off to the Association and to the employee involved.

7 2. Lay-offs pursuant to this section shall terminate the individual employment contract to all non-tenure teachers so
8 discharged and shall suspend for the duration of the lay-off, the Board's obligation to pay salary or fringe benefits
9 to any tenure teacher so discharged, under the teacher's individual employment contract or under this collective
10 bargaining agreement.

11 3. Tenure teachers shall be recalled in the opposite manner as described in paragraph 1 for lay-off.

12 4. The Board shall give written notice of re-call from lay-off by sending a registered or certified letter to said teacher
13 at his last known address. It shall be the responsibility of the teacher to notify the Board of any change of address.
14 The teacher's address as it appears in the Board's records shall be conclusive when used in connection with lay-
15 offs, recalls, or any other notice to the teacher. If a teacher fails to report for work within five (5) working days
16 from the date of receipt of the letter of recall or thirty (30) days after mailing of recall, unless an extension is
17 granted in writing by the Board, said teacher shall be considered a voluntary quit and shall thereby completely
18 terminate his individual employment contract.

19 5. No later than thirty (30) days following the ratification of this Agreement and by October 1 each year thereafter,
20 the employer shall prepare and post in every building of the district a Seniority List. Bargaining unit members
21 shall have a thirty (30) day period to meet with the administration concerning changes or adjustments on the
22 Seniority List and/or their placement on the list. Thereafter, the list shall be final and conclusive for that school
23 year.

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1 Seniority shall be defined as total years of service to the Rapid River School District in positions that require
2 teacher certification. Every employee who completes one complete year as a full time employee shall be granted
3 a total of six (6) points for the year. An employee who works less than full time shall be granted a pro rata number
4 of points based on the number of hours worked, i.e. a one-half time teacher shall be granted three (3) points for
5 the year. Seniority points will be determined by the number of full time equivalent days taught divided by 180,
6 multiplied by 6, and rounded to the nearest first decimal point. An employee on an involuntary leave of absence,
7 such as a disability, maternity, military shall continue to accrue seniority while on leave of absence. An employee
8 on an approved voluntary leave of absence shall not accrue seniority while on leave, but shall retain the seniority
9 earned prior to such leave.

10 All bargaining unit members shall be ranked on the seniority list as above defined. In the circumstance
11 of more than one individual having the same first day of work, all individuals so affected will participate in a
12 drawing to determine placement on the Seniority List. Bargaining unit members so affected will be notified in
13 writing of the time, date and place of the drawing. The drawing shall be conducted openly and at a time and place
14 that will reasonably allow affected bargaining unit members to be in attendance.

15 In the event a bargaining unit member attains a number of years of seniority to qualify him/her to move
16 on the list or to enter a group for which a drawing has been held, that bargaining unit member shall automatically
17 be added to the bottom of the group for that year on the list.

- 18 6. All seniority in the bargaining unit shall be lost when employment is severed by resignation, retirement, or
19 discharge for just cause.
- 20 7. Administrators shall not accrue seniority in the bargaining unit, but shall be entitled to reinstatement of seniority
21 for bargaining unit positions which were held prior to becoming an administrator, if they are returned to active
22 membership in the bargaining unit and their employment in the district has been continuous.
- 23

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- 1 8. Recalled employees shall have all sick leave benefits, experience level on the salary schedule, and other applicable
2 fringe benefits reinstated upon recall.
- 3 9. Seniority shall continue to accrue for all those bargaining unit members on military leave, Association leave, or
4 any paid leave of absence. Any employee on leave of absence or layoff from the district, even if seniority does
5 not accrue on that leave, shall retain their seniority and be subject to recall for a period of three (3) years.
- 6 10. It shall be the policy of the district to provide fringe benefits, including health care during summer months for
7 employees employed.

8

9 SECTION 14

10 TEACHER EVALUATION

- 11 1. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full
12 knowledge of the teacher. The use of eavesdropping, closed circuit television, public address or audio systems,
13 and similar devices shall be strictly prohibited.
- 14 2. A teacher shall at all times be entitled to have present a representative of the Association when he is being
15 reprimanded, warned, or disciplined for any infraction of discipline or delinquency in professional performance.
16 Representation shall be provided by the Association in a timely manner unless representation of the Association
17 is not readily available, then the Board retains the right to discipline immediately by paid leave any employee on
18 any offense that the Board or its designee determines to present a danger to students or staff, gross misconduct with
19 students or staff, gross insubordination, gross or blatant disregard for work rules and policies, gross unprofessional
20 or irresponsible conduct on the job, being served with a felony charge on or off the job. The Board's designee and
21 the Association shall meet within two working days to discuss the charge(s) and the pending measures the Board
22 or its designees are considering to take on the pending charges.
- 23 3. No teacher shall be disciplined, reprimanded, reduced in rank of compensation or deprived of any professional

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1 advantage without just cause. Violations of this Master Agreement concerning teacher discipline shall be subjected
2 to the professional grievance procedure in Section 18.

3 4. Each teacher shall have the right, upon request to the proper administrative authority, to review the contents of his
4 own personnel file pertaining to his work while employed in this school system. Said teacher may also request
5 a representative of the Association to accompany the teacher in such review. Complaints will only be placed in
6 an employee's file following an investigation by the administration with just cause. Release of any information
7 will only be made under the requirements of the Freedom of Information Act.

8 5. Probationary teachers shall be observed by a district administrator once per semester if possible, but at least twice
9 per year held sixty (60) days apart. Such observations shall be based upon a minimum of 30 minutes each.
10 Tenured teachers may be observed at any time but must be evaluated at least every three years. Evaluations shall
11 be done by the Superintendent, Principal, or other qualified designee of the Superintendent. Such evaluation shall
12 be based on instructional content and strategy. Non-instructional or non-school related matters shall not be a part
13 of the instructor's evaluation.

14 6. The minimum evaluation for non-tenured teachers (as previously stated in this Article) shall be completed at least
15 45 calendar days prior to the end of the school year.

16 7. Teacher evaluations will follow all provisions of the Teacher's Tenure Act.

17 8. Representatives of the Association and Administration will meet to develop an evaluation form which meets or
18 exceeds the requirements of the Tenure Act. Once agreed upon, it will remain in place unless changes are mutually
19 agreed upon by both the Association and the Administration.

