

BCEA Proposal offered through the Mediator
April 11, 2017
Wage Re-opener & One-Year Extension

Wages

2016-17

1. BCEA members, who were hired prior to the 2016-2017 school year, will advance one full step on the Appendix "A" Salary Schedule which shall be payable beginning June 13, 2017.
2. BCEA members, who were hired prior to the 2016-2017 school year, shall receive a \$500 off-schedule, lump-sum payment the first non-payroll Friday after ratification, and a \$500 off-schedule, lump-sum payment the first non-payroll Friday in June.
3. All teachers hired during the 2016-2017 school year are not eligible for items 1 & 2 above.
4. 0% percent added to the Appendix "A" Salary Schedule.

Wages

2017-18

1. BCEA members shall advance one full step on the Appendix "A" Salary Schedule.
2. 0% percent added to the Appendix "A" Salary Schedule.
3. Degree advancements will be paid as scheduled.
4. Current improvement shall be paid as scheduled.
5. Appendix "B" stipends, excluding those based upon the base and/or individual's salary (1.100, 1.300, 1.400, 4.300, 4.400), will be increased by 3% and years of experience shall be recognized and paid.
6. The following additional assignments will be memorialized:
 - Auditorium Technician (HS) Annual \$500
 - National Honor Society Advisor (HS) Annual
 - First Year \$1,200
 - Second Year \$1,350
 - Third Year+ \$1,500
 - Student Council Advisor (HS) Annual
 - First Year \$1,200
 - Second Year \$1,350
 - Third Year+ \$1,500
 - FIRST Robotics Advisor, Annual \$1,500, one per school (may be split between multiple advisors)
 - 5.120: Add Competitive Cheer
 - 5.121: Add Competitive Cheer

T/A Allen A Bauer
Allena Bauer
12 APR 2017

TA Rick Meeth
R. Meeth
4-13-17

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25.330 After School Meetings/Professional Development

25.340

Teachers will be required to remain after the school day (when students are in session) once a month according to the designated Mondays in the calendars pursuant to Appendix "I" for no longer than one (1) hour to attend building operational, curricular, and policies meetings called by the Building Principal. Professional development will occur during the school year and such days are identified in the school calendar (Appendix I).

Attendance is required for teachers within the respective building(s) for monthly building meetings *and, beginning in 2017-2018, meetings for Professional Development purposes. A teacher may use a personal leave day on scheduled Professional Development days in lieu of attendance, if one is available.*

In the event a building or Professional Development meeting is canceled, the canceled meeting can be postponed or rescheduled, attendance becomes optional. However, cancellations because of school district closings caused by conditions (act of God) not within the control of school authorities may be rescheduled.

A teacher assigned to more than one building shall attend the professional meeting held in the building that the teacher has his/her last daily assignment. If the building principal of another building to which the teacher is assigned wishes to have the teacher attend the professional meeting in his/her building instead, the building principal shall make the request directly to the other principal. If the request is granted, the teacher shall be notified by the principal of the building that the teacher has his/her last assignment of the granting of the request and shall be paid mileage to attend the professional meeting in the other building.

26.300

The parties agree that all aspects of the school calendar are negotiable, including length of the school year, and further agree that the school calendar shall be set forth in Appendix "I." Any deviation shall be by mutual written consent.

The school calendar shall be negotiated as follows:

On or before January 15th of the preceding year the parties shall convene the calendar negotiations. In arriving at a calendar, due consideration shall be given operations of the Career Center and its constituent Districts.

Should the parties fail to reach agreement by the end of the school year they may mutually establish the means of settlement. However, five (5) days after the close of the school year, at the request of either party, the impasse shall be resolved pursuant to the rules of the American Arbitration Association, which rules shall likewise govern the arbitration hearing. The arbitration hearing will be held at which both parties shall be privileged to attend. Each party may present the testimony of witnesses and written evidence. The cost of the arbitrator shall be borne equally by the School Board and the Association. Said arbitration will be final and binding.

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The school calendar as it relates to teacher duty shall be ~~190 days for the 2014-2015 school year; 187 days for the 2015-2016 school year; and 192 days for the 2016-2017 school year and 197 days for the 2017-2018 school year.~~ Said ~~192 and 197~~ ~~one hundred eight eight~~ (188) school calendar days shall include the following legal holidays: Labor Day, Thanksgiving, Christmas, New Year's Day, and Memorial Day.

