

Ratified by FTA-AFTM: October 13, 2005
Approved by Board of Education: October 31, 2005

INDEX

**FAIRVIEW TEACHERS' ASSOCIATION-AMERICAN FEDERATION OF TEACHERS
MICHIGAN**

2005-2008

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FAIRVIEW TEACHERS' ASSOCIATION-AMERICAN FEDERATION OF TEACHERS'
AGREEMENT

This agreement entered into this 19 day of September 2005, by and between the Fairview Teachers' Association –American Federation of Teachers Michigan (FTA-AFTM) and the school district of Fairview Area Schools, Fairview, Michigan, hereafter called the Board.

ARTICLE I: RECOGNITION

- A. The Board hereby recognizes the FTA-AFTM as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all professional personnel on tenure, classroom teachers, guidance counselors, librarians, and all probationary personnel. The term "teacher" when used hereafter in this agreement shall refer to all employees represented by the FTA-AFTM in the bargaining or negotiating unit as above defined and references to teachers shall include both male and female teachers. The term "teacher" as used in this agreement shall not include substitute teachers.
- B. The agreement shall supersede any rules, regulations, or practices of the Board, which shall be contrary to or inconsistent with its term. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contract previously in effect. All future individual teacher contracts shall be made expressly subject to the terms of this agreement. The provisions of this agreement shall be considered part of the established policies of the Board.
- C. Within thirty (30) days of the beginning of his/her employment, a teacher shall sign and deliver to the Board an assignment authorizing the deduction of membership dues or assessments of the FTA-AFTM, or an amount equal to becoming a member, upon such conditions as the FTA and the Board shall establish.
- D. If any provisions of this agreement or any application of this agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE II: BOARD'S RIGHTS AND RESPONSIBILITIES

- A. The Board on its own behalf and on behalf of the electors of the school district hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the school code and the laws and the Constitution of the State of Michigan and/or the United States. Such rights duties, etc., shall include, by way of illustration and not by way of limitation, the right to:
 - 1. Manage and control its business, its equipment, and its operation and to direct the working forces and affairs of the school district.

ARTICLE II: BOARD'S RIGHTS AND RESPONSIBILITIES (Con't.)

2. Continue its right to adopt policies and practices of determining qualifications, assignments and direction of its personnel, determine the number of personnel and scheduling of all the foregoing.
 3. Direct the working forces, including the right to hire, evaluate, promote, suspend, and discharge employees, transfer employees, assign work or duties to employees, and determine the size of the work force and to lay off employees.
- B.** The FTA-AFTM recognizes that the Board is legally responsible for the operation of the entire school system within the boundaries of the school district, and that the Board has the necessary authority to discharge all of its responsibilities.
- C.** In meeting such responsibilities, the Board acts through its administrative staff. Such responsibilities include, without being limited to, the establishment of education policies; the construction, acquisition and maintenance of school buildings and equipment; the hiring, transfer, assignment, supervision, discipline, promotion and termination of employment; and the establishment and revision of rules and regulations governing and pertaining to work and conduct of employees. The Board and administrative staff shall be free to exercise all of its managerial rights and authority to the extent permitted by law.

ARTICLE III: TEACHERS' RIGHTS

- A.** Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that all teachers shall have the right freely to organize, join and support the FTA-AFTM for the purpose of engaging in collective bargaining or negotiating and other activities for mutual aid and protection. As a duly elected body exercising governmental power under the law of the State of Michigan, the Board undertakes and agrees that it shall not directly, or indirectly, discourage, deprive, or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan, Constitution of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any other conditions of employment by reason of his/her membership in the FTA-AFTM or collective professional negotiations with the Board, or his/her instituting of any grievance, complaint or proceedings under this agreement, or otherwise with respect to any terms or conditions of employment.
- B.** The FTA-AFTM and its members are granted the privilege to use school building facilities at all reasonable hours for meetings, provided that this shall not interfere with or interrupt normal operation of the school.

ARTICLE IV: PROFESSIONAL COMPENSATION

- A.** The salaries of teachers covered by this agreement are set forth in the salary schedule which is attached to and incorporated in this agreement.

ARTICLE IV: PROFESSIONAL COMPENSATION (Con't.)

