

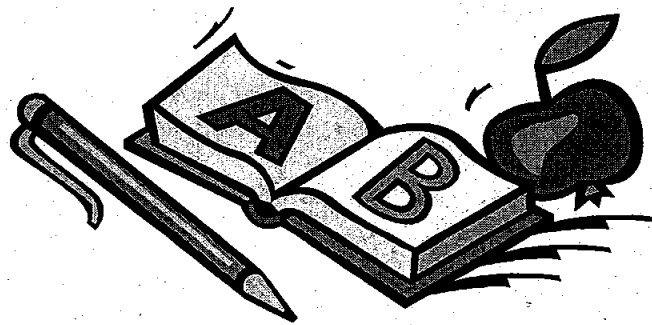
PROFESSIONAL AGREEMENT

between

CLAWSON BOARD OF EDUCATION

and

CLAWSON EDUCATION ASSOCIATION, MEA/NEA



2007-2008

2008-2009

2009-2010

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**Professional Agreement Between the
CLAWSON BOARD OF EDUCATION**

and the

CLAWSON EDUCATION ASSOCIATION, MEA/NEA

THIS AGREEMENT is entered into this 14th day of May 2007 by and between the BOARD OF EDUCATION OF CLAWSON PUBLIC SCHOOLS, Michigan, hereinafter referred to as the "Board", and the CLAWSON EDUCATION ASSOCIATION, MEA/NEA, hereinafter referred to as the "Association".

WITNESSETH:

WHEREAS, the Board and the Association recognize that providing a quality education for the children of Clawson is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service; and

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

WHEREAS, the Board and the Association have a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain reasonably with each other with respect to hours, wages, terms, and condition of employment of the teaching staff; and

WHEREAS, the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to reduce to writing.

NOW, THEREFORE, in consideration of the following mutual covenants, it is hereby agreed that the provisions of the 2004-2007 contract remain the same, except for the Salary Schedule (Schedule "A") and the School Calendars (Appendix "A"), which are attached hereto and incorporated herein.

This Agreement shall be in full force and effect as of August 26, 2007 and continue in effect until August 25, 2010. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date set forth above, unless both parties mutually agree an extension to in writing.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representative, the day and year first written above. On or before April 1 of the

year in which this agreement expires, both teams shall meet to discuss contract negotiations.

BOARD OF EDUCATION OF CLAWSON PUBLIC SCHOOLS
"Board"

By: *Kevin C. Turner*
President

By: *Cynthia Peterson*
Secretary

CLAWSON EDUCATION ASSOCIATION (MEA/NEA)
"Association"

By: *Linda L. Wright*
President

By: *Colin H. Abbott*
Secretary or Chief CEA Negotiator

SCHEDULE "A"

The School District of the City of Clawson Teachers' Salary Schedule

2007-2008

STEP	BA	BA + 20	MA	MA + 10	MA + 20	MA + 30
1	\$ 36,376	\$ 37,513	\$ 39,937	\$ 40,715	\$ 41,495	\$ 42,273
2	\$ 38,521	\$ 39,659	\$ 42,186	\$ 42,966	\$ 43,745	\$ 44,522
3	\$ 40,673	\$ 41,819	\$ 44,885	\$ 45,664	\$ 46,442	\$ 47,221
4	\$ 42,915	\$ 44,053	\$ 47,826	\$ 48,606	\$ 49,382	\$ 50,162
5	\$ 44,984	\$ 46,514	\$ 50,649	\$ 51,151	\$ 52,206	\$ 52,857
6	\$ 47,216	\$ 48,745	\$ 53,637	\$ 54,414	\$ 55,192	\$ 55,970
7	\$ 49,707	\$ 51,246	\$ 56,753	\$ 57,529	\$ 58,310	\$ 59,090
8	\$ 52,276	\$ 53,810	\$ 60,048	\$ 60,826	\$ 61,606	\$ 62,384
9	\$ 55,706	\$ 57,243	\$ 63,965	\$ 64,741	\$ 65,522	\$ 66,301
10	\$ 61,411	\$ 62,990	\$ 71,580	\$ 72,380	\$ 73,179	\$ 73,980

SCHEDULE "A"