34.000 INSURANCE PROTECTION

~~Beginning March 1, 2015, the District shall contribute 78% of the combined costs for all health insurance programs (PAK A and PAK B, listed in Articles 34.000, 34.200, 34.400, 34.500, 34.600, 34.700, 34.800 and 34.900), including but not limited to all costs to administer a Health Equity Flexible Spending Account (FSA) and all "medical benefit plan" costs within the meaning of Public Act 152 of 2011. The District's contribution shall not exceed 90% of the State statutory cap levels in place pursuant to PA 152.~~

~~Beginning July 1, 2015,~~ The District shall contribute 80% of the combined costs for all health insurance programs (PAK A and PAK B, listed in Articles 34.000, 34.200, 34.400, 34.500, 34.600, 34.700, 34.800 and 34.900), including but not limited to all costs to administer a FSA and all "medical benefit plan" costs within the meaning of PA 152. The District's contribution shall not exceed 90% of the State statutory cap levels in place pursuant to PA 152 of 2011.

Bi-weekly payments for the employee's portion of insurance benefits costs shall be made through a Section 125 payroll deduction (pre-tax benefit) as established by the District and as allowable based on available compensation level. The full amount due shall be made by June 30th.

Employees may elect to establish a Health Equity Flexible Spending Account (FSA) for medical expenses during the annual open enrollment. Contributions for the FSA shall be made through a Section 125 payroll deduction (pre-tax benefit). There shall be a \$500 rollover to the employee's FSA at the end of each calendar year (according to IRS regulations). Any monies in the employee's FSA at the end of the IRS expenditure period beyond the \$500 eligible rollover shall revert to the District (per IRS regulations).

34.400

The Board shall provide complete health care protection for a full twelve-month period through MESSA Choices II Plan with a ~~\$300/\$600 deductible, \$20 office visit, \$10/\$40 Prescription Drug Card or equivalent Blue Cross Blue Shield insurance protection.~~ ~~Beginning March 1, 2015, the MESSA Choices II plan shall have a \$500/\$1,000 deductible, \$20 office visit, \$10/\$40 prescription drug card (Saver Rx) or equivalent Blue Cross-Blue Shield protection.~~

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APPENDIX "B" STIPENDS

Employees receiving Appendix "B" stipends shall be paid at the employee's choice as follows:

- (1) Annual stipends may be paid once a year at the completion of assignment; or twice a year, at the end of the first semester one-half (1/2) salary will be paid with the balance to be paid at the completion of the assignment; or quarterly, one quarter (1/4) of the salary to be paid at the end of each marking period, or bi-weekly on the regular payroll.
- (2) Semester stipends may be paid once a semester at the completion of assignment; or twice a semester; with the first payment at the end of the marking period and balance to be paid at the completion of assignment.
- (3) Seasonal stipends may be paid twice per season; first payment at mid-season with balance to be paid on completion of season; or once a season at the completion of assignment.
- (4) Hourly stipends may be paid at the completion of assignment, or bi-weekly on the regular payroll.
- (5) Special event stipends will be paid at the completion of the event.
- (6) Employees accepting any Appendix "B" assignment and are not able to fulfill the obligations of the assignment will be paid a full stipend less the cost of a substitute.

Previous experience in all categories shall be credited on the pay scale.

Appendix "B" stipends shall be based on the 2014-2015-Appendix A salary schedule through the 2014-2015 and 2015-2016 school years.

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BCEA Proposal offered through the Mediator
April 11, 2017
Wage Re-opener & One-Year Extension

Calendar
2016-17

- As proposed by the District dated April 11, 2017, with the following clarification:
Reflect June 14, 2017, as both blue and black

2017-18

Slight adjustments needed on District's proposed calendar dated April 11, 2017.
Reflect the August 28, 2017, as ½ Welcome Back & Building Meetings and
½ day Classroom Prep
Reflect November 21, 2017 and June 14, 2018, as both blue and black

Notes Page:

Note #2: Update the PD dates according to dates listed below
Note #3: Dates are November 25, 2017; March 10, 2018; June 15, 2018
Note #5: Last 2 bullet points should be May 24 & May 29; June 14

Professional Development Days:

PD #1: DPPD = August 29, 2017
PD #2: Countywide PD = August 30, 2017
PD #3: DPPD = November 1, 2017
PD #4: DPPD = January 22, 2018
PD #5: DPPD = April 27, 2018