- B. Any teacher asked to substitute for another teacher necessitating the giving up of a conference period shall be paid \$16.00 per hour, payable in 20-minute increments. Any teacher covering a full period will receive the full \$16. Such sum is to be added in the next paycheck following such work.
- C. Any teacher asked to supervise homebound instruction shall be paid at a rate of \$20.00 per hour, payable and rounded up or down in 20 minute increments. Such sum shall be added in the next paycheck following submission of a time sheet.
- D. Any teacher asked to supervise an after school study or tutoring type program shall be paid \$16.00 per hour, payable in 20-minute increments. Such sum shall be added to the next paycheck following such work.

ARTICLE V: TEACHING DAYS AND HOURS

- A. The teacher's normal school day shall be as follows:
 - 1. Teachers shall arrive no later than 7:50 a.m.
 - 2. Teachers will leave school no earlier than 3:45 p.m., except on Fridays, or days previous to a holiday when teachers may leave five (5) minutes after close of classes, unless staff meetings have been scheduled.
 - 3. Teachers' meetings are to be no longer than forty-five (45) minutes.
 - 4. The length of the school day shall not exceed seven hours and fifty-five minutes, including the lunch period.
- B. The total number of contract days and hours shall be determined by the beginning and ending dates of the school calendar, and in addition, shall include the following conditions and agreements:
 - 1. Up to one hundred eighty-three (183) teacher attendance days/hours, of which 181 scheduled in the calendar, of which a minimum of one hundred seventy-three days (1133 hours) must be student attendance days/hours for the 2005-2006 school year. In the 2006-2007 school year, one hundred eighty-three (183) teacher days, with 179 scheduled in the calendar, of which a minimum of one hundred seventy-one days (1120 hours) must be student attendance days/hours.
 - 2. Five (5) paid holidays listed below, making a total of 188 days.
 - a. New Year's Day
 - b. Memorial Day
 - c. Labor Day
 - d. Christmas Day
 - e. Thanksgiving Day

ARTICLE V: TEACHING DAYS AND HOURS (Con't.)

3. All other recess periods included in the school calendar are without pay.
 4. On semester records day teachers may leave, subject to the permission of the administration, when necessary forms and reports have been completed.
 5. No change shall be made in the school calendar without consultation with the FTA-AFTM.
 6. Days of instruction lost due to snow storms and/or other natural causes shall be made up at the discretion of the Board and at no additional cost to the Board. The school calendar will be adjusted, as needed, by the Board.
 7. Any work requested/required of professional personnel beyond the contracted days shall be compensated at an hourly rate using the formula as has been used in past contracts: (salary / 188 days).
- C.** All teachers shall be entitled to a duty-free, uninterrupted lunch for a period of thirty (30) minutes in length.
- D.** Parent-teacher conferences may be scheduled by the administration during the evening hours. When parent-teacher conferences are so scheduled, teachers will be granted one-half day off in lieu of the time scheduled for evening conference sessions.

ARTICLE VI: TEACHING LOADS AND ASSIGNMENTS

- A.** The normal weekly teaching load in the senior and junior high school shall be thirty (30) teaching periods and five (5) conference periods. The administration shall not alter the normal weekly teaching load of the staff, as currently structured, without joint study with the affected staff and with approval of the union membership.
- B.** In a normal work day, elementary teachers will be provided with 30 minutes of conference time each day, broken into no more than two time periods. In addition, elementary teachers shall use for preparation all time during which their classes are receiving special instruction. In a normal work day, the 'specials' time shall normally be 30 minutes. The Board, through its administration, reserves the right to deviate from this provision when scheduling and other circumstances require it, after consultation with the teacher. Total conference time shall not be less than one hour per normal teaching day.

ARTICLE VII: TEACHING CONDITIONS

- A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be adjusted wherever reasonable and desirable as deemed by the administration, after consultation with the teachers involved.
- B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio visual equipment, art supplies, athletic equipment, current periodicals and similar materials are the tools of the teaching profession. Requisition forms shall be provided for all teachers, and where reasonable and where education can better be served, the Board will attempt to fulfill such written requests subject to budget limitations.
- C. To help relieve teachers of certain types of non-professional work, the Board agrees to engage teacher assistants in the elementary school. The number of assistants is to be decided by the administration after consultation with the teachers involved.
- D. Teachers shall be notified at the earliest possible time of handicapped and other special education students who will be placed in their classrooms. The Board, in conjunction with the teachers, will work on a policy to address the inclusion issue. The Board shall provide adequate training and personnel, as defined in the student Individual Educational Plan, to assist the teacher in meeting the needs of the aforementioned students. Teachers shall not be required to provide ongoing medical or hygienic services for the above-referenced students, except in emergency situations.

