

2005-2006
ADDENDUM TO THE
AGREEMENT
BETWEEN THE
KALAMAZOO PUBLIC SCHOOLS
AND THE
KALAMAZOO EDUCATION ASSOCIATION
FOR 2003-2005

39010

06 30 2005

KEA

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ARTICLE 6 - TEACHING HOURS

Section A<<no changes>>

Section B: Required Meetings

Nothing herein contained shall be construed to relieve unit members from their obligation to attend and participate in parent-teacher conferences and building, departmental and other meetings called by the Administration. Teachers shall be required to attend not more than one (1) open house each semester. Such open houses may be scheduled only on Monday through Thursday during the school week.

No teacher shall be required to attend after-school meetings scheduled by the District for more than two and one-half (2 1/2) hours of meeting time per week. No staff meeting will extend beyond 5:00 p.m. For the purpose of this limitation, the following shall be excluded:

Joint Association-District committees, system-wide curriculum meetings involving entire staffs (i.e., all elementary, all middle school, or all senior high teachers), parent-teacher conferences, general staff meetings called by the Superintendent, KEA meetings called by the Association or any meetings required by State and/or Federal regulations involving special education students (i.e., IEPC). Teachers shall attend after school functions which they sponsor.

All required District Professional Development meetings shall commence no later than thirty (30) minutes after the earliest dismissal of all affected groups. All on-site meetings will commence no later than ten (10) minutes after student dismissal.

One building staff meeting per month will take place on either the second or fourth Monday and shall be limited to one (1) hour in duration. Professional development meetings will take place on those Mondays and Wednesdays designated in the Calendar Agreement. The Monday PD meetings will be no longer than two (2) hours in duration, and the Wednesday PD meetings will be no longer than one-and-a-half (1.5) hours in duration.

Regular building professional development sessions will be scheduled each semester. Such meetings will be held on the first Monday of any given month and shall be limited to two (2) hours in duration. There will be no building staff meetings or Wednesday after-school meetings during weeks in which Monday professional development sessions are held after school. An agenda for each professional development session will be developed and distributed to staff at least three (3) days prior to the scheduled session.

It is the District's responsibility to ensure that no staff member is requested to attend more than one (1) K-12 department meeting per semester.

There shall be no meetings during records or release time, and no required meetings after school on records or release time days, except as noted in the calendar. There will be no meetings on the second Tuesday of the month called by management or Reading First facilitators.

Regular building, departmental and curriculum meetings will be scheduled at the start of each semester. The schedules will be distributed to teachers for the first semester by the second Monday of the first semester online and in written form to be posted in each work site. Schedules for the second semester will be distributed to teachers by the Friday immediately preceding Winter Recess online and in written form to be posted in each work site. The administrator who is going to cancel such a regularly-scheduled meeting shall give the staff at least seven (7) days notice of such cancellation, if such notice is possible.

A special document notifying the staff of other required meeting shall be produced by the Department of Human Resources. The document notifying staff of such other required meetings shall be in each building for distribution to the staff on the Tuesday morning preceding the week in question.

The weekly meetings calendar published by Human Resources will be henceforth e-mailed to all teachers. This listing of meetings will be conveyed to teachers no later than noon on Tuesday for the following week. A copy of the week's calendar will be faxed to each site for posting by the site administrator or his/her designee in the designated area.

Work sites without individual teacher e-mail access shall continue to be sent paper copies. This will include Lakeside, Kennedy, Sidelines, Administration Building, itinerant staff, and any other such affected work sites or teachers.

It will be the teachers' responsibility to review meetings they are to attend. If they do not use or have access to e-mail, it will be their responsibility to review the posted copy. If the notification has not been posted, the teachers will not be held responsible for the meeting and/or information from the meeting.

Cancellations will continue to be conveyed from Human Resources by e-mail as they occur. Any such cancellations will be faxed to each site for posting by the site administrator or his/her designee in the same designated day.

The schedule for required meetings can be changed by the District in the case of an emergency, such as a snow day or building disruption.

Section C: Duty-Free Lunch Periods<<no changes>>

Section D: Weekly Work Load<<no changes>>

Section E: Planning Time<<no changes>>

Section F: Additional Elementary Planning Time

In addition to the planning time provided in Section E, each elementary classroom teacher shall be provided daily twenty (20) consecutive minutes of planning time, following and contiguous to the teacher's lunch period. Students during such periods shall be supervised by non-bargaining unit members.

Special teachers such as art, music, physical education, instructional specialists, itinerant special education, librarians and student services shall also receive an additional amount of planning/preparation time equal to 200 minutes over each full two (2) week period. No one block of planning/preparation shall be less than twenty (20) minutes in length. Such planning/preparation time may be scheduled following the first bell at the start of the school day; contiguous to lunch or existing planning time; at the end of the school day prior to students' dismissal; or at other times during the school day following consultation between the building principal or coordinator and the affected teacher.

