

LETTER OF AGREEMENT

Schedule B—Salary

The parties agree to 'freeze' salary to the 2006-07 school year salary schedule. Those teachers moving up a step for the 2007-08 school year will receive such compensation.

Compensation Adjustment: Should the official February state enrollment FTE (student) count remain at or above 35 students, the teachers will receive a one time (stipend) payment of half of the equivalent of a 10% salary reduction (including FICA and retirement costs the district has to incur) for 2007-08 school year by June 30, 2008.

Article XXI—Insurance

Insurance coverage will continue to be Choices II—MESSA-PAK as in 2006-07. Monthly insurance contributions will include the 3% salary contribution from the 2006-07 contribution--- plus the equivalent of a 10% salary reduction (including FICA and Retirement costs the district has to incur) for the 2007-08 school year.

SEE ATTACHED: (these are approximate calculations)

Sharon Spencer 10% \$ 4787
 Ret. \$ 802 (based on 16.74%)
 FICA \$ 366
 Equals \$ 5955 + 3% (as in 2006-07)

Yvonne Foster 10% \$ 4757
 Ret. \$ 796
 FICA \$ 364
 Equals \$ 5917 + 3%

Steve Rybicki 10% \$4772
 Ret. \$ 799
 FICA \$ 365
 Equals \$ 5936 + 3%

Amy Watkins 10% \$4538
 Ret. \$ 760
 FICA \$ 347
 Equals \$ 5645 + 3%

This (\$) number (per employee) will be divided by 12 months and deducted from each pay check (pay period).

Appendix C --Extra-Curricular Schedule.

Language for the 2007-08 school year remains as agreed to in the July 17, 2006 contract amendments.

Lead Teacher:

The District agrees to pay a member of the bargaining unit of the Association \$1200 to bridge student discipline and administrative functions for the Superintendent's absence.

MEAP Director:

A member of the bargaining unit will act as MEAP Testing Director. This person will compensated \$300 for duties performed.

Duration of Agreement:

The Agreement shall be in effect from July 1, 2007 through June 30, 2008.

Miscellaneous Provisions:

**Other related activities: Yearbook Advisor -- \$300
Young Authors -- \$100**

Teacher Aides: The School District will employee a teacher aide for as much of the day as is affordable with State and Federal funding (less supplies) in conjunction with the FEA.

Core Curriculum assignments:

Each teacher will be responsible for one of the four core curriculum areas. Math, Language Arts, Science and Social Studies. They will attend and bring back information as needed for student success for the Mason/Lake—Oceana ISD.

2007-2008 SCHOOL YEAR CALENDAR

27 & 28 – PD Day (Tentative)	AUGUST '07				
	M	T	W	Th	F
			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	31

JANUARY '08					1 New Year's Day (observed) 3 School resumes 11 End of 1 st semester 11 PD Day – No School
M	T	W	Th	F	
			3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30	31		

3 Labor Day 4 First Day of School	SEPTEMBER '07				
	M	T	W	Th	F
		4	5	6	7
	10	11	12	13	14
	17	18	19	20	21
	24	25	26	27	28

FEBRUARY '08					15 PD Day – No School
M	T	W	Th	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

12 PD day – No School	OCTOBER '07				
	M	T	W	Th	F
				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30

MARCH '08					14 End of 3 rd Marking Period 21 Good Friday – No School 27 Confereces ½ day 31 Spring Break
M	T	W	Th	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
31					

2 End of 1 st Marking Period 8 Conferences ½ day 9 PD – No School 15-16 Deer Days – No School 22-23 Thansgiving Break	NOVEMBER '07				
	M	T	W	Th	F
				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30

APRIL '08					1-4 Spring Break
M	T	W	Th	F	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30			

Dec 22 – Jan 2 – Winter Break	DECEMBER '07				
	M	T	W	Th	F
	3	4	5	6	7
	10	11	12	13	14
	17	18	19	20	21
	24	25	26	27	28
	31				

MAY '08					23 Last Day of School
M	T	W	Th	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

Other Items:

Items in the above document that are not addressed are as previously agreed to in all contract language through July 17, 2006 (unless added discussion is necessary by either party before Tentative Agreement is signed)

Handwritten signature

Signatures for the Board of Education

Date 6-27-07

Handwritten signatures: Steve Pappalardo, Tom Watkins, Sharon Adams

Signatures for the Free Soil Education Association

Date 6-27-07