ARTICLE VIII: SICK LEAVE PAY (Also see Article XVIII for less than full time status)

- A. All teachers absent from duty because of personal illness shall be allowed full pay for a total of ten (10) days in any school year, and full pay for as many more unused sick days as he/she may have accumulated during previous years as specified in Paragraph B.
- B. Each teacher shall be entitled to an accumulation for the unused portion of each year's leave, up to a maximum of one hundred eighty-three (183) days, which shall be available in future years. However, accumulated sick leave, which will be paid upon termination or completion of contract, will remain at 100 days.
- C. Personal illness shall be defined as a genuine illness, disease or affliction that a teacher has on his/her own body that requires confinement at home, hospitalization, medication or a doctor's care.
- D. Ten (10) sick days each year may be used when a teacher's parent or member of the teacher's household is ill. Members of the household shall be limited to those persons who qualify as dependents under the Internal Revenue Service Code. Five (5) of the ten (10) days may be used for the teacher's children who are non-IRS dependents. These sick days are to be subtracted from the teacher's accumulative sick leave total. These days are not cumulative.

ARTICLE IX: OTHER LEAVES OF ABSENCE (Also see Article XVIII for less than full time status)

- A.** No more than three (3) days per funeral will be given for funerals in the immediate or personal family. Immediate family shall include spouse, parents, children, siblings, grandparents, grandchildren, spouse's parents, grandparents and grandchildren, and brothers-in-law and sisters-in-law. These days are not cumulative.
- B.** Each teacher shall be allowed three (3) days paid leave of absence each year. These days are not to be accumulative. They are not to be used to extend a vacation period. When time permits, the request for a leave of absence is to be made far enough in advance of the leave date to enable the building principal to obtain a certified substitute teacher. If no substitute teachers are available, the building principal may deny the request. As an incentive for the teachers to be prudent in their use of paid leave days, the Board shall, at the end of each school year, pay each teacher for his/her unused leave days at the rate of 50% of a day's wages on Step 0 of the Professional/Continuing Scale or teachers may add unused personal leave days to his/her sick bank. Employees must inform Central Office personnel by the end of the school year if unused personal leave days are to be added to the bank of sick days. If the employee takes no action, the employee will be reimbursed as stated above.
- C.** A maternity leave for the period of "confinement" may be deducted from sick leave. Additional maternity leave shall be granted without pay. The teacher shall be entitled to return from such leave within two (2) years. The returning date will be mutually established at the time the leave is granted.
- D.** Sabbatical leave shall be granted without pay for continued education by mutual consent.
- E.** Salaries for teachers required to serve jury duty will be "made whole".
- F.** The FTA-AFTM shall be granted the use of up to five (5) days for FTA-AFTM business without using personal absence days. The FTA-AFTM will reimburse the cost of the substitute service cost, which includes the substitute's salary, FICA, and retirement.
- G.** Absences taken during the school year, other than those for which provision has been made under this agreement, shall not be permitted except at the discretion of the Board. Deductions from salary for such absences shall be at the daily contract gross rate. The daily rate shall be determined by dividing the yearly contract gross, excluding extracurricular pay, by the total number of contract days.
- H.** Compensation time will be allowed but must be pre-approved by the administration. Compensation time must be allowed for time spent on school issues outside the normal workday and/or work year, which have been pre-approved.

ARTICLE X: PHYSICALS

- A. For the protection of children, the Board shall require of each new teacher a satisfactory health certificate from a physician authorized to practice medicine under the laws of the State of Michigan. This certificate shall be filed in the teacher's personnel file before the employee will be permitted to take up his/her duties. In addition, at the time of initial employment, a teacher shall submit a report of a negative chest x-ray or a TB skin test, taken within six (6) months. Thereafter, a negative TB skin test or negative chest x-ray may be required every three (3) years. The TB skin test shall be provided at Board expense. Each teacher shall have the option of securing an x-ray elsewhere at his/her own expense.
- B. Any additional medical examinations both physical and mental can be required by the administration. The physician performing such examination will be selected by the Board and at Board expense.