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SECTION 15

CLASSROOM VISITATION

1. All requests to visit classrooms must be directed to the appropriate building principal. All persons requesting such visitations must complete the "Request for Classroom Visitation" form.
2. The principal will discuss the request with the appropriate teacher(s). After an evaluation of the reasons for the request and after consultation with the appropriate teacher(s) the principal will render a decision on said request. The principal will mail a copy of the request form to the applicant and provide the teacher with a copy. He/she will have either approved or not approved the request.
3. Should the applicant feel that the decision is inappropriate he/she may discuss the matter with the Superintendent.
4. No classroom visitations shall take place unless the appropriate request for such visit has been completed. It should be noted that this policy applies to parents and citizens and does not apply to school administration, university officials or other appropriate professional personnel.

SECTION 16

MENTOR TEACHER

1. A "mentor teacher" shall be assigned to every probationary teacher upon entrance of the teacher into the system. The "mentor teacher", insofar as possible, shall be a tenure teacher with a minimum of five (5) years teaching experience and shall be engaged in teaching within the same grade, building, or teaching area as the probationary teacher. It shall be the duty of the teaching mentor to assist and counsel the probationary teacher in acclimating to the teaching profession and the school system.
2. Participation as a mentor teacher shall be voluntary. The mentor shall be assigned by the Administration with the approval of the Association. The "mentor teacher" assignment shall be for one year. The appointment may be renewed in succeeding years.

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1 3. Any complaints by parents or students directed toward a teacher shall follow the compliant procedure
2 as outlined in Board Policy 9130.

SECTION 18

GRIEVANCE PROCEDURE AND ARBITRATION

6 Section I A grievance is defined as an alleged violation of a specific Article or Section of this Agreement.
7 If any such grievance arises, there shall be no stoppage or suspension of work because of such grievance; but such
8 grievance shall be submitted to the following grievance and arbitration procedures. An individual employee may
9 present a grievance to the board or its designated representative without the intervention of the Association or its
10 representatives, as long as any adjustment is not inconsistent with the terms of this Agreement.

11 Section II - Step One If the grievance is not resolved in discussion with the building principal, the
12 grievance shall be reduced to writing by the aggrieved person and submitted to the building principal. The written
13 grievance must be submitted to the building principal within five (5) working days from the time of the discussion
14 between the aggrieved person and the building principal.

15 No grievance shall be processed unless it is presented at Step One within five (5) working days of its
16 occurrence.

17 Section III - Step Two If the grievance is not resolved in Step One, the employee may, within five (5)
18 working days of receipt of principal's answer, submit to superintendent a signed, written "Statement of Grievance."
19 A copy shall be given to the principal involved at the same time. The "Statement of Grievance" shall identify all
20 the provisions of this Agreement alleged to be violated by appropriate reference, shall state the contention of the
21 employee and of the Association with respect to these provisions, shall indicate the relief requested and shall be
22 signed by the employee involved.

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1 Within five (5) working days of receipt of the grievance, the Superintendent shall meet with the Association
2 in an effort to resolve the grievance. The Superintendent shall indicate his disposition of the grievance in writing
3 within five (5) working days of such meeting and shall furnish a copy thereof to the Association.

4 Section IV - Step Three If the Association is not satisfied with the disposition of the grievance, or if no
5 disposition has been made within five (5) working days of such meeting or ten (10) working days from the date of
6 filing, whichever shall be later, the grievance shall be transmitted to the Board of Education. Within ten (10)
7 working days the Superintendent or his designee shall meet with the Association on the grievance and shall indicate
8 his disposition of the grievance in writing within five (5) working days of such meeting, and shall furnish a copy
9 thereof to the Association.

10 Section V - Step Four If a satisfactory disposition of the grievance is not made as a result of the meeting
11 provided for in the previous step, either the Board or the Association shall have the right to appeal the dispute to
12 an impartial arbitrator under and in accordance with the rules of the American Arbitration Association. Such appeal
13 must be taken within fifteen (15) working days from the date of the meeting provided for in the previous step.

14 Section VI Time limits may be extended by the Board and the Association in writing; then the new date
15 shall prevail.

16 Section VII - Power of Arbitrator It shall be the function of the Arbitrator, and he shall be empowered
17 except as his powers are limited below, after due investigation, to make a decision in cases of alleged violation of
18 the specific articles and sections of this Agreement.

- 19 1. He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this
20 agreement.
- 21 2. He shall have no power to establish salary scales or change any salary.
- 22 3. He shall have no power to rule on any of the following:
 - 23 a. The termination of services of or failure to reemploy any probationary teacher.

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1 b. a. above does not apply to a tenure teacher who might be placed on probation because of
2 annexation or consolidation.

3 c. The termination of services or failure to reemploy any teacher to a position on the extra-curricular
4 schedule.

5 d. Any claim or complaint for which there is another remedial procedure or forum established by law
6 or regulation having the force of law, including any matter subject to the procedures specified in
7 the Teacher's Tenure Act (Act IV Public Acts, extra session of 1937 of Michigan, as amended).

8 4. He shall have no power to change any practice, policy, or rule of the Board as to the reasonableness of any
9 such practice, policy, rule or any action taken by the Board. His powers shall be limited to deciding
10 whether the Board has violated the express Articles or Sections of this Agreement.

11 5. He shall have no power to decide any question which, under this Agreement, is within the responsibility
12 of management to decide. In rendering decisions, an arbitrator shall give due regard to the responsibility
13 of management and shall so construe the Agreement that there
14 will be no interference with such responsibilities, except as they may be specifically conditioned by this
15 Agreement.

16 6. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other
17 expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense
18 of witnesses called by the other.

19 7. Claims for back pay. All grievances must be filed in writing within five (5) working days from the time
20 the alleged violation was to have occurred. The Board shall not be required to pay back wages more than
21 two (2) days prior to the date a written grievance is filed.

22 a. All claims for back wages shall be limited to the amount of wages that the employee would

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1 otherwise have earned, less any compensation that he may have received from any source during
2 the period of the back pay.

3 b. No decision in any one case shall require a retroactive wage adjustment in any other case.

4 8. Any grievance occurring during the period between the termination date of this Agreement and a new
5 Agreement shall not be processed.

6
7 SECTION 19

8 SICK LEAVE

9 1. Each teacher in the Rapid River Public Schools will be entitled to fourteen (14) days of sick leave at the
10 start of each school year. The unused portion of sick days may accumulate to 150 days. If the teacher
11 suffers an incapacitating illness or accident, the Board could extend sick leave beyond the employee's
12 presently accumulated sick leave.

13 2. Leaves of absence charged to sick leave shall include:

14 a. The illness, maternity, or physical disability of the teacher due to accidents or illness.

15 b. The illness or physical disability of the teacher's immediate family due to accidents or illness.
16 Immediate family shall be defined to include the employee's spouse, parents, parent-in-law, child,
17 brother, sister, grandchild, grandparent, or IRS qualified dependent living in the household of the
18 employee.

