

**2006-2007**

**ADDENDUM TO THE**

**AGREEMENT**

BETWEEN THE

**KALAMAZOO PUBLIC SCHOOLS**

AND THE

**KALAMAZOO EDUCATION  
ASSOCIATION**

FOR 2003-2005

39010

06 30 2005

KEA

E

## ARTICLE 6 – TEACHING HOURS

**Sections A-D << no changes >>**

### **Section E: Planning Time**

The District will provide planning time to every elementary teacher. Such time will be scheduled during the art, music, physical education, library skills, computer skills, and/or foreign language classes. These special classes will be a minimum of *five (5) sections per week, of at least thirty (30) consecutive minutes in length*. Full-time special area teachers will also have equivalent planning periods. Such time is to be in addition to any time prior to the beginning of instructional day or after the end of the instructional day.

It is recognized, however, that the constraints of financial resources and/or extenuating circumstances, may prevent implementation of this planning time every day for every teacher.

In any event, however, every full-time elementary teacher shall have a minimum of ~~150~~ *170* minutes planning time each week, averaged over a two (2) week period. Part-time teachers in the elementary school will receive a pro-rata amount of planning time.

To ensure the most effective implementation of this article, the Contract Review Committee will review and monitor each building's teaching schedule for the purpose of working toward the goal of providing thirty (30) minutes planning time per day.

Full-time special education teachers will receive an equivalent of planning time, but it may be prior to student arrival in the morning, and/or following student dismissal time in the afternoon if the students' day is different from the regular elementary day.

**Sections F-J << no changes >>**

## ARTICLE 7 – STAFFING/CLASS SIZE

### Section B: Staffing Levels – Elementary

1-4. <<no changes>>

5. *Beginning in the 2007-08 school year, Kindergarten classes shall not exceed ~~twenty-eight (28)~~ twenty-six (26) students.*

6. *Beginning in the 2007-08 school year, class size in a building by grade level shall not vary by more than three (3) pupils, and no classroom shall contain more than ~~thirty-one (31)~~ twenty-nine (29) students. Split classrooms shall not vary by more than six (6) pupils at each of the affected grade levels. This variance limitation shall exclude bilingual classes. ~~Classrooms containing mainstreamed special education students shall not exceed thirty (30) students.~~ At the request of the affected teachers and principals, the Contract Review Committee (composed of District and Association representatives) may agree to waive the provisions of this paragraph for a period not to exceed one (1) year. When it is documented that the variance is due to attrition, the waiver will be granted for a period not to exceed one (1) year.*

*No waiver shall be granted for class size to exceed twenty-nine (29) students in a classroom.*

*For the purpose of implementation in the 2006-07 school year, an exception shall be granted for those Kindergarten teachers whose classrooms have 27 or more students, and those Grades 1-6 teachers whose classrooms have 30 or more students, as of November 1, 2006. In those cases, the teacher shall continue to receive the 5% of BA Base per semester in accordance with the 2003-05 Agreement. The class size overage may remain at the current level without moving students out of the classroom. Any student who leaves such classroom, however, shall not be replaced by another student.*

7. <<no changes>>

## ARTICLE 22 – PROFESSIONAL COMPENSATION

### Section A: Salary

The basic salaries of teachers covered by this Agreement are set forth in Appendix A.

*Retroactive to the start of the school year, the salary schedule for 2006-07 reflects a 2.5% increase in the BA Base over 2005-06 (2<sup>nd</sup> semester). For the 2006-07 school year, each bargaining unit member shall receive an additional, one (1) time, lump sum payment equivalent to one-half of one (0.5%) percent of his/her 2006-07 contractual salary. This bonus, as well as the retroactive salary payment, shall be paid in the regular paycheck of the first practicable pay period following ratification by both parties. Members who do not work a full school year or who do not work full-time shall be eligible for a pro-rated amount.*

In the event that a teacher initiates any suit or action against the District concerning the salary for extra-curricular activities, the District shall hold the Association not liable for any damages which may be assessed against the District for said suit or action.

**Sections B-O: <<no changes>>**

### Section P: Tuition Pay

Each teacher who earns additional hours of credit, beyond the BA scale, after ~~August 20, 2004~~ *August 28, 2006*, at an NCATE or NASDTEC accredited college or university, shall be reimbursed the sum of up to one hundred ~~(\$100)~~ *fifty (\$150)* dollars per credit hour for each additional hour earned. The total sum to be paid for extra-credit hours shall not exceed ~~three thousand (\$3,000.00)~~ *four thousand (\$4,000.00)* dollars. Credit hours earned must be a part of a program designed to achieve a higher degree, or must be taken in a field of study directly related to the teacher's teaching assignment, or must be approved by the Superintendent. An official transcript of semester hour credits earned from the granting institution shall be submitted to the Human Resources Department prior to the commencement of the fall or spring term in order for the teacher to receive reimbursement during said term.

The above reimbursement shall not exceed the actual tuition and fees paid. If a reimbursement request does include fees (i.e., in cases where tuition per credit hour is under \$100), then the member's tuition reimbursement for the year will be limited to \$1000.