The parties agree that a committee shall be established to monitor this planning time provision. The committee shall be composed of eight (8) members, four (4) to be appointed by the Association and four (4) to be appointed by the School District. The District agrees to provide all data in a timely fashion needed for the committee to effectively monitor this provision and prepare the report. This committee shall convene during the 2005-06 school year to devise a recommendation regarding increasing elementary planning time. Said recommendation will be forwarded to the parties' respective bargaining teams to be acted upon in a successor agreement.

Section G: Planning Time Exclusions<<no changes>>

Section H: Inclement Weather and Make-Up Days.....<<no changes>>

Section I: Student Testing<<no changes>>

ARTICLE 22 – PROFESSIONAL COMPENSATION

Section A: Salary

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

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.

Section B: Insurance

The employer shall provide, without cost to full-time bargaining unit members, a MESSA-PAK (full-time bargaining unit members may choose plan A or B).

Teachers who applied a portion of their \$400 fringe benefits subsidy toward MESSA options during 1973-74 will be permitted to continue the same MESSA medical plan with options at the expense of the District without change except as provided under Super Care I. For those teachers who are not full-time or who do not teach a full school year, the District will pay the appropriate sum on a pro-rata basis.

Full Medical (Plan A) – Available to only ONE spouse if both spouses are KPS employees.

Health	-	Super Care I-Rev.
	-	\$100/200 annual deductible
	-	\$10/20 prescription co-pay
Riders	-	Preventive Care and Hearing Care
Long Term Disability	-	66 2/3%
	-	\$5,000 maximum/month
	-	90 calendar day - modified fill
	-	Freeze on offsets
	-	Pre-existing condition waiver
	-	Alcoholism/drug addiction - two (2) year limitation
	-	Mental/nervous-two (2) year limitation
Negotiated Life	-	\$10,000 and \$10,000 AD & D
Vision	-	VSP 2 - Silver
Delta Dental	-	
Class I, II, III + max.	-	80/80S/80: \$2000
Class IV + max.	-	80: \$2000
Coordinated	-	50/50/50/50: \$1500
Riders	-	Sealants

<< no other changes to Section B >>

ARTICLE 22 – PROFESSIONAL COMPENSATION

Section T: National Board Certification

As an incentive to pursue critical self-improvement as a professional educator, and in recognition of successful completion and attainment of National Board Certification as offered by the National Board for Professional Teaching Standards, a teacher achieving National Board Certification status shall receive an increase in his/her scheduled annual salary equal to eight (8%) percent of the BA Base, starting in the next school year following certification, and continuing every year thereafter. Said bonus shall supplement normal step increases and degree advances. The District shall provide support to an official applicant for National Board Certification. All materials produced by the teacher in preparing for such certification shall remain the property of the teacher.

<< no other changes to Article 22 >>

ARTICLE 32: ELEMENTARY & SECONDARY EDUCATION ACT/NO CHILD LEFT BEHIND (ESEA/NCLB)

Section A: Introduction

Any changes to the Agreement related to the implementation and/or legislation of ESEA or the NCLB shall be subject to negotiations between the District and the Association and will be applied as defined by ESEA and the Michigan Department of Education.

Section B: Notification

When an elementary school or a secondary school has been identified for school improvement under 20 USC 6316 (b) paragraphs (1) or (5), or for corrective action under paragraph (7), or for restructuring under paragraph (8), the District shall notify the Association of said identification. The District will provide the Association with an opportunity to review the school-level data, including academic assessment data, on which the identification is based. If the Association believes that the identification is in error for statistical or other substantive reasons, upon review, the Association may provide supporting evidence to the District, which shall consider that evidence.

Section C: District ESEA Advisory Council

1. A District ESEA Advisory Council (DEAC) shall be established as a subcommittee of the Teaching and Learning Council for the purpose of district-level oversight and coordination of all activities associated with ESEA compliance. The DEAC shall be comprised of the following District employees:
 - a. the Superintendent of Schools or his/her designee,
 - b. two (2) Administrators – one (1) appointed by the Superintendent and one (1) appointed by the United Auto Workers Local 2150,
 - c. four (4) teachers, mutually appointed by the Kalamazoo Education Association and the Superintendent. If said individuals are not able to agree on said mutual appointment, then two (2) of said teachers shall be appointed by the Kalamazoo Education Association and two (2) shall be appointed by the Superintendent of Schools.

In addition, the committee shall include the following *ad hoc* positions – with respect to the school site under consideration – and selected by mutual agreement of the District and the Association:

- d. two (2) parents of students from the subject school site.
2. **Responsibilities:** The DEAC will provide input to the School Board regarding District activities resulting from the ESEA/NCLB legislation. Most importantly, the DEAC may:
 - a. Review assessment data and identification of AYP status of school sites;
 - b. Review and evaluate portfolio submissions from those members seeking “Highly Qualified” status (see Section J).
 - c. Review all changes in existing or proposed instructional programs, curricula, and/or school restructuring resulting from ESEA/NCLB prior to the Superintendent’s recommendation to the Board.