The School District of the City of Clawson Teachers' Salary Schedule

2008-2009

STEP	BA	BA + 20	MA	MA + 10	MA + 20	MA + 30
1	\$ 37,104	\$ 38,263	\$ 40,736	\$ 41,530	\$ 42,325	\$ 43,118
2	\$ 39,292	\$ 40,452	\$ 43,030	\$ 43,826	\$ 44,620	\$ 45,412
3	\$ 41,486	\$ 42,655	\$ 45,783	\$ 46,578	\$ 47,370	\$ 48,165
4	\$ 43,774	\$ 44,934	\$ 48,782	\$ 49,578	\$ 50,370	\$ 51,165
5	\$ 45,884	\$ 47,444	\$ 51,662	\$ 52,174	\$ 53,250	\$ 53,915
6	\$ 48,160	\$ 49,720	\$ 54,709	\$ 55,502	\$ 56,296	\$ 57,090
7	\$ 50,701	\$ 52,271	\$ 57,888	\$ 58,680	\$ 59,477	\$ 60,271
8	\$ 53,322	\$ 54,886	\$ 61,249	\$ 62,042	\$ 62,838	\$ 63,632
9	\$ 56,820	\$ 58,388	\$ 65,245	\$ 66,036	\$ 66,832	\$ 67,627
10	\$ 62,639	\$ 64,250	\$ 73,011	\$ 73,828	\$ 74,642	\$ 75,459

SCHEDULE "A"

The School District of the City of Clawson Teachers' Salary Schedule

2009-2010

STEP	BA	BA + 20	MA	MA + 10	MA + 20	MA + 30
1	\$ 37,846	\$ 39,028	\$ 41,551	\$ 42,360	\$ 43,171	\$ 43,981
2	\$ 40,078	\$ 41,261	\$ 43,891	\$ 44,702	\$ 45,512	\$ 46,321
3	\$ 42,316	\$ 43,508	\$ 46,698	\$ 47,509	\$ 48,318	\$ 49,129
4	\$ 44,649	\$ 45,833	\$ 49,758	\$ 50,570	\$ 51,377	\$ 52,188
5	\$ 46,801	\$ 48,393	\$ 52,695	\$ 53,217	\$ 54,315	\$ 54,993
6	\$ 49,123	\$ 50,714	\$ 55,804	\$ 56,612	\$ 57,422	\$ 58,232
7	\$ 51,715	\$ 53,316	\$ 59,046	\$ 59,853	\$ 60,666	\$ 61,477
8	\$ 54,388	\$ 55,984	\$ 62,474	\$ 63,283	\$ 64,095	\$ 64,905
9	\$ 57,957	\$ 59,556	\$ 66,549	\$ 67,357	\$ 68,169	\$ 68,980
10	\$ 63,892	\$ 65,535	\$ 74,471	\$ 75,304	\$ 76,135	\$ 76,968

- (1) The Board may grant up to ten (10) steps for outside teaching experience. Outside experience must have been completed within the last ten (10) years.
- (2) Teachers substituting during their prep-conference period shall receive the pay as specified in Section 5.03.
- (3) Regular teachers on permanent assignment shall be paid at a rate of 1/6 of their salary on Schedule "A" provided, however, the Board agrees that there will be no more than five teachers on permanent assignment during their prep-conference hour. The teacher will have the option of accepting or rejecting the additional assignment.
- (4) In order to qualify for advancement on the salary schedule:
 - (a) All hours must be earned after the date of provisional certification.
 - (b) All hours must be in an area of the teacher's major or minor field or in the area of education.
 - (c) Any exception to 4(b) must have written approval of the building principal prior to the election of the subject or course.
 - (d) For MA+10, MA+20, and MA+30, all hours must be earned after the conferral of teacher's Master's degree.

APPENDIX "A"

General Conditions/School Calendars

1. For the term of this Agreement (2007-2008, 2008-2009, and 2009-2010) school calendars are as set forth in Appendix "A". There shall be no deviation from or changes to the school calendar, except by mutual agreement of the Board and the Association.
2. Furthermore, all calendars shall meet the necessary requirements of the State of Michigan.



CLAWSON PUBLIC SCHOOLS
Calendar for the 2007-2008 School Year – (FINAL REVISION 07.23.07)

First Semester

AUGUST

28 T Includes 12 hours of Teacher Professional Development during Aug. 28 - 30
29 W
30 Th
31 F No School - Labor Day Recess

SEPTEMBER

3 M No School – Labor Day Recess
4 T First Day of School for Students – ½ day for elementary & MS students only full day for HS
6 Th Schalm Open House, 6:30-8:30 pm
6 Th Kenwood Open House, 6:30-8:30 pm
12 W Middle School Open House, 6:15-8:35 pm
20 Th High School Open House, 6:30-8:30 pm