ARTICLE XI: TERMINAL LEAVE (Also see Article XVIII for less than full time status)

In appreciation for services to the school district, a terminal leave payment of twenty-five percent (25%) of unused sick leave, up to 100 days, will be paid upon retirement or completion of contract. This will be based upon the last annual salary that the teacher received. The daily rate is to be determined by Article IX, Par. G.

ARTICLE XII: TEACHER EVALUATION

Teachers shall be evaluated according to the Professional Growth Plan, which is included in Appendix C.

ARTICLE XIII: PERSONNEL FILES

- A. The personnel files are and remain the property of the Board and are under their custodial care and supervision at all times.
- B. A teacher shall have the right to review the contents of his/her personnel file, excluding initial references of the district pertaining to himself/herself, originating after initial employment and have a representative of the FTA-AFTM accompany him/her.
- C. No material originating after initial employment will be placed in the teacher's personnel file unless the teacher has had an opportunity to review the material.

ARTICLE XIV: PROTECTION OF TEACHERS

- A. Any complaint directed to a teacher by a parent of a student that might require corrective action shall be promptly called to the teacher's attention.
- B. Teachers shall exercise reasonable care with respect to the safety of students and property, but shall not be individually liable, except in the case of gross neglect of duty, for any damage or loss to persons or property.
- C. Study hall and classroom teachers are to remain with their class or study hall during the entire period. Should an emergency arise, another teacher or an administrator must relieve the teacher.
- D. Professional behavior is expected of all staff members. When disagreements arise, issues should be addressed between disputants before taking the matter to a supervisor or beyond. In any dispute, employees shall refrain from unprofessional behavior such as screaming, belittling or making disparaging remarks in front of students and peers.

ARTICLE XV: SENIORITY

(Also see Article XVIII)

- A. Seniority is defined as lengths of service within the district as of the last date of hire and shall apply to all professional personnel who hold full teacher certification issued by the Michigan Department of Education. Any person who is employed with the Board by the issuance of any type of special certificate shall not accrue seniority.
- B. All teachers shall accrue seniority as determined by ORS.
- C. Seniority shall be lost for the following reasons:
 - 1. Resignation or retirement
 - 2. Failure to accept position when recalled
 - 3. Dismissal by the Board
- D. Seniority shall accrue during approved leave of absence up to one (1) year. See Article XVIII as it applies to less than full time teachers.

ARTICLE XVI: REDUCTION IN PERSONNEL AND RECALL

- A. Whenever it is necessary to reduce the staff, the following procedure shall be applied:
 - 1. The Board shall determine what positions are to be eliminated.
 - 2. In grades 7-12, the teacher with the least amount of service in the system shall be laid off.
 - 3. In grades K-6, the teacher with the least amount of service in the system shall be laid off.

4. The superintendent shall make verbal notification of possible impending layoffs as early as possible. Affected teachers will receive written notification of at least 60 days of an impending layoff. Within ten (10) days after notification by certified mail from such layoff, those teachers who received notices of layoff will be allowed to displace any teacher in the system provided they have more service and hold certification to teach in the department or elementary area, where there is a teacher with less service in the district.
- B. Any teacher on layoff shall be recalled in inverse order of layoff, provided the teacher is certified and qualified for the vacancy. The Board shall employ no new teachers while there are teachers of the district who are laid off, unless there are no laid-off teachers with proper certification and qualifications to fill any vacancy, which may arise.
 - C. "Qualified", when used in the Article, shall mean that a teacher must have, as a minimum, a State-certified minor in the subject area to which they will be assigned, when recalled.
 - D. A teacher who is laid off and who is paid unemployment compensation benefits associated with his/her regular teaching assignment, during the summer immediately following the layoff and who is subsequently recalled to the teaching position at the beginning of the next school year, will be paid according to an annual salary rate, such that his/her unemployment compensation plus that annual salary rate will be equal to the rate of salary he/she would have earned for the school year had he/she not been laid off, subject to the following conditions:
 1. The total of unemployment compensation plus salary earned by employment in the district shall not be below that which the employee would have received had the individual been employed for the entire school year.
 2. The salary earned through employment in the district shall not be less than his/her salary for the same or a similar period during the preceding school year.
 - E. When notified of recall, the teacher being recalled shall receive notice by certified mail and have ten business days from receipt of the recall notice in which to provide written acceptance of the position being offered. Should a recalled teacher be in a contractual relationship with another district, written notification shall still be required indicating a desire to exercise recall when existing contract terms are fulfilled. Failure to respond within this time frame shall constitute refusal of recall and all rights of recall shall thereby be forfeited. Rights of recall shall expire sixty (60) months from the date of layoff.