**Sections Q-U: <<no changes>>**

APPENDIX A

KALAMAZOO PUBLIC SCHOOLS  
2006-07 KEA SALARY SCHEDULE

| STEP | BACHELORS |          | MASTERS |          | MASTERS + 30 |          | DOCTORATE |          |
|------|-----------|----------|---------|----------|--------------|----------|-----------|----------|
|      | INDEX     | SALARY   | INDEX   | SALARY   | INDEX        | SALARY   | INDEX     | SALARY   |
| 1    | 1.00      | \$32,491 | 1.08    | \$35,091 | 1.16         | \$37,690 | 1.24      | \$40,289 |
| 2    | 1.05      | \$34,116 | 1.13    | \$36,715 | 1.21         | \$39,315 | 1.29      | \$41,914 |
| 3    | 1.10      | \$35,741 | 1.18    | \$38,340 | 1.26         | \$40,939 | 1.34      | \$43,539 |
| 4    | 1.15      | \$37,365 | 1.23    | \$39,965 | 1.31         | \$42,564 | 1.39      | \$45,163 |
| 5    | 1.23      | \$39,965 | 1.31    | \$42,564 | 1.39         | \$45,163 | 1.47      | \$47,762 |
| 6    | 1.28      | \$41,589 | 1.36    | \$44,188 | 1.44         | \$46,788 | 1.52      | \$49,387 |
| 7    | 1.33      | \$43,214 | 1.41    | \$45,813 | 1.49         | \$48,412 | 1.57      | \$51,012 |
| 8    | 1.38      | \$44,838 | 1.46    | \$47,438 | 1.54         | \$50,037 | 1.62      | \$52,636 |
| 9    | 1.46      | \$47,438 | 1.54    | \$50,037 | 1.62         | \$52,636 | 1.70      | \$55,236 |
| 10   | 1.51      | \$49,062 | 1.59    | \$51,661 | 1.67         | \$54,261 | 1.75      | \$56,860 |
| 11   | 1.56      | \$50,687 | 1.64    | \$53,286 | 1.72         | \$55,885 | 1.80      | \$58,485 |
| 12   | 1.64      | \$53,286 | 1.72    | \$55,885 | 1.80         | \$58,485 | 1.88      | \$61,084 |
| 13   | 1.66      | \$53,936 | 1.77    | \$57,510 | 1.85         | \$60,109 | 1.93      | \$62,709 |
| 14   | 1.66      | \$53,936 | 1.85    | \$60,109 | 1.93         | \$62,709 | 2.01      | \$65,308 |
| 15   | 1.69      | \$54,911 | 1.90    | \$61,734 | 1.98         | \$64,333 | 2.06      | \$66,932 |
| 16   | 1.69      | \$54,911 | 1.90    | \$61,734 | 1.98         | \$64,333 | 2.06      | \$66,932 |
| 17   | 1.69      | \$54,911 | 1.90    | \$61,734 | 1.98         | \$64,333 | 2.06      | \$66,932 |
| 18   | 1.69      | \$54,911 | 1.90    | \$61,734 | 1.98         | \$64,333 | 2.06      | \$66,932 |
| 19   | 1.69      | \$54,911 | 1.90    | \$61,734 | 1.98         | \$64,333 | 2.06      | \$66,932 |
| 20   | 1.74      | \$56,535 | 1.95    | \$63,358 | 2.03         | \$65,958 | 2.11      | \$68,557 |
| 21   | 1.74      | \$56,535 | 1.95    | \$63,358 | 2.03         | \$65,958 | 2.11      | \$68,557 |
| 22   | 1.74      | \$56,535 | 1.95    | \$63,358 | 2.03         | \$65,958 | 2.11      | \$68,557 |
| 23   | 1.74      | \$56,535 | 1.95    | \$63,358 | 2.03         | \$65,958 | 2.11      | \$68,557 |
| 24   | 1.74      | \$56,535 | 1.95    | \$63,358 | 2.03         | \$65,958 | 2.11      | \$68,557 |
| 25+  | 1.76      | \$57,185 | 1.97    | \$64,008 | 2.05         | \$66,608 | 2.13      | \$69,207 |

The salary schedule for 2006-07 reflects a 2.5% increase in the BA Base over 2005-06 (2nd semester).

**APPENDIX B**

**EXTRA DUTY SALARIES – 2006-07**

**Section A:** The following pay scale shall apply to fully certified, qualified teachers for performing the following extra duties. The percentages shown are on the BA base.