19 c. Funeral time beyond three (3) days for death in the immediate family and attendance at
20 funerals of others not in the immediate family.

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SECTION 20

PERSONAL LEAVE

1. Each bargaining unit member shall be granted two (2) days per year of personal leave. Members may earn additional personal leave days by substituting in another teacher's classroom. For each six (6) hours of substituting, they will be granted one (1) personal leave day. Substituting in another teacher's classroom shall be offered to bargaining unit members on a seniority rotation. A refusal by a bargaining unit member to take such a class shall be considered the same as having taken the class.
2. If a teacher does not use all of his/her personal days in any one (1) year, they may carry over three (3) days to the next year. A teacher shall have a maximum of five (5) days in any one year. No more than three (3) days can be used concurrently without approval from the building administrator.
3. Personal leave shall be approved during the last two (2) weeks of school at the discretion of the building administrator.
4. If personal days are used before and after Thanksgiving, Christmas, Spring Break, and Easter, they will be limited as follows: Three (3) high school and three (3) elementary teachers per day may use personal leave time before or after the said vacations at the discretion of the appropriate administrator. Such days shall be granted on a seniority rotation basis under Association auspices.
5. A one (1) week notice is required prior to approval of personal leave. This notice can be waived by the administration if unforeseen circumstances arise.
6. If personal days are not used during the year or carried over, the teacher will be paid \$16.50 per hour or the teacher may elect to convert unused personal hour(s) to accumulated sick leave. One (1) day equals six (6) hours.
7. Each teacher shall be notified on the first day of school, of their personal day accumulation. This information should include the current year.

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SECTION 22

UNPAID LEAVES OF ABSENCE

- 1
- 2
- 3 1. An unpaid military leave of absence shall be granted to any teacher who shall be inducted or shall enlist
- 4 for military duty to any branch of the armed forces of the United States. Teachers on military leave shall
- 5 be given the benefit of any increments which would have been credited to them had they remained in active
- 6 service to the school system. Military leave will be limited to one tour of duty with a maximum of four
- 7 years.
- 8 2. An unpaid leave of absence of up to one calendar year may be granted one time during employment to
- 9 an employee who has maintained a minimum of ten (10) continuous years of service to the Rapid River
- 10 School District subject to the following conditions:
- 11 a. At the teacher's discretion, an employee may be granted a leave of absence for the purpose of
- 12 pursuing an alternate career, job, position or pursuit of an additional course(s) outside their field
- 13 of education. Approval is subject to availability of a qualified/certified replacement.
- 14 b. At the teacher's discretion, an employee may be granted a leave of absence to pursue additional
- 15 credit within their specified field of education. The teacher is required to take at least six (6)
- 16 credits per semester during the one year period. Approval is subject to availability of a
- 17 qualified/certified replacement. Application in both a. and b. must be received by the
- 18 Administration prior to May 1 for the ensuing year.
- 19

SECTION 23

FAMILY MEDICAL LEAVE ACT OF 1993

- 20
- 21
- 22 1. Pursuant to the Family and Medical Leave Act of 1993, a teacher who has been employed at least 12
- 23 months and worked at least 1,250 hours during the prior 12 month period (including all full-time

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1 teachers) is entitled to 12 work weeks of leave during any 12-month period without pay but with
2 group medical insurance coverage maintained for one or more of the following reasons:

- 3 a) due to the birth of the employee's child in order to care for the child;
4 b) due to the placement of a child with the teacher for adoption or foster care;
5 c) due to the need to care for the teacher's spouse, child, or parent who has a serious health
6 condition; or
7 d) due to a serious health condition that renders the teacher incapable of performing the
8 functions of his or her job.

9 2. A "serious health condition" is defined in the Act as an illness, injury, impairment, or physical or
10 mental condition that involves (1) in-patient care in a hospital, hospice, or residential medical care
11 facility or (2) continuing treatment by a health care provider. Other conditions of the FMLA shall
12 apply to leaves under this provision.

13 3. The Board shall have the right to request a physician's statement at the Board's expense that the
14 teacher has made a complete recovery and is able to do the work before returning to the classroom.
15

16 SECTION 24

17 CONFERENCE LEAVE

18 1. A leave of absence without loss of pay or fringe benefits may be granted to bargaining unit members to
19 attend other schools or conferences or conventions which relate to the employee's job and/or job
20 performance.

21 2. The district agrees to reimburse employees taking such leave for the cost of meals and lodging, conference
22 fees, and to pay the employee mileage allowed by the district incurred during such leave. By prior
23 agreement, the employee shall be entitled to ask for and receive an advance for anticipated costs connected

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1 with attendance at such school, conference or convention. The amount of the advance payment shall be
2 mutually agreed upon and shall cover any conference entrance fees, anticipated meals, lodging and
3 mileage. Final payment shall be made upon presentation of receipts for actual incurred expense.
4

5 SECTION 25

6 ASSOCIATION LEAVE

- 7 1. The Board recognizes the rights of the Association to represent the interests of its members and will
8 allow six (6) Association days per year to accumulate up to twelve (12) which are to be taken at the
9 discretion of the Association President so that members of the bargaining unit may attend workshops,
10 conferences, or other functions of the Association or its affiliates. Such days are to be granted upon
11 the request of the Association President or his designee, provided the request has been given at least
12 three (3) days in advance of taking off such days (s). The Board agrees to pay the salary of the
13 bargaining unit member during the Association day(s) and the Association agrees to reimburse the
14 Board for the substitute cost(s) at the rate then in effect and pay all travel and per diem costs for its
15 Association members.
- 16 2. The District shall provide up to four (4) days per year of release time for elected delegates to state and
17 regional meetings. The Association agrees to reimburse the district for the members release time and
18 the cost of the substitute.

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SECTION 26

RETIREMENT INCENTIVE PAYMENT

1
2
3 1. Upon retirement only from public education with the Rapid River Public Schools, under the Michigan
4 Public Schools Employee Retirement System, employees with sufficient years of active duty service within
5 the Rapid River Public School system shall be eligible to receive a retirement incentive payment based on
6 pay a pro-rated portion of their accumulated sick leave as of the time of retirement (each unused sick leave
7 day paid at a percent of the employee's per diem rate, computed by dividing the employee's annual salary
8 by the number of duty days per year multiplied by the applicable percentage rate), as set forth below:

9	after ten (10) full school)	25% of unused sick leave
10	years of active service)	
11			
12	after fifteen (15) full)	50% of unused sick leave
13	years of active service)	
14			
15	after twenty (20) full)	75% of unused sick leave
16	years of active service)	
17			

18 2. An employee shall be eligible for such retirement incentive payment benefits only upon the express
19 condition that said employee submits to the Office of the Superintendent a written notice of retirement six
20 (6) months prior to the effective date of retirement. The employee must complete, sign, and personally
21 deliver to the office of the Superintendent (on a form supplied by the Superintendent's office) this written
22 notice of retirement and request for the retirement incentive payment.