ARTICLE XVII: PAYROLL DEDUCTIONS

- A. Upon written authorization from the teacher, FTA-AFTM dues shall be deducted from the first twenty (20) pays of the school year or, at teacher option in one (1st pay) deduction or two equal deductions from pays one and two. This sum shall be delivered to the FTA-AFTM treasurer each of the twenty (20) paydays. Such authorization shall continue in place until cancelled by written notification.

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- B. Upon written authorization from the teacher, the Board shall deduct from the teacher's salary for insurance options, annuities and credit union. Such authorization shall continue in place until cancelled by written notification.
- C. If any more than two (2) payroll deduction changes are made during the school year, a service charge of \$5.00 shall be made.

ARTICLE XVIII: MISCELLANEOUS PROVISION

- A. There shall be no athletic practice during the school day.
- B. Athletics shall be supported by an athletic fund. The amount is to be determined by the administration, athletic director, and the Board.
- C. Each teacher has a phone available in their assigned classroom and shall keep a log of all personal long distance calls made. They will turn in the log and pay their bill when notified of the amount by the administration.
- D. The Board agrees to consider applications from tenure teachers for openings in the school system. Openings are to be posted in the teachers' lounge and the elementary office.
- E. Definition of Less Than Full Time

Teaching Time	6 or more teaching periods	3 to 5 teaching periods	1-2 teaching periods
Salary	Full	Prorated	Prorated
Benefits	Full	Prorated health provided the employee pays the balance	
Prep Time	Full	1/2 of teaching period	None
Sick Days	Full	7 prorated days	5 prorated days
Sick Carryover	Full	yes	yes
Terminal Leave	Full	no	no
Personal Days	Full	2 prorated days	2 prorated days
Seniority	As determined by ORS (1/10 th 's)		
Steps	Full	Full	*1/2 step
Longevity	Total number of years of service to the district		

Exceptions:

*Add previous and next steps together and divide by 2 to figure base.
 Retired staff shall be contracted at scale as per contract for a new employee. Seniority, sick day carry-over, terminal leave and health care benefits shall not apply.

Prorated sick day/personal day/ all other leave days means: a day is a day at the teacher's contracted time per day.

Within the life of this contract, the currently employed single hour instructors will be brought into line with the terms of the contract.

ARTICLE XIX: DURATION OF AGREEMENT

This agreement shall be effective August 19, 2005 and shall continue in effect for a period of three (3) years, ending August 18, 2008.

ARTICLE XX: GRIEVANCE PROCEDURE

- A. A "grievance" is a claim, by one (1) or more employees, of improper application of this agreement.
- B. Any teacher having such a grievance may discuss the matter with the school principal during non-teaching hours, with the object of resolving it informally.
- C. In the event the matter is not satisfactorily resolved, the following procedure shall be followed:
 - 1. Step One. The grievance shall be reduced to writing within five (5) school days, signed by the teacher or teachers involved, and submitted to the school principal.
 - a. The grievance shall specify the facts giving rise to the grievance, the article and section of the agreement allegedly violated, and the relief requested.
 - b. The principal shall submit an answer, in writing, within ten (10) school days. One (1) copy of that decision shall go to the grievant.
 - 2. Step Two. Within five (5) school days after receiving the decision of the principal, the aggrieved teacher may appeal to the superintendent of schools or his/her designated representative. The appeal shall be in writing and shall contain the reasons for the appeal.
 - a. Within ten (10) school days after receipt of the appeal, the superintendent shall investigate the grievance, including giving the aggrieved teacher a reasonable opportunity to be heard, and render his/her decision in writing. A copy of his/her decision shall be delivered to the teacher involved and the school principal.
 - 3. Step Three. Within five (5) school days after receiving the decision of the superintendent, the aggrieved teacher may appeal to the Board of Education. The appeal shall be in writing and shall contain the reasons for the appeal and a copy of the superintendent's decision at Step Two.
 - a. Within twenty-five (25) school days after receipt of the appeal, the Board, or its designated representative, shall investigate the grievance, including giving the aggrieved teacher and an association representative a reasonable opportunity to be heard, and render its decision in writing. A copy of the Board's decision shall