OCTOBER

11 Th End of 1st Marking Period – MS only, HS & MS Parent/Teacher Conferences, 3:00-5:30 pm & 6:00-8:30pm
31 W No School for Students – Teacher Professional Development – All Day

NOVEMBER

2 F ½ Day for Elementary & Middle School Students Only (AM), Elem.
Teacher Records & Middle School Professional Development (PM) –
End of 1st Marking Period – Elem. & High School only
6 T No School for Students – Teacher Professional Development – All Day
14 W Elementary Parent-Teacher Conferences 5:30-8:00 pm
15 Th ½ Day for Elementary Students only (AM), Elem.
Parent-Teacher Conferences 12:30-3:30 pm and 5:30-8:00 pm
21-23 W-F No School – Thanksgiving
26 M School Resumes
28 W End of 2nd Marking Period – Middle School only

DECEMBER

24-31 M-M No School – Holiday Break

JANUARY

1-2 T-W No School
3 Th School Resumes
17 Th ½ Day for High School Students Only (AM) – High School Exams (AM) – ½ Day
Teacher Records for High School Teachers Only (PM)
18 F ½ Day for All Students (AM), HS Exams (AM) – End of 3rd Marking Period (MS only), End of 2nd Marking
Period (Elem. & HS only) – End of 1st Semester – ½ Day Teacher Records (PM)
21 M No School – Martin Luther King Day

FEBRUARY

11-15 M-F No School – Mid-winter Break
18 M School Resumes

MARCH

4 T End of 4th Marking Period – MS only, HS & MS Parent/Teacher Conferences, 5:00 pm-8:00 pm
6 Th ½ Day for Elementary Students only (AM), Elem. Parent-Teacher Conferences 12:30-3:30 pm and 5:30-8:00 pm
11 T High School Michigan Merit Exam (MME) - School **ONLY** for Students Taking the
Exam – All Teachers Report
12 W High School Michigan Merit Exam (MME) – School **ONLY** for Students Taking the
Exam – All Teachers Report
20-28 Th-F No School – Spring Break
31 M School Resumes

APRIL

4 F ½ Day for Elem. & Middle School Students Only (AM), Elem. Teacher Records and Middle School Professional
Development (PM), End of the 3rd Marking Period (Elem. & High School Only)
18 F No School – Teacher Professional Development – All Day
29 T End of 5th Marking Period – Middle School only


MAY

6 T No School for Students – Teacher Professional Development – All Day
23-26 F-M No School – Memorial Day Recess
27 T School Resumes

JUNE

10 T ½ Day for High School Students (AM) – Exams, HS Teacher Records (PM)
11 W ½ Day for Students (AM), Teacher Records (PM), School Year Ends

This calendar reflects 178 Instructional Days (High School 177) and 179 Workdays for Teachers



SCHOOL DISTRICT OF THE CITY OF CLAWSON
Calendar for the 2008-2009 and 2009-2010 School Years

To be determined based on the 2007-2008 calendar.

LETTER OF AGREEMENT
Between
Clawson Public Schools
and
The Clawson Education Association

CLASS OVERLOAD

If the District is unable to meet the class load specified in the Master Agreement, the teacher will be compensated for the first, second, third, and fourth students that exceed that class load using the following formula:

Teacher Compensation Rate

- A. Salary, excluding longevity
- B. Divided by the number of student days
- C. Divided by the maximum class load per the Master Agreement
- D. Divided by 6 hours per day

Teacher Compensation [for each student]

- E. Multiply rate [from D] by number of overload
- F. Multiply by number of hours per day
- G. Multiply by number of days with overload

Each teacher is to complete the "Class Overload Report" and turn it in the last day of the school year to receive compensation for the overload(s) incurred by the teacher.

This Letter of Agreement will be in effect through August 25, 2010 [concurrent with the Master Agreement].

CLAWSON PUBLIC SCHOOLS

By: James N. Nelson

Date: 5-9-07

CLAWSON EDUCATION ASSOCIATION

By: Linda D. Wright

Date: 5-9-07

WORKSHEET FOR CLASS OVERLOAD

Teacher:	
Grade/Subject:	

A.	Salary	
B.	Divide (÷) by number of school days	
C.	Divide (÷) by 6 hours per day	
D.	Divide (÷) by class load	
E.	Multiply (x) by number of overload	
*F.	Multiply (x) by number of hours per day	
G.	Multiply (x) by number of days with overload	
	AMOUNT DUE	

*Grades 6-12: All of the above [A-E] are the same; F is deleted.

APPROVED:

By: _____
Superintendent/Designee

Date: _____

By: _____
Director of Business Services

Date: _____