23 3. The employee may rescind in writing to the Superintendent their request for retirement incentive payment
24 once without loss of benefits. The request to rescind "notice of retirement incentive payment" must be
25 submitted three (3) months prior to their official date of retirement.
26
27

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- 1 4. Should the employee die during the 6 month notice period the retirement incentive payment shall be paid
2 to the designated heir as listed in the teacher's term life insurance policy unless another beneficiary is
3 especially designated by the employee in writing.
- 4 5. The employee may elect to receive the retirement incentive lump sum payment under this section or early
5 retirement under Section 27. They may not receive both retirement incentive payment and early retirement
6 benefits. This clause (Section 26; #5) is in effect until June 30, 2009. Thereafter the employee may elect
7 to receive the retirement incentive lump sum payment under this section or the employee may elect to use
8 their unused sick leave pay as stated in Section 26; #1 to purchase years based upon the same calculations
9 found in this section.

SECTION 27

EARLY RETIREMENT

- 13 1. The Board will purchase up to five (5) years retirement credit with the Michigan Public School Employee
14 Retirement System provided the employee elects to retire before they complete their full thirty (30) years
15 credit towards retirement. The Board will not purchase retirement years credit beyond thirty (30) years.
16 To be eligible to receive early retirement the employee must have less than thirty (30) years credit towards
17 retirement and submit their notice and request to retire early to the superintendents office six (6) months
18 prior to taking early retirement. The Board will only purchase the year(s) of service credit based upon the
19 employee's annual salary paid from the Rapid River Public Schools. Any portion of the amount to
20 purchase service credit attributed to salary earned outside of the Rapid River Public Schools will be the
21 responsibility of the employee.
- 22 2. The employee may elect to receive retirement years credit purchased under this section or retirement

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1 incentive payment under Section 26. They may not receive both early retirement and retirement incentive
2 payment.

- 3 3. The employee may rescind their request for early retirement credit once without loss of benefits. This
4 request to rescind the "notice of early retirement" must be submitted three (3) months prior to their official
5 date of retirement.
- 6 4. An employee who opts for early retirement shall execute a waiver and release provided by the employer.
- 7 5. This section (Section 27) expires and will be eliminated June 30, 2009.

8

9 BENCOR PLAN RELATING TO SECTION 26 AND SECTION 27:

10 The employee understands that Retirement Incentive Payments and Early Retirement Purchases will
11 participate in the Bencor National Government Employees Retirement Plan sponsored by AIG VALIC and
12 BENCOR, Inc. Terms and conditions of the plan must be in accordance with state and federal
13 requirements of the Internal Revenue Service.

- 14
- 15 a. An employee electing benefits covered by this plan under the age of 55 will
16 receive 2.35% additional compensation based upon Section 26 of the Master
17 Agreement. The additional 2.35% compensation will be paid to the employee's
18 Bencor account only if the employee provides verification of receiving a total
19 cash payout. This must occur no later than 15 days following the availability of
20 disbursement. Additional compensation will not apply towards the purchase of
21 retirement credit provided in Section 27.
- 22

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SECTION 28

NEGOTIATION PROCEDURES

- 1
- 2
- 3 1. At least sixty (60) days prior to the expiration of this agreement, the parties will begin negotiations for a
- 4 new agreement covering those items negotiable under Act 370, Public Acts of 1965, as amended, to
- 5 include but not limited to wages, hours, terms and conditions of employment.
- 6 2. In any negotiations described in this Article, neither party shall have any control over the selection of the
- 7 negotiating or bargaining representatives of the other party and each party may select its representatives
- 8 from within or outside the school district. It is recognized that no final agreement between the parties may
- 9 be executed without ratification by a majority of the Board of Education and by a majority of the
- 10 membership of the Association, but the parties mutually pledge that representatives selected by each shall
- 11 be clothed with all necessary power and authority to make proposals, consider proposals, and make
- 12 concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.
- 13 3. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation
- 14 machinery of the Michigan Employment Relations Commission or take any other lawful measures it may
- 15 deem appropriate.
- 16

SECTION 29

MISCELLANEOUS PROVISIONS

- 17
- 18
- 19 1. Teachers shall be informed of a telephone number they may call before 6:30 a.m. to report unavailability
- 20 for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to
- 21 arrange for a substitute teacher. When substitutes are not available in the high school, teachers having free
- 22 periods may take the class of the absent teacher at the rate of \$16.50 per period.

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- 1 2. The provisions of the Agreement shall be incorporated into and be considered part of the established
2 policies of the Board. The Board reserves unto itself the normal prerogatives of management rights to
3 decisions that do not specifically violate specific Sections of this contract or applicable state laws.
- 4 3. Copies of this Agreement shall be printed at the joint expense of the Board and the Education Association
5 and presented to all teachers now employed or hereafter employed by the Board within thirty (30) days of
6 both parties' ratification of the contract.
- 7 4. If any provisions of this Agreement or any application of the Agreement to any employee or group of
8 employees shall be found contrary to law, then such provisions or application shall not be deemed valid
9 and subsisting except to the extent permitted by law, but all other provisions or applications shall continue
10 in full force and effect.
- 11 5. Credit for experience outside the school system shall be evaluated by the Board and credit shall be allowed
12 whenever the prior teaching service of the teacher is deemed satisfactory. Full credit will be given through
13 five (5) years for public school experience outside of the system and ½ credit for over five (5) up to ten
14 (10) years, with a full year of half day teaching to be given 1/4 credit over five (5) years. Up to three (3)
15 years of state approved non-public experience will be recognized.
- 16 6. Increments become effective at the start of each year and advancement under the salary schedule shall be
17 automatic at the start of each semester, following completion of required academic or professional courses.
- 18 7. Words appearing herein in the masculine, feminine, neuter, singular, and plural shall be read according to
19 their proper gender and number, depending upon the appropriate context in which the words are used.
- 20 8. A copy of the individual contract to be signed by bargaining unit members shall be attached to the master
21 agreement and will remain unchanged for the duration of the agreement. Employees will continue to
22 receive an individual contract each year of the agreement as required by law which shall state the
23 employee's total compensation for that year and assignment.