be delivered to the teacher involved, to the association representative, and to the school superintendent.

b. If the teacher still believes the matter is not satisfactorily resolved, the teacher may appeal to the union representative. The union must then decide if the matter merits further processing.

4. Step Four. Within ten (10) school days after receiving the Board’s decision, the union may appeal the decision by giving notice of desire to have the matter brought to mediation. The appeal shall be in writing and shall contain the reasons for the appeal and a copy of the Board's decision at Step Three. Mediation shall be provided by the State of Michigan through MERC.

* A “grievance” occurring five (5) days prior to the close of school or over the summer break must be submitted within ten (10) weekdays – (14 calendar days).

BOARD OF EDUCATION

BY _____
Board President Date

BY _____
Board Secretary Date

EDUCATION ASSOCIATION

BY _____
FTA-AFTM President Date

FAIRVIEW AREA SCHOOLS

2005-2006 PROFESSIONAL SALARY SCHEDULE

<u>Years of Experience</u>	<u>Provisional</u>	<u>Prof/Cont</u>	<u>M/A</u>	<u>Step</u>
0	32,153	33,052	34,880	0
1	33,795	34,699	36,597	1
2	35,451	36,355	38,314	2
3	37,102	37,996	40,031	3
4	38,759	39,653	41,753	4
5	40,405	41,284	43,481	5
6	41,986	42,960	45,208	6
7	43,582	44,597	46,920	7
8	45,182	46,238	48,647	8
9	46,778	47,894	50,364	9
10	48,369	49,551	52,086	10
11		51,197	53,813	11
12		52,838	55,535	12

*Regular teacher experience increments on "Provisional" Scale end with Step 5. Steps 6 through 10 are solely for computation of extracurricular pay.

2006-2007 - Salary Re-Opening

2007-2008 - Salary Re-Opening

- A. Longevity-A pay at the rate of \$150.00 per year will be granted to teachers with permanent/continuing certification, professional/continuing certification, and certified teachers with a master's degree.
- B. Longevity-AR. Any teacher who resigns with an effective date of three (3) school years or less and has reached Step Twelve (12) on the salary schedule is eligible for Longevity-AR at the time his/her resignation is accepted by the Board or the Board's designee. Longevity-AR may be computed for one (1), two (2), or a maximum of three (3) years. The teacher's date of resignation is irrevocable once the teacher accepts Longevity-AR. Longevity-AR is calculated by adding \$4,000.00 per year to the teacher's regular salary for a maximum of three (3) years.
- C. A maximum of five (5) years' teaching experience may be accepted from another school system. The Board shall evaluate credits for experience outside the school system and credit shall be allowed whenever the prior service of the teacher is deemed satisfactory.
- D. Teachers shall be advanced one (1) step on the salary schedule for a year or more of active military service.

E. Teachers shall be paid at the rate of \$15.00 per semester hour for credit hours earned beyond the number of semester hours necessary for the issuance of a permanent or continuing certification, up to a maximum of thirty (30) semester hours. All hours must be earned after the issuance of the permanent certificate.

Only those teachers who qualified for compensation under this paragraph during the 1985-86 contract year shall continue to receive compensation under this provision of the contract. No additional hours earned will be paid in this manner. Any compensation for hours completed towards an advanced degree will also terminate when the degree is granted.