| <b>Senior High School –<br/>Head Coaches:</b> |                  | <b>% of Base</b> | <b>Ass't Coaches/Others:</b>  |                | <b>% of Base</b> |
|---|------------------|------------------|---|----------------|------------------|
| Baseball                                      |                  | 12.5%            | Volleyball  |                | 9.1%             |
| Basketball                                    |                  | 18.5%            | Sr. High Band Director  |                | 16.0%            |
| Cross Country                                 |                  | 11.0%            | Asst. Sr. High Band Director  |                | 11.0%            |
| Football                                      |                  | 18.0%            | Sr. High Choral Director  |                | 12.0%            |
| Golf  |                  | 9.0%             | Sr. High Orchestra Director   |                | 12.0%            |
| Gymnastics                                    |                  | 10.0%            | Department Heads  |                | 8.0%             |
| Ice Hockey                                    |                  | 14.0%            | Co-Op Heads   |                | 8.0%             |
| Soccer  |                  | 11.0%            | Senior Class Sponsor  | <del>5.0</del> | <b>7.0%</b>      |
| Softball                                      |                  | 12.5%            | Junior Class Sponsor  | <del>5.0</del> | <b>7.0%</b>      |
| Swimming                                      |                  | 14.0%            | Sophomore Class Sponsor   | <del>3.0</del> | <b>4.0%</b>      |
| Tennis  |                  | 9.0%             | Freshman Class Sponsor  | <del>3.0</del> | <b>4.0%</b>      |
| Track and Field                               |                  | 12.0%            | Debate  |                | 12.0%            |
| Volleyball                                    |                  | 13.0%            | Assistant Debate  |                | 4.0%             |
| Wrestling                                     |                  | 13.5%            | Forensics   |                | 8.5%             |
| Cheerleading–Football                         |                  | 8.0%             | Assistant Forensics   |                | 3.0%             |
| Cheerleading–Basketball                       |                  | 11.0%            | Dramatics Coach   |                | 9.0%             |
| Cheerleading–Competitive                      |                  | 9.0%             | Assistant Cheerleading–Football   |                | 5.6%             |
| Athletic Game Aide                            |                  | 18.5%            | Assistant Cheerleading–<br>Basketball   |                | 7.7%             |
| Athletic Ticket Aide                          |                  | 18.5%            | Tennis  |                | 6.3%             |
| Head Driver Education<br>Instructors          |                  | 11.0%            | Soccer  |                | 7.7%             |
|   |                  |                  | National Honor Society  |                | 3.0%             |
| <b>Ass't Coaches/Others:</b>                  | <b>% of Base</b> |                  | Senior High Yearbook  | <del>2.0</del> | <b>5.0%</b>      |
| Softball                                      | 8.75%            |                  | Senior High Newspaper   | <del>2.0</del> | <b>3.0%</b>      |
| Baseball                                      | 8.75%            |                  | Day Care Center Director  |                | 10.0%            |
| Basketball                                    | 12.9%            |                  | Mock Trial Coach  | <del>6.0</del> | <b>8.0%</b>      |
| Cross Country                                 | 7.7%             |                  | Student Government  |                | 2.0%             |
| Football                                      | 12.6%            |                  | Future Teacher Development<br>Leader (one elementary total<br>And 1 per each middle school) |                | 2.0%             |
| Ice Hockey                                    | 9.8%             |                  | Instrumental Jazz   |                | 9.0%             |
| Swimming                                      | 9.8%             |                  | <b>Grades 9-12 Team Leader</b>  |                | <b>10.0%</b>     |
| Track and Field                               | 8.4%             |                  |   |                |                  |
| Wrestling                                     | 9.4%             |                  |   |                |                  |

*Premium compensation for 32 or more students/class 5% of BA Base per semester  
Freshmen Academy English,  
mathematics, science, social studies  
teacher*

**Middle School –**

| <b>Head Coaches:</b>    | <b>% of Base</b> | <b>Ass't Coaches/Others:</b>   | <b>% of Base</b>       |
|-------------------------|------------------|--------------------------------|------------------------|
| Basketball              | 8.0%             | Football                       | 7.0%                   |
| Football                | 7.0%             | Track and Field                | 4.2%                   |
| Softball                | 5.0%             | Basketball                     | 5.0%                   |
| Tennis                  | 6.0%             | Athletic Aide                  | 12.0%                  |
| Volleyball              | 7.0%             | Department Heads               | 6.0%                   |
| Wrestling               | 7.0%             |                                | + 3 days released time |
| Cheerleading–Football   | 4.0%             | Athletic Director/Coordinator  |                        |
| Cheerleading–Basketball | 5.0%             | (1 per bldg.)                  | 18.0%                  |
| Track and Field         | 6.0%             | <i>M.S. Band Director</i>      | 5.0%                   |
|                         |                  | <i>M.S. Choir Director</i>     | 5.0%                   |
|                         |                  | <i>M.S. Orchestra Director</i> | 5.0%                   |

**Elementary –**

|   |  | <b>2005-06 Rates</b>       | <b>2006-07 Rates</b> |
|---|--|----------------------------|----------------------|
| Student Assistant Leader  |  | \$20.36/hour               | \$20.87/hour         |
| Black History Quiz Bowl   | 60 hours max.  | \$19.03/hour               | \$19.51/hour         |
| Social Studies Olympiad   | 60 hours max.  | \$19.03/hour               | \$19.51/hour         |
| Science Fair  | 60 hours max. <i>per event</i>   | \$19.03/hour               | \$19.51/hour         |
| Drama/Plays   | 60 hours max.  | \$19.03/hour               | \$19.51/hour         |
| Elementary Intramural Sports  | 60 hours max.  | \$19.03/hour               | \$19.51/hour         |
| Extra Duty Supervision  |  | \$1,118/year               | \$1,146/year         |
| <i>Art, Music and Physical Education supervision of exhibits, performances, or competitions outside of school hours</i> | <i>20 hours maximum in hourly pay or comp time (per Article 22, Section E)</i> |                            | \$19.51/hour         |
| Premium comp. Kindergarten (2006-07)  | 27-28 students   | 5% of BA Base per semester |                      |
| Premium comp. Grades 1-6 (2006-07)  | 30or31 students  | 5% of BA Base per semester |                      |
| Splits  |  | 5% 10% of BA Base          |                      |

**Other Assignments –**

|   | <b>2005-06 Rates</b> | <b>2006-07 Rates</b> |
|---|----------------------|----------------------|
| Curriculum Development                              | \$19.03/hour         | \$19.51/hour         |
| Summer School Classroom Teacher                     | \$19.03/hour         | \$19.51/hour         |
| Substituting during planning time (building choice) | \$19.03/hour         | \$19.51/hour         |
| Driver Education Teacher                            | \$21.74/hour         | \$22.28/hour         |
| Music Teacher (summer school teaching)              | \$19.03/hour         | \$19.51/hour         |
| Intramurals (including Dance Club and PE Expo)      | \$13.56/hour         | \$13.90/hour         |
| Inservice Activities                                | \$10.66/hour         | \$10.93/hour         |
| TV/Radio Production Coordinator                     | \$16.65/hour         | \$17.07/hour         |
| Mentor Teacher                                      | 2% of Base           | 4% of Base           |

**NOTE:** The extra duty schedule for 2006-07 reflects a 2.5% increase in the hourly rates over those of the second semester of 2005-06.