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BCEA PROPOSED 4/11/2017

2016-2017

Academic Year Calendar

July 16						
Su	M	Tu	W	Th	F	Sa
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3	4	5	6	7	8	9
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31						

August 16						
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September 16						
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October 16						
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November 16						
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December 16						
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January 17						
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February 17						
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March 17						
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April 17						
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May 17						
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June 17						
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July 17						
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August 17						
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Notes

- 8/23 New Teacher Orientation
 - 8/29 District Welcome Back 1st Day
 - 8/30 Classroom Work Day
 - 8/31 Countywide DPPD Day (6.5 hrs)
 - 9/1 DPPD Day (6.5 hrs)
 - 9/5 Labor Day
 - 9/6 First Day Students
 - 10/12 1/2 Day DPPD PM (3.5 hrs)
 - 11/8 DPPD Day (6.5 hrs)
 - 11/22 End Tri 1 1/2 Day Students
 - 11/23 PTC Release Day
 - 11/24-25 Thanksgiving
 - 12/22-1/2 Winter Break
 - 1/18 1/2 Day DPPD PM (3.5 hrs)
 - 2/8 1/2 Day DPPD PM (3.5 hrs)
 - 2/20 PTC Release Day
 - 3/10 End Tri 2 1/2 Day Students
 - 3/27-3/31 Spring Break
 - 4/14-4/17 Break: Good Friday
 - 5/26-5/29 Memorial Day
 - 6/14 End Tri 3 1/2 Day Students
- S: 19
 O: 21
 N: 18 (15,3) Tri 1, 55 days
 D: 15
 J: 21
 F: 19
 M: 18 (8, 10) Tri 2 66 days
 A: 18
 M: 21
 J: 10 Tri 3 59 days

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 12 APR 2017

SCHOOL CALENDAR 2016-2017

Note #1 Parent-Teacher Conferences

It is understood that Parent-Teacher Conference dates may be determined at the individual buildings. On Wednesday, November 23, 2016 and Monday, February 20, 2017, students will not be in session to help facilitate the time required to accomplish Parent-Teacher Conferences.

Note #2 Professional Development Days

Professional Development Days for staff will be offered as follows: August 31, 2016 (6.5 hours), September 1, 2016 (6.5 hours), October 12, 2016 PM (3.5 hours), November 8, 2016 (6.5 hours), January 18, 2017 PM (3.5 hours), February 8, 2017 PM (3.5 hours). While attendance is not mandatory, participation on these days will accrue DPPD hours for the teacher, which may be used toward MDE Teacher Certification renewal requirements. Teachers will be encouraged to notify their principal no less than 1 week prior to the PD whether they intend to attend or not attend in order to appropriately plan for materials and presentations. Principals are required to notify teachers of the PD subject, agenda, and location no less than 2 weeks prior to the PD days.

Note #3 Record Days

It is recognized that certain clerical tasks (i.e. test scoring, grade averaging, recording activities such as report card marking) must be completed at the conclusion of each trimester and mid-term. It is agreed that such responsibilities require no less than ½ day of work and that reporting to assigned buildings is not mandatory. In the 2015-16 school calendar, such work time will be recognized on the following dates: November 22, 2016(PM), November 26, March 10, 2017 (PM), March 11, 2017, June 14, 2017 (PM), June 15, 2017.

Note #4 Half Days

On half-days, teachers will not be assigned a duty free lunch period during the instructional day. Teachers will remain with their students to facilitate the serving and eating of lunch in an adjusted schedule. Outdoor recess or a break time is optional and is left to the discretion of the classroom teacher. The parties will recognize a duty free lunch period in accordance with Article 25.700 commencing 10 minutes after student dismissal. On half days with PD, teachers shall receive travel time and the PD shall include a working lunch.

Note #5 Unavailable for Personal Business Leave Days

For the purposes of the use of Personal Business Days (Section 8.203), the following dates cannot be used in the 2016-17 school year:

- September 6, 2016: First Day of School Year
- November 15, 2016: First day of Hunting Season
- November 22, 2016 & November 28, 2016: Before/After Holiday Break
- December 21, 2016 & January 3, 2017: Before/After Holiday Break
- March 24, 2017 & April 3, 2017: Before/After Holiday Break
- April 13, 2017 & April 18, 2017: Before/After Holiday Break
- May 25 & 30, 2016: Before/After Holiday Break
- June 14, 2016: Last Day of School Year

***School closings impacting the revision of the School Year Start/End dates may impact the dates when Personal Leave Days can be used.**

Pursuant to Article 7.200, the amount of sick/leave days granted will be reported per the dates listed above (August 29, 2016 and January 23, 2017). Pursuant School closings will not impact these dates.