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- 1 9. In the event positions not covered by this agreement are instituted by the Board, the parties will open
2 negotiations for the sole purpose of determining compensation and working conditions in that position
3 only. This shall be done before the new position is filled.
- 4 10. A teacher using his own automobile to conduct school business with prior approval of the Superintendent
5 or designee will be reimbursed at the current IRS rate.
- 6 11. Upon request, the Board shall reimburse tuition payments made for approved credit (credit earned
7 within specified field of education or approval by the Administration) up to \$450 per school year for
8 full time teachers, amount to be prorated by percentage of FTE for part-time teachers. A grade of "B"
9 or better is required.

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SECTION 30

DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 2007 and shall continue in effect until June 30, 2009. There shall be 182 contractual days for each school year. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

EDUCATION ASSOCIATION

By: Wendy M. Hankamp By: Traci Sardiff
President RREA Co-President

By: Debbie Pajnick By: Karen Miller
Secretary RREA Co-President

By: James DeGrand
UPEA President

By: Sandra M Walker
MEA Representative

Date Ratified by Board: 01/21/08

Date Ratified by RREA: 01/16/08

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SCHEDULE "A"

2007/2008 SCHOOL YEAR

			<u>BA</u>	<u>BA+CERT</u>	<u>CERT+36</u>	<u>MA</u>	<u>MA+15</u>
6	STEP 1		\$32,537	\$32,899	\$33,467	\$33,736	\$34,116
7	2	1.0399	\$33,835	\$34,212	\$34,802	\$35,082	\$35,477
8	3	1.0398	\$35,182	\$35,573	\$36,187	\$36,478	\$36,889
9	4	1.0397	\$36,579	\$36,986	\$37,624	\$37,927	\$38,354
10	5	1.0396	\$38,027	\$38,450	\$39,114	\$39,428	\$39,873
11	6	1.0395	\$39,529	\$39,969	\$40,659	\$40,986	\$41,447
12	7	1.0394	\$41,087	\$41,544	\$42,261	\$42,601	\$43,081
13	8	1.0393	\$42,701	\$43,176	\$43,922	\$44,275	\$44,774
14	9	1.0392	\$44,375	\$44,869	\$45,644	\$46,010	\$46,529
15	10	1.0391	\$46,110	\$46,623	\$47,428	\$47,809	\$48,348
16	11	1.039	\$47,909	\$48,442	\$49,278	\$49,674	\$50,234
17	12	1.0389	\$49,772	\$50,326	\$51,195	\$51,606	\$52,188
18	13	1.0388	\$51,703	\$52,279	\$53,181	\$53,609	\$54,213
19	14	1.0387	\$53,704	\$54,302	\$55,239	\$55,683	\$56,311
20	15	1.0386	\$55,777	\$56,398	\$57,372	\$57,833	\$58,484
21	L16	550	\$56,327	\$56,948	\$57,922	\$58,383	\$59,034
22	L17	550	\$56,877	\$57,498	\$58,472	\$58,933	\$59,584
23	L25	650	\$57,527	\$58,148	\$59,122	\$59,583	\$60,234

L16 - Starts after Step 15

L17 - Starts after L16

L25 - Starts with the 25th year of service in the Rapid River School District.

Proration based on date of hire.

Credits for horizontal step increases must be pre-approved by the superintendent, graduate level courses within the field of education leading to improved classroom instruction.

*Professional teaching certificate as issued by the Michigan Department of Education.

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1 A. Each teacher shall have their contribution to Michigan School Employee Retirement System paid by the
2 Board.

3
4 B. Each full time teacher will be provided with either PAK A or PAK B health insurance as defined below:

5
6 PAK A:

7
8 MESSA Choices II (\$5.00 RX co-pay included in Plan).

9
10 Delta Dental Auto Plus 008

11
12 VSP III Vision Insurance

13
14 \$50,000 Term Life AD & D

15
16
17 PAK B:

18
19 Delta Dental Auto Plus 008

20
21 VSP III Vision Insurance

22
23 \$50,000 Term Life AD & D

24
25 The current single subscriber rate of Super Care I for annuities or cash. The amount available for each full
26 time employee on PAK B to use for annuities or cash will continue to be the Super Care I single subscriber
27 rate until June 30, 2008.

28
29 Insurance benefits for teachers are for the individual contract year, September 1 to August 31. In the event
30 of a member teacher's death, MESSA insurance benefits will continue for the remainder of the individual
31 contract year.

32
33 Benefits paid pursuant to Internal Revenue Code 125.

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SCHEDULE "A"

2008/2009 SCHOOL YEAR

			BA	BA+CERT	CERT+36	MA	MA+15
STEP 1			\$33,188	\$33,557	\$34,136	\$34,411	\$34,798
	2	1.0399	\$34,512	\$34,896	\$35,498	\$35,784	\$36,186
	3	1.0398	\$35,886	\$36,285	\$36,911	\$37,208	\$37,627
	4	1.0397	\$37,310	\$37,725	\$38,376	\$38,685	\$39,120
	5	1.0396	\$38,788	\$39,219	\$39,896	\$40,217	\$40,670
	6	1.0395	\$40,320	\$40,768	\$41,472	\$41,806	\$42,276
	7	1.0394	\$41,909	\$42,375	\$43,106	\$43,453	\$43,942
	8	1.0393	\$43,556	\$44,040	\$44,800	\$45,161	\$45,669
	9	1.0392	\$45,263	\$45,766	\$46,556	\$46,931	\$47,459
	10	1.0391	\$47,033	\$47,556	\$48,376	\$48,766	\$49,314
	11	1.039	\$48,867	\$49,410	\$50,263	\$50,668	\$51,238
	12	1.0389	\$50,768	\$51,333	\$52,218	\$52,639	\$53,231
	13	1.0388	\$52,738	\$53,324	\$54,244	\$54,681	\$55,296
	14	1.0387	\$54,779	\$55,388	\$56,344	\$56,797	\$57,436
	15	1.0386	\$56,893	\$57,526	\$58,518	\$58,990	\$59,653
	L16	550	\$57,443	\$58,076	\$59,068	\$59,540	\$60,203
	L17	550	\$57,993	\$58,626	\$59,618	\$60,090	\$60,753
	L25	650	\$58,643	\$59,276	\$60,268	\$60,740	\$61,403

L16 - Starts after Step 15

L17 - Starts after L16

L25 - Starts with the 25th year of service in the Rapid River School District.

Proration based on date of hire.

Credits for horizontal step increases must be pre-approved by the superintendent, graduate level courses within the field of education leading to improved classroom instruction.

*Professional teaching certificate as issued by the Michigan Department of Education.

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1 A. Each teacher shall have their contribution to Michigan School Employee Retirement System paid by the
2 Board.