## EXTRA DUTY SALARIES (CONTINUED)

Sections B-K << no changes >>

**Section L:** Elementary teachers who have a "split" grade assignment will be compensated an additional ~~five (5%)~~ *ten (10%)* percent of the BA base.

**For the 2006-07 school year, the following Section M continues to apply, but will be removed starting in 2007-08:**

**Section M:** Elementary teachers in grades 1-6 who are assigned thirty (30) or thirty-one (31) students for twenty-five (25) or more student days between the first student day and the Friday of the week after the fall student count day will be compensated an additional five (5%) percent of the BA base in that semester. Subsequent to the Friday following the week of the fall student count day, an elementary teacher in grades 1-6 who is assigned thirty (30) or thirty-one (31) students for twelve (12) or more student days in that semester will also be compensated five (5%) percent of the BA base for such semester. In the second semester, an elementary teacher in grades 1-6 who is assigned thirty (30) or thirty-one (31) students for twelve (12) or more student days in that semester will also be compensated five (5%) percent of the BA base for such semester.

Kindergarten teachers who are assigned twenty-seven (27) or twenty-eight (28) students for twenty-five (25) or more student days between the first student day and the Friday of the week after the fall student count day will be compensated an additional five (5%) percent of the BA base in that semester. Subsequent to the Friday following the week of the fall student count day, a kindergarten teacher who is assigned twenty-seven (27) or twenty-eight (28) students for twelve (12) or more student days in that semester will also be compensated five (5%) percent of the BA base for such semester. In the second semester, a kindergarten teacher who is assigned twenty-seven (27) or twenty-eight (28) students for twelve (12) or more student days in that semester will also be compensated five (5%) percent of the BA base for such semester.

**Section N:** *At the start of the fourth (4<sup>th</sup>) week of each semester, an English, mathematics, science, or social studies teacher who is assigned to a Freshmen Academy team and has thirty-two (32) or more students in a class will be compensated an additional five (5%) percent of the BA Base for that semester.*



**KALAMAZOO PUBLIC SCHOOLS  
2006-2007 SCHOOL CALENDAR**

|                     |
|---------------------|
| January 18,<br>2007 |
|---------------------|

| Day                | Date              | Activity  |
|--------------------|-------------------|---|
| Thursday           | 8-24-06           | New Teacher Orientation   |
|                    | 8-28 thru 9-08-06 | No additional Meetings  |
| Monday             | 8-28-06           | First Day for teachers<br><b>Teachers report times this week: 8AM-3PM</b><br>AM: Principals' Mtgs.; PM: Work in rooms |
| Tuesday            | 8-29-06           | PreK-6: District Professional Development (PD);<br>7-12: Building Professional Development (PD)                       |
| Wednesday          | 8-30-06           | PreK-6: Building PD; 7-12: District PD  |
| Thursday           | 8-31-06           | Work in rooms all day   |
| Friday             | 9-01-06           | Labor Day weekend – School Closed   |
| Monday             | 9-04-06           | Holiday (Labor Day) – School Closed<br>No September PD  |
| Tuesday            | 9-05-06           | First Day for Students AM only; NO Kindergarten<br>Work in rooms PM   |
| Wednesday          | 9-06-06           | First Full Day for Students K-12<br>First day Kindergarten students & county programs                                 |
| Monday             | 9-11-06           | PreK-12: Bldg. Staff Mtg. (1 hr.)   |
| Wednesday          | 9-13-06           | PreK-12: after school PD  |
| Friday             | 9-22-06           | No students PreK-12<br>PD All Day; <b>Staff report 8AM – 3PM</b><br>KAMSC in session, PD to be done at year-end       |
| Friday             | 9-29-06           | 9-12 Mid-quarter reports  |
| Monday             | 10-02-06          | PreK-8: after school PD; 9-12: NO PD<br>9-12 Mid-quarter reports due at end of work day                               |
| Wednesday-Thursday | 10-4, 10-05-06    | 9-12 Conferences (Schedule developed by Faculty Team)   |
| Monday             | 10-9-06           | PreK-12: Bldg. Staff Mtg. (1 hr.)   |
| Wednesday          | 10-11-06          | PreK-12: after school PD  |
| Friday             | 10-13-06          | 7-8 end of first (1 <sup>st</sup> ) six (6) weeks<br>7-8 students AM only; PM records                                 |
| Thursday           | 10-19-06          | 7-8 students AM only; 7-8 Parent Conferences (PM)<br>(Schedule developed by Faculty Team)                             |
| Monday             | 10-23-06          | PreK-6: Bldg. Staff Mtg. (1 hr.)<br>9-12: after school PD (2 hr.)   |
| Wednesday          | 11-01-06          | 9-12 students AM only: Exams 1-2 blocks<br>9-12 PM: Records<br>PreK-8: after school PD                                |
| Thursday           | 11-02-06          | 9-12 students AM only: Exams 3-4 blocks<br>9-12 PM: Records   |