R.M.
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12 APR 2017

BCEA PROPOSED 4/11/2017

2017-2018

Academic Year Calendar

July 17						
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August 17						
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September 17						
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October 17						
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November 17						
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December 17						
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January 18						
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February 18						
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March 18						
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April 18						
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May 18						
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June 18						
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July 18						
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August 18						
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Notes

- 8/23 New Teacher Orientation
 - 8/28 District Welcome Back & Building Meetings AM, Classroom Prep PM
 - 8/29 DPPD Day (#1)
 - 8/30 Countywide PD Day (#2)
 - 8/31 Classroom Prep Day
 - 9/4 Labor Day
 - 9/5 First Day Students
 - 11/1 DPPD Day (#3)
 - 11/21 End Tri 1 1/2 Day Students
 - 11/22 PTC Release Day
 - 11/23-24 Thanksgiving
 - 12/22-1/2 Winter Break
 - 1/22 DPPD Day (#4) (MidTerm 2)
 - 2/16 PTC Release Day
 - 3/9 End Tri 2 1/2 Day Students
 - 3/30 Good Friday
 - 4/2--4/6 Spring Break
 - 4/27 DPPD Day (#5) (MidTerm 3)
 - 5/25-28 Memorial Day
 - 6/14 End Tri 3 1/2 Day Students
- S: 19
 O: 21
 N: 19 (15, 4) Tri 1, 55 days
 D: 15
 J: 20
 F: 19
 M: 21 (7, 14) Tri 2 65 days
 A: 15
 M: 21
 J: 10 Tri 3 60 days

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12 APR 2017

SCHOOL CALENDAR 2017-2018

Note #1 Parent-Teacher Conferences

It is understood that Parent-Teacher Conference dates may be determined at the individual buildings. On Wednesday, November 22, 2017 and Friday, February 16, 2018, students will not be in session to help facilitate the time required to accomplish Parent-Teacher Conferences.

Note #2 Professional Development Days

Professional Development Days for staff will be as follows: August 29, 2017, August 30, 2017, November 1, 2017, January 22, 2018, and April 27, 2018. Attendance is required, but a teacher not attending may elect to use a Personal Business Day on a DPPD Day if one is available.

Note #3 Record Days

It is recognized that certain clerical tasks (i.e. test scoring, grade averaging, recording activities such as report card marking) must be completed at the conclusion of each semester and mid-term. It is agreed that such responsibilities require no less than ½ day of work and that reporting to assigned buildings is not mandatory. In the 2017-2018 school calendar, such work time will be recognized on the following dates: November 25, March 10, and June 15.

Note #4 Half Days

On half-days, teachers will not be assigned a duty free lunch period during the instructional day. Teachers will remain with their students to facilitate the serving and eating of lunch in an adjusted schedule. Outdoor recess or a break time is optional and is left to the discretion of the classroom teacher. The parties will recognize a duty free lunch period in accordance with Article 25.700 commencing 10 minutes after student dismissal.

Note #5 Unavailable for Personal Business Leave Days

For the purposes of the use of Personal Business Days (Section 8.203), the following dates cannot be used in the 2017-2018 school year:

- September 5, 2017: First Day of School Year
- November 15, 2017: First day of Hunting Season
- November 21, 2017 & November 27, 2017: Before/After Holiday Break
- December 21, 2017 & January 3, 2018: Before/After Holiday Break
- March 29, 2018 & April 9, 2018: Before/After Holiday Break
- May 24 & 29, 2018: Before/After Holiday Break
- June 14, 2018: Last Day of School Year

***School closings impacting the revision of the School Year Start/End dates may impact the dates when Personal Leave Days can be used.**

Pursuant to Article 7.200, the amount of sick/leave days granted will be reported per the dates listed above (August 28, 2017 and January 22, 2018). Pursuant School closings will not impact these dates.

