

Addendum to the 2002-2006 Master Agreement between Tawas Area Schools and Local 3625, AFT, MFT, AFL-CIO, Tawas Area Federation of Teachers. This addendum applies to the following school years: 2004-2005, 2005-2006, and 2006-2007. The Board and Local 3625 hereby agree to amend the Master Agreement as follows:

17.5

- B. In the event of retirement, a teacher shall receive payment for accumulated sick leave. Payment shall be paid at the following rate:

100-150 accumulated days  
\$2,900.00

151-300 accumulated days  
\$4,400.00

17.17

The Board shall provide without cost for each teacher the AFL-CIO P. E. T., Blue Cross Blue Shield, POC LA PPO-Option 1 insurance or any other carrier mutually agreed to, the exact amount to be determined by the employee's needs: full family, two person or single subscriber. It is the employee's responsibility to notify the employer within thirty (30) days of any changes that would affect the employee's insurance needs. Such as: birth of a child, adoption, marriage, divorce, dependent ineligibility, etc. Reference: see 20.3. The Schedule of Benefits is as follows:

BC/BS POC LA PPO-Option 1  
Alternative Trust Dental  
NVA Vision  
Caremark Prescription (\$5/\$10/\$10 Rx through Caremark)  
Base Life & Options

In 2003-2004 if health insurance rates increase more than 15% over 2002-2003 base rates by category (2Person/Full Family), the excess shall be paid by the teachers. In the 2004-2005 school year, if health insurance rates increase more than 30% over the 2002-2003 base rates, the excess shall be paid by the teachers by category (Single/2Person/Full Family). In the 2005-2006 school year, if health insurance rates increase more than 45% over the 2002-2003 base rates, the excess shall be paid by the teachers by category (Single/2Person/Full Family).

17.171

In the 2005-2006, and the 2006-2007 school year the Board will provide the POC LA PPO-Option 1 health plan at zero cost to the employee in accordance with the employee's needs: full family, two person, or single subscriber.

17.20

For the 2005-2006 and 2006-2007 school years, the teacher's rate shall be determined in the following manner: annual salary divided by 188 work days equals daily rate; daily rate divided by 7 1/2 hours equals hourly rate.

19.7

Beginning with the 2005-06 school year there will be 188 teacher days and 180 student days. There will be two (2) teacher record days and one (1) principals' day, and five (5) in-service days for the duration of this agreement contingent upon the number of student days required by the State of Michigan.

**2006-2007****1.0% Increase**

Step	BA	BA+18	MA	MA+15
			BA+35	BA+50
1	32726	33453	34913	35639
1.5	33585	34333	35832	36577
2	34468	35234	36771	37536
2.5	35369	36161	37735	38523
3	36302	37112	38726	39534
3.5	37254	38086	39739	40573
4	38232	39082	40790	41636
4.5	39233	40107	41856	42728
5	40264	41162	42955	43851
5.5	41324	42244	44083	45002
6	42409	43347	45242	46182
6.5	43518	44489	46427	47394
7	44662	45658	47650	48639
7.5	45836	46858	48895	49915
8	47039	48083	50180	51229
8.5	48275	49350	51497	52568
9	49539	50642	52850	53952
9.5	50840	51976	54236	55367
10	52177	53340	55660	56820

**Duration of Agreement**

The addendum to the Master Agreement shall have immediate effect, and will remain in full force and effect until June 30, 2007. The Board and Federation during the life of this Agreement voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement.

**Tawas Area Schools**

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**Tawas Area Federation of Teachers**

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