Section D: School Improvement

1. **School Improvement Team (SIT):** At each school site, a SIT shall be established. Teacher representatives that participate on the SIT are voluntary.

2. **School Improvement Plan (SIP):** No provision of a SIP (or other corrective action) shall alter, modify, violate or supersede this Agreement, except as mutually agreed in writing by the District and the Association.
3. **Bargaining:** If a local SIT, or the District ESEA Advisory Council, wish to explore a local Plan which would require a waiver and/or modification of the parties' Collective Bargaining Agreement, such waiver and/or modification will be processed through the parties' "Contract Review" process. Upon review, the parties' Contract Review Committee may refer such Plan recommended by the SIT or DEAC to the bargaining representatives of the parties.
4. **Compensation:** If SIT meetings or activities are scheduled during an employee's regular work day, the employee shall be released from duties without loss of time or pay.

Section E: Corrective Action

In complying with ESEA/NCLB, a School Improvement Plan recommended by the School Improvement Team – or other recommendations arising from the SIT, the District, or an advisory agent – should have considered a variety of remedies including, but not limited to, those actions listed in the MDE document titled "Attachment #3: Michigan Department of Education: Guidelines for Corrective Action and Reconstruction Options (as amended)" – or the most recent version thereof.

Section F: Transfer, Layoff, and Recall of Personnel

Among the options of last resort, a recommendation of corrective action might involve the "reconstitution" or displacement of the professional staff, including teachers. Except as noted in Section G below, the transfer of those teachers affected by such action shall be governed by the language in Article 12 – TRANSFERS AND VACANCIES, and Article 27 – REDUCTION OF PERSONNEL AND RECALL PROCEDURES.

Section G: Staffing of Schools Designated as AYP Phase 3, Phase 4, or Phase 5

Effective immediately, and henceforth, the parties agree:

1. **Notification:** By March 1, all KEA-represented staff at each of these buildings will be provided the following in writing:
 - a. A copy of this Section of the Agreement;
 - b. A copy of the calendar of summer training (including known proposed dates and locations), where appropriate; AND,
 - c. A copy of the building plan for restructuring, where appropriate.
2. **Postings:** Applicants for posted positions shall be considered pursuant to the process as outlined in the Magnet School format (Article 12, Section S). The AYP status for each building will also be included in the Career Directory, and updated each year.
3. **Longer work year (Phase 4 and Phase 5 schools ONLY):** If staff is required to work beyond the normal contract calendar, the designated dates for this work will fall within the five (5) workdays immediately following the last teacher workday in June or the five (5) workdays immediately preceding the first teacher workday in August. This time may be used for training, collaborative planning, curriculum writing, meetings with principal, etc. All such professional development which takes place beyond the normal contract calendar will be compensated at the rate of \$25 per hour.

Section H: Class Size

The District shall apply for all available money under the No Child Left Behind Act of 2001, 20 USC 6301 et seq., for reducing class sizes and shall use said money exclusively to lower class sizes below the maximum allowed under this Agreement.

Section I: "Highly Qualified" Status of Professional Staff

"Highly Qualified" status, as a qualification for any position, will not be applicable until June 30, 2006, or the date designated by the Michigan Dept. of Education, whichever is later. In order for a member to have "Highly Qualified" status for a position, the member must demonstrate attainment of one or more of the benchmarks identified in the U.S. Dept. of Education's "Highly Qualified" flowchart – or the most recent version thereof – including the state-approved portfolio option of the "HOUSSE" benchmark.

Human Resources will annually obtain information from the Michigan Dept. of Education regarding the "Highly Qualified" status of each member, and will advise those who are not so qualified for their current position. Human Resources will also monitor and advise whether a member is "Highly Qualified" for a prospective position to which the member may seek transfer.

For the purpose of staffing for the 2005-06 school year, if a teacher is "Highly Qualified" for his/her current position under ESEA/NCLB, the District will attempt to leave the teacher in said position, subject to the terms of the collective bargaining agreement. Starting with the 2006-07 school year, a teacher must be "Highly Qualified" for their assignment.

A teacher that has been recognized as "Highly Qualified" under the ESEA/NCLB by this school district or another Michigan school district shall be recognized as "Highly Qualified" by this school district for the duration of his/her employment.

Except in the case of fraudulent credentials, the District will assume all liability for the assignment of any member to a position – either in full, or in part – for which the member is not "Highly Qualified."

Section J: Portfolio Review

Under the state-approved portfolio option of the "HOUSSE" benchmark of the U.S. Dept. of Education's "Highly Qualified" flowchart – or the most recent version thereof – a member may demonstrate "Highly Qualified" status by means of a portfolio detailing his/her training and experience. The format, criteria, and assessment instrument, for such portfolio shall be the same as the most recent version recommended by the Michigan Dept. of Education. Said portfolio shall be submitted to Human Resources, which will forward it to the District ESEA Advisory Council.

For the purpose of portfolio review and approval, only those members of the DEAC who are employees of the District shall serve as the portfolio review committee. Approval of a portfolio shall be based on agreement of a majority of said members. Upon approval of a portfolio, Human Resources will notify the appropriate state agency of the member's "Highly Qualified" status.