|                    |                     |  |
|--------------------|---------------------|--|
| Friday             | 11-03-06            | No Students PreK-12<br>K-6: records all day;<br>PreK-6 PEEP, art, music, PE: AM PD, PM Records<br>7-12 PD – All Day  |
| Monday-Friday      | 11-06 thru 11-16-06 | Pre K-6 Conference – Option Weeks <b>EXCEPT NOV. 14 (KEA GOV. BD.)</b><br>(Schedule developed by Faculty Team)<br><b>Only Teachers with two half-day sessions</b> – must be provided with additional plan (one day) and conference sessions (two days or four half-days per mutual consent).<br>Teacher has the option of release time or compensation at the substitute rate. |
| Monday             | 11-06-06            | Pre K-6: NO PD (Conf. Option Week)<br>9-12 grades due at end of work day<br>9-12: after school PD  |
| Monday             | 11-13-06            | 7-12: Bldg. Staff Mtg. (1 hr.)   |
| Wednesday          | 11-15-06            | 9-12: after school PD  |
| Wednesday          | 11-15-06            | PreK-6 students AM only (AM schedule)<br>AM Kindergarten<br>PM – Conference option   |
| Thursday           | 11-16-06            | No Elementary students<br>Elementary AM PD (8 AM – 11 AM)<br>PM – Conference option<br><b>Elem. staff report 8 AM</b>  |
| Friday             | 11-17-06            | School closed – Conference Comp. Day   |
| Wednesday          | 11-22-06            | 7-8 End of second (2 <sup>nd</sup> ) six (6) weeks<br>7-8 students AM only; PM records   |
| Thursday-Friday    | 11-23, 11-24-06     | Holiday (Thanksgiving Recess) – School closed  |
| Monday             | 12-04-06            | PreK-12: after school PD   |
| Friday             | 12-08-06            | 9-12 Mid-quarter reports   |
| Monday             | 12-11-06            | PreK-8: Bldg. Staff Mtg. (1 hr.)<br>9-12 Mid-quarter reports due at end of work day  |
| Wednesday-Thursday | 12-13, 12-14-06     | 9-12 Conferences (Schedule developed by Faculty Team)  |
| Friday             | 12-22-06            | Last day before Winter Recess  |
| Monday             | 1-08-07             | School Resumes<br>NO January PD – No Mtgs.   |
| Wednesday          | 1-10-07             | PreK-12: after school PD   |
| Monday-Friday      | 1-15 thru 1-26-07   | <b>Only Teachers with two half-day sessions</b> – one half-day additional record time must be provided. Teacher has the option of release time or compensation at the substitute rate.   |
| Thursday           | 1-18-07             | 9-12 students AM only: Exams 1-2 blocks<br>9-12 PM: Records  |

|                    |                   |  |
|--------------------|-------------------|--|
| Friday             | 1-19-07           | 9-12 students AM only: Exams 3-4 blocks<br>9-12 PM: Records<br>End of 1 <sup>st</sup> semester & end of third (3 <sup>rd</sup> ) six (6) weeks   |
| Monday             | 1-22-07           | No students; No county programs<br>7-12: Records all day<br>PreK-6: AM PD (Held in each Building); PM Records<br>PreK-6 PEEP, art, music, PE: Records all day  |
| Tuesday            | 1-23-07           | 1 <sup>st</sup> Day of 2 <sup>nd</sup> Semester  |
| Monday             | 2-05-07           | PreK-12: after school PD   |
| Friday             | 2-09-07           | No students PreK-12<br>PD all day; <b>Staff report 8AM – 3PM</b><br>KAMSC in session, PD to be done at year-end  |
| Monday             | 2-12-07           | PreK-12: Bldg. Staff Mtg. (1 hr.)  |
| Friday             | 2-16-07           | 9-12 Mid-quarter reports   |
| Monday             | 2-19-07           | 9-12 mid-quarter reports due at end of work day  |
| Wednesday-Thursday | 2-21, 2-22-07     | 9-12 Conferences (Schedule developed by Faculty Team)  |
| Monday             | 2-26-07           | Mid-Winter Break – NO snow day make-up   |
| Wednesday          | 2-28-07           | PreK-12: after school PD   |
| Monday             | 3-05-07           | PreK-12: after school PD   |
| Friday             | 3-09-07           | 7-8 End of fourth (4 <sup>th</sup> ) six (6) weeks<br>7-8 students AM only; PM records   |
| Monday             | 3-12-07           | PreK-6, 9-12: Bldg. Staff Mtg. (1 hr.)   |
| Thursday           | 3-15-07           | 7-8 students AM only; PM Conferences<br>(Schedule developed by Faculty Team)   |
| Thursday           | 3-22-07           | 9-12 students AM only; Exams 1-2 blocks<br>9-12 PM – records   |
| Friday             | 3-23-07           | PreK-6 – No students; AM PD (Held in each Building), PM Records<br>7-12 students AM only; 9-12: Exams 3-4 blocks<br>7-8 PM PD; 9-12 PM Records   |
| Monday-Thursday    | 3-26 thru 3-29-07 | PreK-6 Conference – Option Week<br>(Schedule developed by Faculty Team)<br><b>Only Teachers with two half-day sessions</b> – must be provided with additional plan (one half day) and conference sessions (two days or four half-days per mutual consent).<br>Teacher has the option of release time or compensation at the substitute rate. |
| Monday             | 3-26-07           | 9-12 grades due end of workday   |
| Wednesday          | 3-28-07           | K-6 students AM only (AM schedule)<br>AM Kindergarten attend AM<br>PM – Conference option  |
| Thursday           | 3-29-07           | K-6 students AM only (PM schedule)<br>PM Kindergarten attend AM<br>PM – Conference option  |
| Friday             | 3-30-07           | School closed – Conference Comp. Day   |
| Monday-Friday      | 4-02 thru 4-06-07 | Spring Recess – School Closed  |
| Monday             | 4-09-07           | School Resumes   |