3
4 B. Each full time teacher will be provided with either PAK A or PAK B health insurance as defined below:

5
6 PAK A:

7
8 MESSA Choices II (\$10.00/20.00 RX co-pay included in Plan).

9
10 Delta Dental Auto Plus 008

11
12 VSP III Vision Insurance

13
14 \$50,000 Term Life AD & D

15
16
17 PAK B:

18
19 Delta Dental Auto Plus 008

20
21 VSP III Vision Insurance

22
23 \$50,000 Term Life AD & D

24
25 The current single subscriber rate of current health care coverage for annuities or cash. The amount
26 available for each full time employee on PAK B to use for annuities or cash will continue to be the
27 Choices II single subscriber rate during the life of this collective bargaining agreement.

28
29 Insurance benefits for teachers are for the individual contract year, September 1 to August 31. In the
30 event of a member teacher's death, MESSA insurance benefits will continue for the remainder of the
31 individual contract year.

32
33 Benefits paid pursuant to Internal Revenue Code 125.

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SCHEDULE "B"

EXTRA DUTY SCHEDULE

Freshman / Sophomore Class Advisor:

Year #1 - 1% of Step 1
Year #2 - 1% of Step 2
Year #3 - 1% of Step 3
Year #4 - 1% of Step 4
Year #5 - 1% of Step 5

Junior Class Advisor:

Year #1 - 2% of Step 1
Year #2 - 2% of Step 2
Year #3 - 2% of Step 3
Year #4 - 2% of Step 4
Year #5 - 2% of Step 5

Senior Class Advisor:

Year #1 - 3% of Step 1
Year #2 - 3% of Step 2
Year #3 - 3% of Step 3
Year #4 - 3% of Step 4
Year #5 - 3% of Step 5

Jv/Varsity Cheerleading Advisor:

Football: Yr # 1 - 5% of Step 1
Yr # 2 - 5% of Step 2
Yr # 3 - 5% of Step 3
Yr # 4 - 5% of Step 4
Yr # 5 - 5% of Step 5

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1 JV/Varsity Cheerleading Advisor continued:
2

3 Basketball: Yr # 1 - 5% of Step 1
4 Yr # 2 - 5% of Step 2
5 Yr # 3 - 5% of Step 3
6 Yr # 4 - 5% of Step 4
7 Yr # 5 - 5% of Step 5
8

9 Jr High Cheerleading Adv: Yr # 1 - 2.5% of Step 1
10 Yr # 2 - 2.5% of Step 2
11 Yr # 3 - 2.5% of Step 3
12 Yr # 4 - 2.5% of Step 4
13 Yr # 5 - 2.5% of Step 5
14

15 National Honor Society Advisor:
16

17 Year #1 - 1.5% of Step 1
18 Year #2 - 1.5% of Step 2
19 Year #3 - 1.5% of Step 3
20 Year #4 - 1.5% of Step 4
21 Year #5 - 1.5% of Step 5
22

23
24 Student Council Advisor:
25

26 Year #1 - 4% of Step 1
27 Year #2 - 4% of Step 2
28 Year #3 - 4% of Step 3
29 Year #4 - 4% of Step 4
30 Year #5 - 4% of Step 5
31

32
33 Year Book Advisor:
34

35 Year #1 - 5% of Step 1
36 Year #2 - 5% of Step 2
37 Year #3 - 5% of Step 3
38 Year #4 - 5% of Step 4
39 Year #5 - 5% of Step 5
40
41
42

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1 Driver Education:

	<u>2007/2008</u>	<u>2008/2009</u>
2 Classroom	\$36.39/hr	\$37.12/hr
3 Driving Time	\$24.25/hr	\$24.74/hr

4
5
6 Future hourly rates will increase by the same percent as BA Step #1.
7

8
9 Play Director - one 3-Act Play or two 1-Act Plays:

10 Year #1 - 3% of Step 1
11 Year #2 - 3% of Step 2
12 Year #3 - 3% of Step 3
13 Year #4 - 3% of Step 4
14 Year #5 and Over - 3% of Step 5

15
16
17 Saturday School Teachers:

	<u>2007/2008</u>	<u>2008/2009</u>
18	\$20.89/hr	\$21.31/hr

19
20
21 Lunch Room Aides:

	<u>2007/2008</u>	<u>2008/2009</u>
22	\$10.44/lunch	\$10.65/lunch

23
24
25 Future hourly rates will increase by the same percent as BA Step #1.
26

27
28 Each of the following advisor positions are paid as indicated below:

29 Jr High Quiz Bowl	Yr #1 - 1% of Step1
30 Sr High Quiz Bowl	Yr # 2 - 1% of Step 2
31 Jr High Science Olympiad	Yr # 3 - 1% of Step 3
32 Sr High Science Olympiad	Yr # 4 - 1% of Step 4
33 SADD	Yr # 5 - 1% of Step 5
34 Key Club	
35 Forestry Club	

36
37
38 Games Managers:

39 Yr # 1 - 8.5% of Step 1
40 Yr # 2 - 8.5% of Step 2
41 Yr # 3 - 8.5% of Step 3
42 Yr # 4 - 8.5% of Step 4
43 Yr # 5 - 8.5% of Step 5

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SCHEDULE "B"

COACHING

<u>Position</u>	<u>Years of Experience</u>				
	<u>#1</u>	<u>#2</u>	<u>#3</u>	<u>#4</u>	<u>#5</u>
Varsity Basketball	10%	10.5%	11%	11.5%	12%
J. V. Basketball	6%	7%	8%		
8th Grade Basketball	3%	3.5%	4%	4.5%	5%
7th Grade Basketball	3%	3.5%	4%	4.5%	5%
Varsity Cross Country	3%	4%	5%		
Varsity Football	10%	10.5%	11%	11.5%	12%
Ass't Varsity Football	6%	7%	8%		
J. V. Football	6%	7%	8%		
Ass't J. V. Football	4%	5%	6%		
Golf	2%	2.5%	3%		
Varsity Track	6%	6.5%	7%	7.5%	8%
Ass't Varsity Track	4%	5%	6%		
7th and 8th Grade Track	3%	4%	5%		
Volleyball	8%	9%	10%		
JV Volleyball	4%	4.5%	5%		
Softball	6%	6.5%	7%	7.5%	8%

Coaches/advisors not presently employed in another staff position will be compensated based upon a step index increase for each year of experience up to Step 6. Coaches/advisors who continue Schedule B positions following retirement will be compensated at the rate they would have attained prior to their retirement.