Section K: Costs of Becoming "Highly Qualified"

The District will make funds available for the purpose of assisting bargaining unit members to attain "Highly Qualified" status for a position for which the member is not already "Highly Qualified." Said funds shall be applied, but may not be limited, to the following purposes:

1. Reimbursement/payment of the fee to take the Michigan Test for Teacher Certification (MTTC) subject area examination;
2. Pre-approved expenses for members to attend professional development workshops, seminars, etc. that would meet qualification requirements;

Upon request to Human Resources or the building principal by the District, and presentation of appropriate documentation, reimbursement to a bargaining unit member shall be made for expenses incurred for participating in one or more of the above activities.

To the extent that a member may seek to become "multiply Highly Qualified" in order to be eligible for another position not currently held, provision 1 above shall also apply. All other tuition reimbursements shall be governed by Article 22 – PROFESSIONAL COMPENSATION in the Agreement.

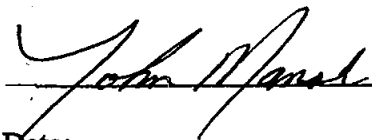
LETTER OF AGREEMENT #15
BETWEEN
KALAMAZOO EDUCATION ASSOCIATION
AND
KALAMAZOO PUBLIC SCHOOLS

RE: ARTICLE 1 – RECOGNITION, SECTION F: DISTRIBUTION OF AGREEMENT

Now comes the Kalamazoo Public Schools and the Kalamazoo Education Association ("KEA") and said parties do hereby agree that for the Spring 2005:

1. In light of the fact that the District is prohibited from using school funds for such purposes as employee recognition, i.e., the annual KPS Employee Retirement Reception and Dinner; and,
2. The District has previously fully funded such an event.
3. The Kalamazoo Education Association ("KEA") shall contribute funds equal to sixty (60%) percent of the net cost (total expenses less donations and ticket receipts) but not to exceed five thousand (\$5,000) dollars for the 2005 KPS Employee Retirement Reception and Dinner.
4. In exchange for such contribution toward an expense that the District would otherwise have fully covered, Article 1, Section F: Distribution of the Agreement shall be the sole expense of the District.
5. If a 2005-06 Addendum to the 2003-05 Agreement is approved, the District shall be responsible for the cost of printing the Addendum and shall provide an additional 20 Association days for which substitutes will be provided at no cost to the Association for the 2005-06 school year.

For the District:



Date:

11-18-05

For the Association:



Date:

1-18-06

LETTER OF AGREEMENT #17
BETWEEN
KALAMAZOO EDUCATION ASSOCIATION
AND
KALAMAZOO PUBLIC SCHOOLS

RE: ARTICLE 12 – TRANSFERS AND VACANCIES, SECTION P: USE OF SUBSTITUTES

Now comes the Kalamazoo Public Schools and the Kalamazoo Education Association (“KEA”) and said parties do hereby agree that for 2005-2006 vacancies of existing or newly created positions from first semester forward to the following:

1. The Association will allow, by Letter of Agreement, such vacancies to be filled with substitutes until year-end of the 2005-2006 school year.
2. If the substitute is hired into the bargaining unit at the start of the following year, or is employed as a long-term sub and is hired into the bargaining unit prior to December 15, 2006, seniority will be retroactive to the date of hire as a long-term substitute in 2005-2006 for which a substitute would otherwise have been entitled to a contract under the 2003-05 Agreement.
3. Sixty-seven (67%) percent of the net District’s savings will be credited to KEA.

For the District:

Date:

11-18-05

For the Association:

Date:

1-18-06

KALAMAZOO PUBLIC SCHOOLS
2005-2006 SCHOOL CALENDAR

Day	Date	Activity
Thursday - Friday	8-18-05, 8-19-05	New Teacher Orientation
	8-23 thru 9-09-05	No additional Meetings
Tuesday	8-23-05	First Day for teachers Teachers report times this week: 8AM-3PM AM: Prin. Mtg PM: Work in rooms
Wednesday	8-24-05	District PD*
Thursday	8-25-05	Building PD*
Friday	8-26-05	Work in rooms all day
Monday	8-29-05	First Day for Students AM only; NO Kindergarten Work in rooms PM
Tuesday	8-30-05	First Full Day for Students K-12 First day Kindergarten students & county programs
Friday	9-02-05	Labor Day weekend – School closed
Monday	9-05-05	Holiday (Labor Day) – School closed No September PD*
Wednesday	9-14-05	PreK-12 after school PD*
Friday	9-23-05	No students PreK-12 PD All Day; Staff report 8AM – 3PM
Wednesday	9-28-05	9-12 after school PD*
Friday	9-30-05	9-12 mid-quarter reports due at end of work day
Monday	10-3-05	PreK-8 PD; 9-12 NO PD*
Wednesday-Thursday	10-5, 6-05	9-12 Conferences (Schedule developed by Faculty Team)
Wednesday	10-12-05	PreK-12 after school PD*
Friday	10-14-05	7-8 end of first (1 st) six (6) weeks 7-8 students AM only; PM records
Thursday	10-20-05	7-8 students AM only; 7-8 Parent Conferences (PM) (Schedule developed by Faculty Team)
Wednesday	10-26-05	9-12 students AM only: exams 1-2 blocks PreK-6 after school PD* 9-12 PM - records
Thursday	10-27-05	9-12 students AM only: exams 3-4 blocks 9-12 PM – records
Friday	10-28-05	No Students PreK-12 K-6 records all day 7-12 PD* – All Day
Monday-Friday	10-31 thru 11-10-05	Pre K-6 Conference – Option Weeks EXCEPT NOV. 8 (KEA GOV. BD.) (Schedule developed by Faculty Team) Only Teachers with two half-day sessions - must be provided with additional plan (one day) and conference sessions (two days or four half-days per mutual consent). Teacher has the option of release time or compensation at the substitute rate.
Monday	10-31-05	9-12 grades due at end of work day
Wednesday	11-2-05	7-12 after school PD*
Monday	11-07-05	Pre K-6: NO PD* (Conf. Option Week) 7-12 PD*

Wednesday	11-09-05	PreK-6 students AM only (AM schedule) AM Kindergarten PM – Conference option
Thursday	11-10-05	No Elementary students Elementary AM PD* (8 AM – 11 AM) PM – Conference option Elem. staff report 8 AM
Friday	11-11-05	School closed – Conference Comp. Day
Wednesday	11-16-05	PreK-12 after school PD*
Wednesday	11-23-05	7-8 End of second (2 nd) six (6) weeks 7-8 students AM only; PM records
Thursday-Friday	11-24, 25-05	Holiday (Thanksgiving Recess) – School closed
Friday	12-02-05	9-12 mid-quarter reports due at end of work day
Monday	12-05-05	Pre K-8 PD* 9-12 NO PD*
Wednesday-Thursday	12-7, 8-05	9-12 Conferences (Schedule developed by Faculty Team)
Friday	12-16-05	Last day before Winter Recess
Tuesday	1-3-06	School Resumes NO January PD*
Wednesday	1-11-06	PreK-12 after school PD*
Monday	1-16-06	School Closed (Martin Luther King's Birthday)
Monday-Friday	1-17 thru 1-27-06	Only Teachers with two half-day sessions - one half-day additional record time must be provided. Teacher has the option of release time or compensation at the substitute rate.
Thursday	1-19-06	9-12 students AM only: exams 1-2 blocks 9-12 PM records
Friday	1-20-06	9-12 students AM only: exams 3-4 blocks 9-12 PM records End of 1 st semester & end of third (3 rd) six (6) weeks
Monday	1-23-06	No students No county programs 7-12 Records all day PreK-6 AM PD*; PM Records
Tuesday	1-24-06	1 st Day of 2 nd Semester
Monday	2-6-06	Pre K-12 – PD*
Friday	2-10-06	No students PreK-12 PD all day; Staff report 8AM – 3PM
Wednesday	2-15-06	9-12 after school PD*
Friday	2-17-06	9-12 mid-quarter reports due at end of work day
Wednesday	2-22-06	7-8 after school PD* 9-12 Conferences (Schedule developed by Faculty Team)
Friday	2-24-06	Mid-Winter Break - NO snow day make-up
Monday	2-27-06	Mid-Winter Break - NO snow day make-up
Wednesday	3-1-06	PreK-6, 9-12 after school PD*
Monday	3-6-06	PreK-12 – PD*
Friday	3-10-06	7-8 End of fourth (4 th) six (6) weeks 7-8 students AM only; PM records
Wednesday	3-15-06	9-12 after school PD*
Thursday	3-16-06	7-8 students AM only; PM Conferences (Schedule developed by Faculty Team)