|                     |                   |   |
|---------------------|-------------------|---|
|                     |                   | NO April PD – No Mtgs.  |
| Wednesday           | 4-11-07           | PreK-12: after school PD  |
| Monday              | 4-23-07           | 7-8: after school PD (2 hr.)  |
| Wednesday           | 4-25-07           | PreK-6: after school PD   |
| Friday              | 4-27-07           | 7-8 End of fifth (5 <sup>th</sup> ) six (6) weeks<br>7-12 Students AM only<br>7-8 PM: Records; 9-12 PM: PD<br>9-12 Mid-quarter reports  |
| Monday              | 4-30-07           | 9-12 Mid-quarter reports due at end of work day   |
| Wednesday, Thursday | 5-02,5-03-07      | 9-12 Conferences (Schedule developed by Faculty Team)   |
| Monday              | 5-07-07           | PreK-12: after school PD  |
| Monday              | 5-14-07           | PreK-12: Bldg. Staff Mtg. (1 hr.)   |
| Wednesday           | 5-16-07           | PreK-12: after school PD  |
| Monday-Friday       | 5-21 thru 6-14-07 | <b>Only Teachers with two half-day sessions</b> – must be provided with one half-day of additional record time per mutual consent. Teacher has the option of release time or compensation at the substitute rate. |
| Monday              | 5-28-07           | School Closed<br>Holiday (Memorial Day)   |
| Monday              | 6-4-07            | PreK-12: after school PD  |
| Monday              | 6-11-07           | PreK-12: Bldg. Staff Mtg. (1 hr.)   |
| Wednesday           | 6-13-07           | K-12 students AM only (Elem. PM schedule)<br>PM kindergarten in AM<br>9-12: Exams 1-2 blocks<br>PreK-12 PM: Records   |
| Thursday            | 6-14-07           | 1-12 students AM only (Elem. PM schedule)<br>No Kindergarten<br>9-12: Exams 3-4 blocks<br>PreK-12 PM: Records<br>Last Day for Students  |
| Friday              | 6-15-07           | Last Day for Teachers<br>Work in rooms all day<br>1 <sup>st</sup> emergency work day if required by law   |

**2006-07 Calendar**

**Days Per Month**

**Teacher Work Days**

| <i>Month</i> | <i>Students</i> | <i>Teachers</i> |
|--------------|-----------------|-----------------|
| August       | 0               | 4               |
| September    | 18              | 19              |
| October      | 22              | 22              |
| November     | 18 (elem.17)    | 19              |
| December     | 16              | 16              |
| January      | 17              | 18              |
| February     | 18              | 19              |
| March        | 21 (elem.20)    | 21              |
| April        | 16              | 16              |
| May          | 22              | 22              |
| June         | <u>10</u>       | <u>11</u>       |
|              | 178 (176)       | 187             |

|                        |                      |
|------------------------|----------------------|
| Student Days           | 178 (elementary 176) |
| Other Work Days        | 9 (elementary 11)    |
| *Comp. Days            | 2                    |
| Total                  | 189                  |
| **Holiday              | 4                    |
| <b>Total Paid Days</b> | <b>193</b>           |

**\*Comp. Days**

One per semester

November 17, 2006

March 30, 2007

**\*\*Holidays**

**Labor Day, Thanksgiving, New Years,  
Memorial Day**

**Summary of PD Hours**

| <b>FULL AND HALF DAYS</b>                     | <b>Elementary</b>  | <b>Middle</b>  | <b>High</b>   | <b>Notes</b>  |
|---|--|--|---|---|
| August 29, 30                                 | 12   | 12   | 12  |   |
| September 22                                  | 6  | 6  | 6   |   |
| November 3                                    |  | 6  | 6   |   |
| November 16                                   | 3  |  |   |   |
| January 22                                    | 3  |  |   |   |
| February 9                                    | 6  | 6  | 6   |   |
| March 23                                      | 3 (am)   | 3 (pm)   |   |   |
| April 27                                      |  |  | 3   |   |
| <b>Subtotal</b>                               | <b>33</b>  | <b>33</b>  | <b>33</b>   |   |
| First Mondays<br>(2 hours)                    | 6<br>Oct 2, Dec 4,<br>Feb 5, Mar 5,<br>May 7, June 4                         | 7<br>Oct 2, Dec 4,<br>Feb 5, Mar 5,<br>Apr 23, May 7,<br>June 4      | 7<br>Oct 23, Nov 6,<br>Dec 4, Feb 5,<br>Mar 5, May 7,<br>June 4       |   |
| <b>Subtotal</b>                               | <b>12</b>  | <b>14</b>  | <b>14</b>   |   |
| Dist/Bldg<br>Weds<br>(approx 17<br>available) | 8<br>Sept 13, Oct 11,<br>Nov 1, Jan 10,<br>Feb 28, Apr 11,<br>Apr 25, May 16 | 7<br>Sept 13, Oct 11,<br>Nov 1, Jan 10,<br>Feb 28, Apr 11,<br>May 16 | 7<br>Sept 13, Oct 11,<br>Nov 15, Jan 10,<br>Feb 28, Apr 11,<br>May 16 | Common Dates<br>(All Levels)<br>Sept 13<br>Oct 11<br>Jan 10<br>Feb 28<br>Apr 11<br>May 16 |
| <b>Subtotal</b>                               | <b>12</b>  | <b>10.5</b>  | <b>10.5</b>   | <b>9</b>  |
| <b>GRAND TOTAL</b>                            | <b>57.0</b>  | <b>57.5</b>  | <b>57.5</b>   |   |

|                     | <b>Elementary</b> | <b>Middle</b> | <b>High</b> |
|---------------------|-------------------|---------------|-------------|
| Instructional Hours | 1052.17           | 1085.60       | 1080.83     |
| Instruction + PD    | 1109.17           | 1143.10       | 1148.33     |

|                     | <b>AM Kdg.</b> | <b>PM Kdg.</b> |
|---------------------|----------------|----------------|
| Instructional Hours | 516.00         | 516.00         |
| Instruction + PD    | 573.00         | 573.00         |

**REPORTING TIMES  
2006-2007**

**Secondary:**

- 7:25 Teachers' reporting time
- 7:35 Student instruction begins
- 2:20 Student dismissal
- 2:30 Teacher day ends

Responsibility for students prior to 7:25 AM and beyond 2:30 PM belongs to administration and/or extra duty supervision staff.