When requested or required of staff members by the Board, tuition for courses necessary to complete a Master of Arts, Master of Science degree, or courses necessary to become “highly qualified” will be paid at 100% following documentation of course completion with a grade of “C” or better. In cases of pass/fail classes, a pass is acceptable. Examination fees for “highly qualified” will be paid upon documentation of successful completion. When presented by the teacher for Board approval, but not at Board request, the teacher will be reimbursed the cost of tuition not to exceed \$140.00 per semester hour and \$100.00 per quarter hour for the successful completion of courses to be credited to a Master of Arts (MA) or a Master of Science (MS) degree program from a Michigan Department of Education approved teacher training college or university or for courses specifically approved by the administration and Board of Education, provided that a grade of “C” or better has been attained.

F. Increments become effective the beginning day of the school year and advancement under the salary schedule shall be automatic as of the beginning day of school or February 1st following completion of requirements in professional or academic courses.

G. In addition to the basic teacher salary as provided in the foregoing, there shall be paid the following additional sums:

EXTRACURRICULAR PAY: The rate of pay for extracurricular duty is to be determined by the table as outlined below and by the number of years of experience in the activity grouping for which pay is being computed. No more than one (1) year of experience credit, per year, will be given for any one activity grouping. No more than five (5) years of experience in the activity outside the system will be allowed. The base rate is to be determined by the Provisional column.

Group I

Varsity Basketball--Boys	8%
J.V. Basketball--Boys	6%
Varsity Basketball--Girls	8%
J.V. Basketball--Girls	6%
Freshman Basketball--Boys	4%
8th Grade Basketball--Boys	2.5%
7th Grade Basketball--Boys	2%
8th Grade Basketball--Girls	2.5%
7th Grade Basketball--Girls	2%

Group II

5th Grade Basketball--Boys & Girls	1%
6th Grade Basketball--Boys & Girls	1%

Group III

Cross Country	4%
Varsity Track—Boys	6%
Varsity Track—Girls	6%
Jr. High Track—Boys	2%
Jr. High Track—Girls	2%

EXTRACURRICULAR PAY (Con't.)

Group IV

Varsity Baseball—Boys	4%
Varsity Softball—Girls	4%
J.V. Baseball—Boys	2%
J. V. Softball—Girls	2%

Group VI

Drama	4%
Plays (per play)	2%
Musical Plays	2%
Music Programs, Concerts	4%

Group VIII

Cheerleading—Varsity/J.V.	4%
Cheerleading—Jr. High	2%

Group X

Golf	4%
Soccer	4%

Group V

Forensics	4%
Asst. Forensics	2%
Jr. High Forensics	1%
Debate	2%
Knowledge Bowl	3%

Group VII

Year Book Advisor (per past practice)

Group IX

Senior Class Advisor	2%
Junior Class Advisor	1.5%
Credit for 9 th & 10 th Grades on schedule	

Group XI

Varsity Volleyball—Girls	4%
J.V. Volleyball—Girls	3%

- A. **Fringe Benefit - Medical.** Full-time teachers shall be offered medical insurance paid by the Board of Education subject to the following conditions and limitations; less than full time teachers shall be offered medical insurance. The Board shall pay in proportion to their employment; if the teacher elects to accept this insurance, the teacher must pay the balance:
(Also see Article XVIII for less than full time status)
1. Medical Coverage
The coverage is to be basic medical coverage, surgical and hospital for the teacher and members of the immediate family.
 2. Optional Benefits
As an option for those teachers who do not choose the basic medical coverage fringe, the Board will pay premiums on dental and vision coverage equal to the premium for "Employee Only" basic medical coverage.
 3. Additional Coverage
Any other coverage that a teacher may elect to add as options to a policy, such as loss of time coverage, extended care coverage, or life insurance not covered nor is the option guaranteed by this agreement.
 4. Proof of Dependents
The Board, through its administration, reserves the right to require a teacher to show proof of dependents' status when the inclusion of the dependent(s) requires that additional or continuing premiums be paid.
 5. Carrier
The Board reserves the right to select the carrier for the medical, fringe benefits. The coverage for Basic Medical fringe is to be comparable to SET, Inc., Blue Cross/Blue Shield PPO, Ultra-Med Preferred Plan I with ~~\$10.00~~-\$10/20.00 co-pay on prescriptions, 12% cap on gross insurance premiums for years 2 and 3 of agreement. This plan will be in effect through September 30, 2008.
 6. Premiums
The total premiums for Full Family Medical/Hospitalization shall be paid by the Board of Education unless the premium increase is over 12% for combined coverages (i.e. single, 2-person, and full-family combined). The employee will be liable for the amount over the 12% premium increase.
 7. Period of Coverage
The coverage is to be in effect for a period of 36 months, beginning September 1, 2005, and ending August 31, 2008.
 8. Formula and Process for calculating teacher costs after the 12% cap. Teachers may decide to average the costs or to lower costs by changing the benefit package i.e. Higher co-pay etc. When that occurs, the new rate becomes the base in the following year.