Thursday	3-23-06	9-12 students AM only; exams 1-2 blocks 9-12 PM – records
Friday	3-24-06	No PreK-6 students 7-12 students AM only; 9-12 exams 3-4 blocks PreK-6 AM PD*, 7 – 8 PM PD PreK-6, 9-12 PM Records
Monday-Thursday	3-27 thru 3-30-06	PreK-6 Conference – Option Week (Schedule developed by Faculty Team) Only Teachers with two half-day sessions – must be provided with additional plan (one half day) and conference sessions (two days or four half-days per mutual consent). Teacher has the option of release time or compensation at the substitute rate.
Monday	3-27-06	9-12 grades due end of workday
Wednesday	3-29-06	K-6 students AM only (AM schedule) AM Kindergarten attend AM PM – Conference option
Thursday	3-30-06	K-6 students AM only (PM schedule) PM Kindergarten attend AM PM – Conference option
Friday	3-31-06	School closed – Conference Comp. Day
Monday-Friday	4-3 thru 4-7-06	Spring Recess – School Closed
Monday	4-10-06	School Resumes NO April PD*
Wednesday	4-12-06	PreK-12 after school PD*
Wednesday	4-26-06	PreK-6 after school PD*
Friday	4-28-06	7-8 End of fifth (5 th) six (6) weeks 7-12 Students AM only 7-8 PM-records; 9-12 PM-PD*
Monday	5-1-06	PreK-8 – PD*; 9-12 NO PD* 9-12 mid-quarter reports due at end of work day
Wednesday, Thursday	5-3, 4-06	9-12 Conferences (Schedule developed by Faculty Team)
Wednesday	5-10-06	PreK-12 after school PD*
Monday-Friday	5-22 thru 6-14-06	Only Teachers with two half-day sessions – 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.
Wednesday	5-24-06	9-12 after school PD*
Monday	5-29-06	School Closed Holiday (Memorial Day)
Tuesday	6-13-06	K-12 students AM only (Elem. PM schedule) PM kindergarten in AM 9-12 exams 1&2 blocks PM PreK-12 records
Wednesday	6-14-06	1-12 students AM only (Elem. AM schedule) No Kindergarten 9-12 exams 3&4 blocks PM PreK-12 records Last Day for Students
Thursday	6-15-06	Last Day for Teachers Work in rooms all day 1 st emergency work day if required by law

2005-06 Calendar

Days Per Month

<i>Month</i>	<i>Students</i>	<i>Teachers</i>
August	3	7
September	19	20
October	20	21
November	19 (elem.18)	19
December	12	12
January	19	20
February	17	18
March	22 (elem.21)	22
April	15	15
May	22	22
June	<u>10</u>	<u>11</u>
	178	187

Teacher Work Days

Student Days	178 (elementary 176)
Other Work Days	9 (elementary 11)
*Comp. Days	2
Total	189
**Holiday	4
Total Paid Days	193

***Comp. Days**

One per semester

November 11, 2005

March 31, 2006

****Holidays**

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

Summary of PD hours

FULL AND HALF DAYS	Elementary	Middle	High	Notes
August 24, 25	12	12	12	Last year's proposal
September 23	6	6	6	Take 6 hours from instructional time
October 28		6	6	Last year's proposal
November 10	3			Eliminate half-day Take 3 hours from instructional time
January 24	3			Last year's proposal
February 10	6	6	6	Take 6 hours from instructional time
March 24	3	3		Eliminate half-day for elementary. Take 3 hours from instructional time. Middle school same as last year's proposal.
April 28			3	Reduce from full to half day for high school. Take 3 hours from instructional time
Subtotal	33	33	33	
First Mondays (2 hours)	5 Oct, Dec, Feb, Mar, May	6 Oct, Nov, Dec, Feb, Mar, May	3 Nov, Feb, Mar	
Subtotal	10	12	6	
Dist/Bldg Weds (approx 17 available)	9 Sept 14, Oct 12, Oct 26, Nov 16, Jan 11, Mar 1, Apr 12, Apr 26, May 10	8 Sept 14, Oct 12, Nov 2, Nov 16, Jan 11, Feb 22, Apr 12, May 10	12 Sept 14, Sept 28, Oct 12, Nov 2, Nov 16, Jan 11, Feb 15, Mar 1, Mar 15, Apr 12, May 10, May 24	Common dates (all levels) Sept 14 Oct 12 Nov 16 Jan 11 Apr 12 May 10
Subtotal	14	12	18	9
GRAND TOTAL	57	57	57	

Proposal Summary of changes

Additional PD taken from instructional time

6 hours Sept 23 elementary, middle, high
 3 hours Nov 10 elementary only
 6 hours Feb 10 elementary, middle, high
 3 hours Mar 24 elementary only
 3 hours Apr 28 high schools only

Total reductions in instructional time at all 3 levels:

Elementary – 18 hours
 Middle – 12 hours
 High -- 15 hours

Additional comments

Took out 2 half-days at the elementary level (Nov 10 and Mar 24)
 Added a half-day at high school level (Apr 28)

**REPORTING TIMES
2005-2006**

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 (August 25, 2003 and August 30, 2004) 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 2005-2006 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 2005-2006 those compensation days are November 11, 2005, and March 31, 2006.
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, 2006.
8. Report cards will be mailed at the end of the last teacher workday. (6-15-2006)