**Elementary:**

- 8:40 Teachers report to classroom/workstation/assigned area
- 8:40 Buses arrive, Students enter classroom/building
- 8:40 Teachers' supervision of students begins
- 8:55 Student instruction begins/tardy bell
- 3:45 Student dismissal
- 3:50 Teacher day ends

Responsibility for students prior to 8:40 AM and beyond 3:50 PM belongs to the administration and/or extra duty supervision staff.

**Edison Environmental Science Academy, Washington Writers Academy, Woodward School for Technology and Research and Lincoln International Studies School**

- 8:00 Teachers report to classroom/workstation/assigned area
- 8:00 Buses arrive, students enter classroom/building
- 8:00 Teachers' supervision of students begin
- 8:15 Student instruction begins/tardy bell
- 3:05 Student dismissal
- 3:10 Teacher day ends

Responsibility for students prior to 8:00 AM and beyond 3:10 PM belongs to administration and/or extra duty supervision staff.

## Other Calendar Agreements

1. Meeting schedules for the opening of schools will be mailed out to all KEA members two (2) weeks prior to the teacher start date.
2. During the first half-day of school (September 5, 2006) elementary art, music and physical education teachers with more than one (1) work site, will not provide planning time. In lieu of teaching responsibilities, itinerant elementary art, music and physical education teachers will be provided time to inventory materials, set-up classrooms and perform other professional responsibilities related to their regular teaching assignment, as well as assisting building staff with student placement and assignment responsibilities.
3. The building decision on the placement of parent/teacher conferences must be made by each faculty team, including itinerant staff, a minimum of 3 weeks in advance and disseminated to all building staff.
4. Mid-quarter marking reports:
  - 9-12: Mandatory for all students receiving D's and F's
  - PreK-6 Level: The faculty team in each building will determine:
    - A. The criteria for disbursement (cutoff level that signals the need for a report to be sent home)
    - B. The distribution method to be used
5. PEEP will not be in session on half-days. PEEP and Kindergarten conference sessions will be handled as in prior years, utilizing a combination of comp days and substitutes for those teachers having students in AM and PM sessions.

Exception: All kindergarten classes at schools with only full-day session kindergarten will follow the regular elementary calendar for grades 1 - 6.
6. Two paid compensation days, one per semester, shall be provided for the 2006-2007 school year. Said days are provided for the completion of six (6) hours per semester of parent teacher conferences outside of the contractual work day. For 2006-2007 those compensation days are November 17, 2006, and March 30, 2007.
7. If required, the emergency make-up day and any subsequent make-up days will be inserted before the end of the year half days outlined as June 13 and 14, 2007.
8. Report cards will be mailed at the end of the last teacher workday. (6-15-2007)



**LETTER OF AGREEMENT #7  
BETWEEN THE  
KALAMAZOO EDUCATION ASSOCIATION  
AND  
THE SCHOOL DISTRICT OF THE CITY OF KALAMAZOO**

**RE: Block Scheduling at Kalamazoo Central and Loy Norrix High Schools**

The Kalamazoo Education Association, hereinafter known as the "Association," and the Kalamazoo Public Schools, herein known as the "District," hereby agree to the following with respect to the implementation of Block Scheduling at Kalamazoo Central and Loy Norrix High Schools.

**I. Grade 9 (Kalamazoo Central and Loy Norrix):**

- A. Ninth grade students will be organized into small learning communities called "Freshmen Academies" at Kalamazoo Central and Loy Norrix High Schools commencing with the 2006-2007 school year.
- B. If the number of students assigned to any Freshmen Academy English, mathematics, science, or social studies team teacher is thirty-two (32) or more students in a class, that teacher shall be entitled to premium compensation in accordance with Schedule B of the Agreement. A determination of class counts shall be made at the start of the 4<sup>th</sup> week of each semester.
- C. Each regular school day for a student in Freshmen Academy shall consist of four (4) sixty-eight (68) minute periods and one (1) ninety (90) minute instructional block.
- D. Teachers assigned to teach English, mathematics, science, and social studies in the same Freshmen Academy shall receive their planning time during the same one (1) ninety (90) minute block per day. A special education teacher, responsible for providing services to special education students assigned to a Freshmen Academy, shall be included as a member of a Freshmen Academy teaching team, and shall have the same ninety (90) minute block of planning.
- E. Passing time between the sixty-eight (68) minute periods shall be four (4) minutes in length. The District shall provide a thirty (30) minute duty-free lunch period for all Association members.
- F. The District shall provide each full-time teacher with a ninety (90) minute planning period per school day. A portion of said planning time – not to exceed 90 minutes per week – will be utilized for team planning. Team planning and regular planning periods for a part-time staff member shall be pro-rated in accordance with his/her assignment.
- G. The District shall make every effort to keep the number of preparations for each teacher to a minimum. It is expected that the normal load of preparations be four (4), but in no case will a teacher be assigned more than six (6) preparations per year.
- H. There will be no partial Academies and no split teacher assignments between teams.