**MASTER AGREEMENT
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1 **Deleted band director %'s that were inadvertently left in when the last contract was updated.**
2 **Moved Music Director addendum to final page of contract above where pay dates are clarified.**

3
4 Music Director:

5

6	Position:	Marching Band	Yr #1 - 2% of Step 1
7			Yr #2 - 2.5% of Step 2
8			Yr #3 - 3% of Step 3
9			Yr #4 - 3% of Step 4
10			Yr #5 - 3% of Step 5
11			
12		Concert Band	Yr #1 - 2% of Step 1
13			Yr #2 - 2.5% of Step 2
14			Yr #3 - 3% of Step 3
15			Yr #4 - 3% of Step 4
16			Yr #5 - 3% of Step 5
17			
18		Jazz Band	Yr #1 - 2% of Step 1
19			Yr #2 - 2.5% of Step 2
20			Yr #3 - 3% of Step 3
21			Yr #4 - 3% of Step 4
22			Yr #5 - 3% of Step 5
23			
24		Pep Band	Yr #1 - 2% of Step 1
25			Yr #2 - 2.5% of Step 2
26			Yr #3 - 3% of Step 3
27			Yr #4 - 3% of Step 4
28			Yr #5 - 3% of Step 5

29
30 Non-faculty director(s) will be compensated upon a step index increase for each year of experience up to
31 Step 6.

32
33 Pay dates for extra curricular activities:

34

35	Three times per school year:	after fall activities -	early December
36		after winters activities -	mid March
37		after spring activities -	mid June

38

39 To be paid for extra curricular activities a form must be obtained from the Athletic Director/Principal,
40 completed and returned to the same. The Athletic Director/Principal will then send the form to the payroll
41 department for payment. If the form is not received in the payroll department by the deadline, payment
42 will be made at the next extra curricular payroll date indicated above.

43
44
45

ADDENDA FOR TWO-WAY INTERACTIVE NETWORK
SCHOOL IN THE
DELTA-SCHOOLCRAFT INTERMEDIATE SCHOOL DISTRICT

I. ADDENDA

- A. This agreement recommended be adopted as part of the local agreement hereinafter referred to as the ITV ADDENDA is entered into this _____ day of _____ 19____, by and between the MEA/NEA and its respective local unit and _____ schools.
- B. The ITV Network is an electronic networking system that provides an alternative instruction delivery system for use of the constituent school districts comprising the DSISD and Bay College. As such, the system is in effect an "educational utility system" operated cooperatively by constituent school districts.
- C. Each of the districts participating in the project are individual and autonomous districts each with its own bargaining unit and local collective bargaining agreement. It is evident that any employer - employee relationship remains with each constituent district and local bargaining unit.
- D. The contract language that follows is to be an addenda to each contract in the DSISD. In order for this addenda to be in effect in any school district, it must be approved by the Board of Education for that district and its respective local association. Areas not covered by the addenda shall be governed by the terms of the local collective bargaining agreement of each constituent.
- E. During the life of this Agreement, any party offering K-12 credit courses over ITV during the regular school day shall ratify the ADDENDA. "Regular school day" shall be defined as the daytime K-12 teacher workday of each local constituent school district as determined by its local collective bargaining agreement.

II. DEFINITIONS

- A. "Telecommunications" or "Telecommunications Classes" shall be defined as the teaching of students via a two-way interactive television system known as the ITV Network.
- B. "Originating Site District" shall be defined as the location/ designation in which the responsible teacher is located and wherein the Telecommunication Class is being taught.
- C. "Remote Site District" shall be defined as the location/ designation where class instruction is being received via television.
- D. "ITV Network" an educational utility, shall be defined as Interactive Television Network.

3. Teachers presenting telecommunications classes which are scheduled outside the regular school day/school year for remedial course purposes or courses not on the existing schedule, i.e. summer school or astronomy, in which credit may or may not be earned, shall be compensated at the rate of .0007 x the average BA base of DSISD K-12 bargaining units per hour.

E. EQUIPMENT

1. Each participating district shall be responsible for the repair and maintenance of telecommunication classroom equipment at their site(s). Teachers are responsible for reporting malfunctioning equipment to their immediate supervisors.

F. TRAINING

1. Initial and on-going training in using telecommunications as an alternative educational delivery system shall be made available, at district expense, to teachers who will be presenting telecommunications classes.

G. TEACHER EVALUATION

1. The evaluation of teachers of telecommunications courses shall be specifically subject to the evaluation process contained in the local collective bargaining agreement of the originating site district. All evaluations/observations shall require the physical presence of the evaluator. No observation for the purposes of evaluation shall be done or conducted by electronic means, without teacher approval.

H. MILEAGE

1. Originating site district teachers who, from time to time, may be required to use their personal automobile to travel between sites or to training or to other meetings regarding ITV shall be reimbursed for their allowable mileage in a manner consistent with their local collective bargaining agreement, or at the current Internal Revenue Service rate if not specified in the local collective bargaining agreement.

V. JOB SECURITY

- A. The intent and purpose of the ITV Network is to provide a vehicle for the cooperative offering and sharing of educational opportunities among the districts ratifying this document and to provide educational resources to the students of these districts in a cost-effective and efficient manner.
- B. It is not the intent and purpose of the ITV Network to reduce the total number of bargaining unit members employed or the hours worked as a result of the implementation and use of telecommunications via ITV. Local reduction in personnel language shall prevail if staff reductions are necessary.

III. RESPONSIBILITIES OF ORIGINATING AND REMOTE SITE DISTRICTS

- A. The originating site shall be responsible for the course content, material selection, instruction, testing and evaluation of students at the originating site district and at all remote site districts.
- B. Behavior or discipline and supervision of students at remote sites shall be the responsibility of the remote site district. If teachers are regularly assigned classroom supervision at a remote site, such assignment shall be in lieu of a classroom or other supervisory assignment. No teacher will be (regularly) assigned to supervise remote site students during the teacher's preparation period.

IV. WORKING CONDITIONS

A. CLASS SIZE

The parties mutually agree that the purpose of the ITV Network is to provide quality, cooperative academic programming in order to enrich education opportunities for students. Accordingly, class sizes shall be based upon the appropriate number of students for the specific learning activity and shall be small enough to allow for full two-way interactive participation. Total class size, including students at the originating site district and those at remote sites, shall not exceed twenty-five (25 students per teacher, per class hour), but may increase to 27 with instructor approval.

B. CLASS PREPARATIONS

1. A teacher assigned to teach via the ITV Network, shall have a maximum number of preparations including the telecommunications class as defined by the local Agreement.
2. Originating sites agree that for a teacher acting as a presenter of a telecommunications class(es) (during the regular school day) the teacher shall be paid a stipend of \$550 per semester. For the purpose of this agreement, the issue of stipends shall be in effect until March, 1997 at which time it shall be reviewed according to Article VIII,A.