APPENDIX A

KALAMAZOO PUBLIC SCHOOLS 2005-06 KEA SALARY SCHEDULE

STEP	BACHELORS		MASTERS		MASTERS + 30		DOCTORATE	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY
1	1.00	\$31,385	1.08	\$33,896	1.16	\$36,407	1.24	\$38,918
2	1.05	\$32,955	1.13	\$35,466	1.21	\$37,976	1.29	\$40,487
3	1.10	\$34,524	1.18	\$37,035	1.26	\$39,546	1.34	\$42,057
4	1.15	\$36,093	1.23	\$38,604	1.31	\$41,115	1.39	\$43,626
5	1.23	\$38,604	1.31	\$41,115	1.39	\$43,626	1.47	\$46,137
6	1.28	\$40,173	1.36	\$42,684	1.44	\$45,195	1.52	\$47,706
7	1.33	\$41,743	1.41	\$44,253	1.49	\$46,764	1.57	\$49,275
8	1.38	\$43,312	1.46	\$45,823	1.54	\$48,334	1.62	\$50,844
9	1.46	\$45,823	1.54	\$48,334	1.62	\$50,844	1.70	\$53,355
10	1.51	\$47,392	1.59	\$49,903	1.67	\$52,414	1.75	\$54,925
11	1.56	\$48,961	1.64	\$51,472	1.72	\$53,983	1.80	\$56,494
12	1.64	\$51,472	1.72	\$53,983	1.80	\$56,494	1.88	\$59,005
13	1.66	\$52,100	1.77	\$55,552	1.85	\$58,063	1.93	\$60,574
14	1.66	\$52,100	1.85	\$58,063	1.93	\$60,574	2.01	\$63,085
15	1.69	\$53,041	1.90	\$59,632	1.98	\$62,143	2.06	\$64,654
16	1.69	\$53,041	1.90	\$59,632	1.98	\$62,143	2.06	\$64,654
17	1.69	\$53,041	1.90	\$59,632	1.98	\$62,143	2.06	\$64,654
18	1.69	\$53,041	1.90	\$59,632	1.98	\$62,143	2.06	\$64,654
19	1.69	\$53,041	1.90	\$59,632	1.98	\$62,143	2.06	\$64,654
20	1.74	\$54,611	1.95	\$61,202	2.03	\$63,712	2.11	\$66,223
21	1.74	\$54,611	1.95	\$61,202	2.03	\$63,712	2.11	\$66,223
22	1.74	\$54,611	1.95	\$61,202	2.03	\$63,712	2.11	\$66,223
23	1.74	\$54,611	1.95	\$61,202	2.03	\$63,712	2.11	\$66,223
24	1.74	\$54,611	1.95	\$61,202	2.03	\$63,712	2.11	\$66,223
25+	1.76	\$55,238	1.97	\$61,829	2.05	\$64,340	2.13	\$66,851

Notes: The salary schedule for 2005-06 reflects a 1.65% increase in the BA Base from 2004-05.
 If the blended enrollment following the September, 2005, student count is 9,930 to 9,993, then an additional 0.5% will be applied to the BA Base effective with the start of the second semester.
 If the blended enrollment following the September, 2005, student count is 9,994 or more, then an additional 1% will be applied to the BA Base effective with the start of the second semester.

2005-06 KEA SALARY SCHEDULE (Effective Second Semester)

STEP	BACHELORS		MASTERS		MASTERS + 30		DOCTORATE	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY
1	1.00	\$31,699	1.08	\$34,235	1.16	\$36,771	1.24	\$39,307
2	1.05	\$33,284	1.13	\$35,820	1.21	\$38,356	1.29	\$40,892
3	1.10	\$34,869	1.18	\$37,405	1.26	\$39,941	1.34	\$42,477
4	1.15	\$36,454	1.23	\$38,990	1.31	\$41,526	1.39	\$44,062
5	1.23	\$38,990	1.31	\$41,526	1.39	\$44,062	1.47	\$46,598
6	1.28	\$40,575	1.36	\$43,111	1.44	\$45,647	1.52	\$48,182
7	1.33	\$42,160	1.41	\$44,696	1.49	\$47,232	1.57	\$49,767
8	1.38	\$43,745	1.46	\$46,281	1.54	\$48,816	1.62	\$51,352
9	1.46	\$46,281	1.54	\$48,816	1.62	\$51,352	1.70	\$53,888
10	1.51	\$47,865	1.59	\$50,401	1.67	\$52,937	1.75	\$55,473
11	1.56	\$49,450	1.64	\$51,986	1.72	\$54,522	1.80	\$57,058
12	1.64	\$51,986	1.72	\$54,522	1.80	\$57,058	1.88	\$59,594
13	1.66	\$52,620	1.77	\$56,107	1.85	\$58,643	1.93	\$61,179
14	1.66	\$52,620	1.85	\$58,643	1.93	\$61,179	2.01	\$63,715
15	1.69	\$53,571	1.90	\$60,228	1.98	\$62,764	2.06	\$65,300
16	1.69	\$53,571	1.90	\$60,228	1.98	\$62,764	2.06	\$65,300
17	1.69	\$53,571	1.90	\$60,228	1.98	\$62,764	2.06	\$65,300
18	1.69	\$53,571	1.90	\$60,228	1.98	\$62,764	2.06	\$65,300
19	1.69	\$53,571	1.90	\$60,228	1.98	\$62,764	2.06	\$65,300
20	1.74	\$55,156	1.95	\$61,813	2.03	\$64,349	2.11	\$66,885
21	1.74	\$55,156	1.95	\$61,813	2.03	\$64,349	2.11	\$66,885
22	1.74	\$55,156	1.95	\$61,813	2.03	\$64,349	2.11	\$66,885
23	1.74	\$55,156	1.95	\$61,813	2.03	\$64,349	2.11	\$66,885
24	1.74	\$55,156	1.95	\$61,813	2.03	\$64,349	2.11	\$66,885
25+	1.76	\$55,790	1.97	\$62,447	2.05	\$64,983	2.13	\$67,519

Note: The salary schedule for the second semester of 2005-06 reflects a 1% increase in the BA Base over the first semester BA Base of \$31,385, as a result of exceeding fall enrollment goals.