- I. Each Freshmen Academy shall have an Academy Team Leader – selected according to the provisions stated in Section III of this Letter – who will be a member of the team, and teach a full schedule of classes, where appropriate, in the Freshmen Academy. The Academy Team Leader will be responsible for coordination of goals determined by the team.

## II. Grades 10-12 (Kalamazoo Central ONLY):

- A. Beginning with the 2006-2007 school year, six (6) theme-based schools will be established at Kalamazoo Central. In each theme-based school, the regular school day shall consist of four (4) ninety (90) minute instructional blocks for students. Some classes may be run on an “every-other-day” (EOD) basis (ie., music, etc.)
- B. Passing time between classes shall be six (6) minutes in length. The District shall provide a thirty (30) minute duty-free lunch period for all Association members.
- C. The District shall provide each full-time teacher with a ninety (90) minute planning period per school day. A portion of said planning time – not to exceed 90 minutes per week – will be utilized for team planning. Team planning and regular planning periods for a part-time staff member shall be prorated in accordance with his/her teaching assignment.
- D. The District shall make every effort to keep the number of preparations for each teacher to a minimum. Under the block, it is expected that the normal load of preparations be four (4), but in no case will a teacher be assigned more than six (6) preparations per year.
- E. Schedules for teachers with assignments in more than one building shall be coordinated by the District on a case-by-case basis.
- F. Each theme-based school shall have a Thematic Team Leader – selected according to the provisions stated in **Section III** of this letter – who will be a member of the team and teach a full schedule of classes, where appropriate. The Thematic Team Leader will be responsible for coordination of goals as determined by the team. See **Section III** below for more details.
- G. **Loy Norrix** There shall be no changes in how the educational program is delivered at Loy Norrix High School during the 2006-07 school year.

## III. Freshmen Academy and Thematic Team Leaders:

- A. **Selection:** Each Freshmen Academy (grade 9) and each Thematic Team (grades 10-12, Central only) shall have a team leader who shall be jointly selected by the principal and the respective members of each team, no later than May 15<sup>th</sup>, for the ensuing school year. Such Academy or Thematic Team Leaders shall be compensated in accordance with the extra-duty schedule applicable thereto. In the event that the principal and the members of a team cannot reach agreement as to who should be selected as team leader by May 15<sup>th</sup>, the issue as to who will be appointed as the Team Leader shall be referred to a committee of four (4) people within five (5) calendar days. That committee shall be composed of two central-office administrators designated by the Superintendent; the President of the Association; and a building Association representative selected by the Association at the affected building. When making its decision, the committee shall seek input from the principal and all staff members in the affected

Academy or Thematic team. The decision of the committee shall be binding. If such committee cannot reach a decision by June 15th, the Superintendent shall be notified, and will have thirty (30) calendar days to make a final determination.

For implementation in the 2006-07 school year, the parties agree that said team leaders have already been determined and shall remain in place for the remainder of that year. The selection of the team leaders will be done by each team before the end of school in June, 2007, for the ensuing school year, in accordance with the process outlined in the paragraph above.

- B. Compensation:** Academy and Thematic Team Leaders will be compensated an additional 10% of the BA Base for their additional responsibilities.

#### **IV. Additional Conditions Related to the Block Schedule:**

- A. The District shall ensure that scheduling is appropriately coordinated with EFE, EFA, and KAMSC classes that exist outside of the Kalamazoo Central and Loy Norrix High School environments.
- B. Mid-quarter marking reports shall be required for all students. The period being evaluated in the mid-quarter marking report shall be the first four (4) weeks of each nine (9) week period. During the following week (5<sup>th</sup> week of the quarter) in which the reports are being completed by the teacher, there shall be no utilization of planning time for team planning, unless such is otherwise altered by the team.
- C. One (1) session of conferences, no longer than three (3) hours in duration, shall be scheduled at the middle of each quarter. Comp time for said conferences shall be scheduled per the Calendar Agreement.
- D. High School exams shall take place prior to the end of each quarter, per the Calendar Agreement. There shall be no more than two (2) exams per day, on each of two (2) days at the end of each quarter of the school year. Exams will take place in the AM, and records shall take place in the PM on those days.

The District agrees to facilitate the attendance of students enrolled in EFE and EFA county programs. The District also agrees to hire substitutes for said programs housed at KCHS/LNHS for records days per the Calendar Agreement.

Grades for nine (9) week courses are not due until 8:00 a.m. on the first scheduled work day of the week following exams.

- E. This Letter of Agreement is for the 2006-2007 and 2007-2008 school years and may be renewed and/or renegotiated no later than January 1, 2008, upon the agreement of both parties. If not renewed or renegotiated, the high schools' program (grades 9-12) will revert back to the original Block Schedule Letter of Agreement #7 from the 2003-2005 contract or to a six (6) period day as set forth in the primary Agreement.
- F. This Letter of Agreement neither sets a precedent nor constitutes a practice.

The parties appear to have agreement that Letter of Agreement #15 (Distribution of Agreement) can be deleted, provided:

The KEA's obligation to funding the Retirement Recognition ended last Spring.

The District will pay for the printing of the 2006-07 Agreement.

The District grants 40 additional Association days for the purpose of unilateral AR training in 2006-07 school year.

Letter of Agreement #17 (Use of Substitutes) is deleted from the Agreement.

The KEA withdraws the proposed Letter of Agreement regarding any Joint Study Committee.

Tentative Agreement for the 2006-2007 contract between the KEA and the School District of the City of Kalamazoo:

\_\_\_\_\_  
For the Kalamazoo Education Association

\_\_\_\_\_  
Date

\_\_\_\_\_  
For the School District of the City of Kalamazoo

\_\_\_\_\_  
Date