ILLUSTRATION

A. Rate are increasing as follows:
 Single Rate 12% Double Rate 18% Family Rate 24% 10/20 Rx

B. The contract calls for a gross calculation and division of costs, with a district cap of 12%.

C. Gross Amount Calculations (use current year participants must be the same in both C and E.)

\$ 459.10	\$ 1,011.28	\$ 1,237.66	
X 1	X 9 --participants	X 11	
X 12	X 12 --annual	X 12	
\$ 5,497.20	\$ 109,218.24	\$ 163,371.12	= \$278,086.56

D. Gross Amount times 1.12 = District Obligation \$311,456.95

E. New insurance rates and total cost

\$ 513.07	\$ 1,193.31	\$ 1,534.70	
X 1	X 9 --participants	X 11	
X 12	X 12 --annual	X 12	
\$ 6,156.86	\$ 128,877.52	\$ 202,580.19	= \$337,614.58

Difference between the previous and new gross amounts: (E - D) = \$ 26,157.63
 Balance to be divided by the total number of teachers. 21

F. Cost per teacher: Annual - \$ 1,137.29 Monthly - 94.77

Minimum Monthly - \$ 23.46 OR New Monthly - \$94.77 which ever is larger.
 (the amount will slide from year to year.)

B. Fringe Benefit - Dental. Teachers shall be offered dental insurance paid by the Board of Education, subject to the following conditions and limitations:

1. Dental Coverage
 The coverage is to be coverage for the teacher and members of the immediate family. Coverage includes Basic Dentistry--50% with incentive M. Major Dentistry--50% with a combination of annual maximum basic and major benefit of \$1,000.00. Orthodontic Dentistry--50%/\$50.00 deductible/\$1,500.00 lifetime maximum with limiting age of 19.
2. Proof of Dependents
 The Board, through its administration, reserves the right to require a teacher to show proof of dependents' status when the inclusion of the dependent(s) requires that additional or continuing premiums be paid.
3. Carrier
 The Board reserves the right to select the carrier for the dental fringe benefits. The coverage to be comparable to SET, Inc.
4. Premiums
 The total premiums for the dental fringe shall be paid by the Board of Education.

5. Period of Coverage
The coverage is to be in effect for a period of 36 months, beginning September 1, 2005, and ending August 31, 2008.

C. Fringe Benefit - Vision

1. Vision Coverage
The coverage is to be coverage for the teacher and members of the immediate family. The coverage will be Ultra Vision Plan II with \$50.00 frames.
2. Proof of Dependents
The Board, through its administration, reserves the right to require a teacher to show proof of dependent's status when the inclusion of the dependent(s) requires that additional or continuing premiums be paid.
3. Carrier
The Board reserves the right to select the carrier for the vision fringe benefits. The coverage for Basic Medical fringe is to be comparable to SET, Inc.
4. Premiums
The total premiums for the vision fringe shall be paid by the Board of Education.
5. Period of Coverage
The coverage is to be in effect for a period of 36 months, beginning September 1, 2005, and ending August 31, 2008.

D. Fringe Benefit - Long-Term Disability

1. Long-Term Disability Coverage
The coverage is to be coverage for teachers only. The coverage is 60% benefit escalating to 75% with integrated maximum monthly benefit of \$3,500.00/ elimination period 120 calendar days.
2. Carrier
The carrier for the long-term disability coverage shall be Fortis Benefits Insurance Co. via SET, Inc.
3. Premiums
The total premiums for the long-term disability coverage shall be paid by the Board of Education.
4. Period of Coverage
The coverage is to be in effect for a period of 36 months, beginning September 1, 2005, and ending August 31, 2008.