APPENDIX B

EXTRA DUTY SALARIES – 2005-06

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.

Senior High School –

Head Coaches:	% of Base	Ass't Coaches/Others:	% of Base
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	5.0%
Softball	12.5%	Junior Class Sponsor	5.0%
Swimming	14.0%	Sophomore Class Sponsor	3.0%
Tennis	9.0%	Freshman Class Sponsor	3.0%
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– Basketball	7.7%
Athletic Ticket Aide	18.5%	Tennis	6.3%
Head Driver Education Instructors	11.0%	Soccer	7.7%
		National Honor Society	3.0%
		Senior High Yearbook	2.0%
		Senior High Newspaper	2.0%
		Day Care Center Director	10.0%
		Mock Trial Coach	6.0%
		Student Government	2.0%
		Future Teacher Development Leader (one elementary total And 1 per each middle school)	2.0%
		Instrumental Jazz	9.0%
Ass't Coaches/Others:	% of Base		
Softball	8.75%		
Baseball	8.75%		
Basketball	12.9%		
Cross Country	7.7%		
Football	12.6%		
Ice Hockey	9.8%		
Swimming	9.8%		
Track and Field	8.4%		
Wrestling	9.4%		

Middle School –

Head Coaches:	% of Base	Ass't Coaches/Others:	% of Base
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%		

Elementary –

	2005-06 Rates:	1st Semester	2nd Semester
Student Assistant Leader		\$20.16/hour	\$20.36/hour
Black History Quiz Bowl	60 hours max.	\$18.84/hour	\$19.03/hour
Social Studies Olympiad	60 hours max.	\$18.84/hour	\$19.03/hour
Science Fair	60 hours max.	\$18.84/hour	\$19.03/hour
Drama/Plays	60 hours max.	\$18.84/hour	\$19.03/hour
Elementary Intramural Sports	60 hours max.	\$18.84/hour	\$19.03/hour
Extra Duty Supervision		\$1,107/year	\$1,118/year
Premium compensation Kindergarten	27-28 students	5% of BA Base per semester	
Premium compensation Grades 1-6	30 or 31 students	5% of BA Base per semester	
Splits		5% of BA Base	

Other Assignments –

	2005-06 Rates:	1st Semester	2nd Semester
Curriculum Development		\$18.84/hour	\$19.03/hour
Summer School Classroom Teacher		\$18.84/hour	\$19.03/hour
Substituting during planning time (building choice)		\$18.84/hour	\$19.03/hour
Driver Education Teacher		\$21.52/hour	\$21.74/hour
Music Teacher (summer school teaching)		\$18.84/hour	\$19.03/hour
Intramurals (including Dance Club and PE Expo)		\$13.43/hour	\$13.56/hour
Inservice Activities		\$10.55/hour	\$10.66/hour
TV/Radio Production Coordinator		\$16.49/hour	\$16.65/hour
Mentor Teacher		2% of Base	

NOTE: If the blended enrollment following the September, 2005, student count is 9,930 to 9,993, then an additional 0.5% will be applied to the BA Base effective with the start of the second semester. If the blended enrollment following the September, 2005, student count is 9,994 or more, then an additional 1% will be applied to the BA Base effective with the start of the second semester. Any such increase will also be applied to the hourly rates listed above.

NOTE: The extra duty salary schedule for the second semester of 2005-06 reflects a 1% increase in the hourly rates over those of the first semester, as a result of exceeding fall enrollment goals.

ARTICLE 32 – DURATION OF AGREEMENT

THIS AGREEMENT supersedes all previous Articles of Agreement between the parties and shall become effective as of the 16th day of August, 2005, and shall remain effective until the 16th day of August, 2006.

THE SCHOOL DISTRICT OF THE
CITY OF KALAMAZOO

THE KALAMAZOO EDUCATION
ASSOCIATION

Timothy A. Bartik 11-10-2005
President Date

Michelle Lambert 11/08/05
President Date

Al. Webb 11-10-05
Secretary Date

Nancy E. Palm 11/10/05
Secretary Date

John Mauer 11-8-05
Chief Negotiator Date

Tom Karpinski 11/8/05
Chief Negotiator Date

OTHER AGREEMENTS

1. **SUBSTITUTES**

The District will study the feasibility of establishing a preferred substitute pool.

2. The following issues will be moved to the Contract Review forum for further review by the parties:

- A. Flagging of 504 Students
- B. Letter of Agreement regarding risk-management and safety training for all athletic coaches.