C. CLASSES OUTSIDE THE NORMAL SCHOOL DAY/SCHOOL YEAR FOR K-12 STUDENTS

1. Teachers presenting telecommunications classes which are scheduled outside the regular school day/school year, for which students are not enrolled for credit, shall be compensated at a rate of .0007 x the average BA base for DSISD K-12 bargaining units per hour.
2. Teachers presenting telecommunications classes which are part of the regular school curriculum (on existing schedule) for which students of the regular school day/school year enroll for credit, shall be compensated at a pro-rata amount of their normal daily rate of pay.

- D. There will be no rebroadcast of a course after completion and credit has been awarded to current students without instructor consent.

III. ADDENDA REVIEW PROCEDURE

- A. It is agreed that representatives of the Governance Committee and the employee designated team will meet annually on or before March 1 for the purposes of reviewing and if necessary, modifying the this ADDENDA.
- B. Inasmuch as the implementation and use of instruction by two-way interactive television in general and the ITV Network specifically is developmental, the parties agree that it may be necessary to meet from time to time, in order to resolve issues that were not contemplated or addressed in this addenda and shall be subject to the approval process as outlined in Section 1.E of this ADDENDA.
- C. Either the Association or the DSISD consortium of districts may initiate interim dialogue regarding this ADDENDA by mutual consent that such is desired.

IX. GRIEVANCE PROCEDURE

- A. The local grievance procedure shall be in effect.

Revised 12/21/95

- C. It is specifically understood that any local school district teacher presenting a K-12 telecommunications class during the day shall be a member of the bargaining unit. Bargaining unit members as used in this agreement shall be defined as those employees of a district organized under the Public Act 379.

VI. SCHEDULING AND ASSIGNMENTS

- A. The ITV Network Program Committee (1 person per site as determined locally) shall develop processes, procedures and recommendations for the annual determination of course offerings and the designation of originating and remote site district locations. The Governance Committee shall make the final determination of course offerings, and site locations on or before April 1 of each year.
- B. On or before May 1 of each year, (December 15 for second semester courses) the employer will post, in each building, a list of classes to be provided via two-way instructional television during the following school year. The list will indicate, with respect to each class, the districts that will be receiving same. The list will also identify the number and type of positions required to provide the classes listed. The MEA office will be sent a copy of each posting.
- C. Teachers shall make their interest in teaching such classes known by sending notification of same to the Superintendent or designee in their school district.
- D. Assignments to telecommunications courses shall be made on a yearly or semester basis. Such positions shall be filled on the basis of: 1) certification in the subject area; 2) demonstrated ability to use the system; 3) seniority in the originating district; and, 4) employed by the originating site district.
- E. In the event that no qualified bargaining unit member applies for/accepts a posted position, the district may fill the position as it deems appropriate.

VII. BROADCAST AND REBROADCAST CONDITIONS

In accepting any assignment to teach telecommunications course, the teacher assigned agrees to and acknowledges the following:

- A. A telecommunications class may be televised for demonstration purposes by mutual consent of the teacher and the originating site district. Videotapes of telecommunications classes may be used for other purposes by mutual consent of the teacher and the originating site district.
- B. Videotapes of a telecommunications class may be used for makeup work for all students currently enrolled in that telecommunications class.
- C. All instructional presentations broadcast on the network, which teachers are paid to create and produce, may be copyrighted by, and are the property of, the designated originating site district and the instructor.

Letter of Understanding in Lieu of Addendum to Master Agreement

The Board of Education and the Rapid River Education Association recognize that the school year must allow for the number of school days to meet the annual instructional minimum required by law to qualify the Rapid River School District to receive full state aid. Pending state legislation may dictate the need for the Board and the Association to reopen Section 31 for discussion. Should state law require additional contractual days, the Board and the Association agree to discuss and, if necessary, negotiate that portion of the Master Agreement in order to fulfill state requirements.

BOARD OF EDUCATION

By: Barbara J. Cotey
President

By: Michelle A. Cunningham
Secretary

EDUCATION ASSOCIATION

By: Shirleen J. McLaughlin
RREA President

By: Brian Erkola
PN Chair

Date Approved by Board: 11-29-99

Date Approved by RREA: 11-10-99

Letter of Understanding in Lieu of Addendum to Master Agreement

The Board of Education and the Rapid River Education Association recognize that an exception to shorten the 6 month timeline of Section 26 "Retirement Incentive Payment" of the Master Agreement has been agreed upon by both parties. By doing so, both parties acknowledge that there may be times in the future where personal circumstances may warrant this to be done again.

BOARD OF EDUCATION

By: Wayne Christoff
President

By: Michael Berg
Secretary

EDUCATION ASSOCIATION

By: Shirley D. McLaughlin
President

By: Angou L. Rubel
PN Chair

Date Approved by Board: 6-20-05

Date Approved by RREA: 8-29-05

Letter of Understanding in Lieu of Addendum to Master Agreement

The Board of Education and the Rapid River Education Association recognize that an exception be allowed in SCHEDULE "B" for the 7th Grade Girls Basketball and 8th Grade Girls Basketball position for the 2006-2007 school year only. Due to the limited number of eighth grade girls, one person will be hired under two separate contracts to fill the positions of seventh and eighth grade coaches. Compensation for these positions will be one year of experience for one position and according to contract for the other position. By doing so, both parties acknowledge that this is a one time situation.

BOARD OF EDUCATION

By: Wayne Christoff
President

By: Debbie Pajmich
Secretary

EDUCATION ASSOCIATION

By: Sandra J. Sawe
President

By: Negoy T. Rubit
PN Chair

Date Approved by Board: 5-15-06

Date Approved by RREA: 5-10-06

Letter of Agreement
Between
The Rapid River Education Association
And
The Rapid River Board of Education

As a result of the lack of adequate funding from the State of Michigan for Rapid River Public Schools, the Board of Education, along with the Rapid River Education Association (RREA) will agree to adjust the calendar for the 2007 – 2008 school year to reflect a reduction of ten days from the current 182 to 172. The Board of Education and the RREA recognize that reducing the number of days is solely in response to the current financial crisis and does not constitute an improved educational format for our students.

Please be advised that this does not establish a precedent. The district retains the right to return to 182 days with the start and end times of the school day to reflect the required 1,098 hours as required by the State of Michigan.

Sandra J. Sauer 6-14-07 Wayne Christoff 6-18-07
RREA President Date Board of Education President Date

Teri Mileski 6/14/07
Superintendent Date