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12 APR 2017

2016-2017 & 2017-2018 Appendix A

0% increase

STEP	INDEX	NON-DGR	INDEX	BA DEGREE	INDEX	BA+30	INDEX	MA DEGREE	INDEX	MA+30
1	0.75398	25,987	1	34,466	1.05000	36,189	1.11818	38,539	1.16834	40,268
1.5			1.02955	35,484	1.07955	37,208	1.14918	39,608	1.19929	41,335
2	0.78532	27,067	1.05909	36,503	1.10910	38,226	1.18017	40,676	1.23024	42,401
2.5			1.08864	37,521	1.13872	39,247	1.21116	41,744	1.26124	43,470
3	0.81666	28,147	1.11818	38,539	1.16834	40,268	1.24215	42,812	1.29223	44,538
3.5			1.14773	39,558	1.19787	41,286	1.27314	43,880	1.32323	45,606
4	0.8479	29,224	1.17727	40,576	1.22739	42,303	1.30413	44,948	1.35422	46,675
4.5			1.20682	41,594	1.25692	43,321	1.33513	46,017	1.38522	47,743
5	0.87924	30,304	1.23636	42,612	1.28645	44,339	1.36612	47,085	1.41621	48,811
5.5			1.26591	43,631	1.31598	45,357	1.39711	48,153	1.44721	49,880
6	0.91057	31,384	1.29545	44,649	1.34550	46,374	1.42810	49,221	1.47820	50,948
6.5			1.32500	45,667	1.37508	47,394	1.45906	50,288	1.50915	52,014
7	0.94181	32,460	1.35455	46,686	1.40465	48,413	1.49009	51,357	1.54010	53,081
7.5			1.38410	47,704	1.43422	49,432	1.52104	52,424	1.57114	54,151
8	0.97315	33,541	1.41364	48,723	1.46370	50,448	1.55207	53,494	1.60218	55,221
8.5			1.44319	49,741	1.49331	51,468	1.58306	54,562	1.63318	56,289
9	1.00449	34,621	1.47273	50,759	1.52284	52,486	1.61405	55,630	1.66417	57,357
9.5			1.50228	51,778	1.55242	53,506	1.64504	56,698	1.69517	58,426
10	1.03573	35,697	1.53182	52,796	1.58199	54,525	1.67603	57,766	1.72616	59,494
10.5			1.56137	53,814	1.61152	55,543	1.70703	58,834	1.75716	60,562
11	1.06706	36,777	1.59091	54,832	1.64104	56,560	1.73802	59,903	1.78815	61,630
11.5			1.62046	55,851	1.67052	57,576	1.76901	60,971	1.81915	62,699
12	1.09831	37,854	1.65000	56,869	1.70000	58,592	1.80000	62,039	1.85014	63,767
12.5			1.66976	57,550	1.71977	59,274	1.83813	63,353	1.88824	65,080
13	1.17163	40,381	1.75334	60,431	1.80524	62,219	1.94711	67,109	1.99911	68,901

1st Current Improvement	1,723	1,723	1,723	1,723
	62,154	63,943	68,832	70,625
2nd Current Improvement	3,022	3,111	3,355	3,445
	65,175	67,054	72,188	74,070
3rd Current Improvement	3,022	3,111	3,355	3,445
	68,197	70,165	75,543	77,515

Notes:

For the 2016-2017 school year: one (1) full step awarded payable as of June 13, 2017; no Current Improvements awarded; Degree Advancements allowed.

For the 2017-2018 school year: one (1) full step awarded; Current Improvements awarded (previous 1/2 CI owed, plus new applications); Degree Advancements allowed.

The compensation for Current Improvement is as follows:

The first Current Improvement shall be 5% (five percent) of the teacher's base salary (BA Step 1) of the salary schedule, Appendix "A". The second Current Improvement shall be 5% (five percent) of the teacher's base salary (Degree and Step) of the salary schedule, Appendix "A". The third Current Improvement shall be 5% (five percent) of the teacher's base salary (Degree and Step) of the salary schedule, Appendix "A".

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APPENDIX B STIPENDS

ARTICLE #	STIPEND	0.000%	3.00%
		2014-2015 2015-2016 2016-2017	2017-2018
1.100	Professional work beyond school year -- 2.63% per week (Salary)		
1.110	Professional Development Presenter	\$27.61	\$28.44
1.200	Hourly Substitute/Curriculum Assistants	\$26.64	\$27.44
1.300	Driver Education (during school year) hourly rate = 4.75% of base salary divided by 48 hours		
1.400	Overload Assignment: High School, Intermediate and Elementary Schools--10% of base salary per semester		
1.400	Overload Assignment: High School Trimester Schedule -- 8% of base salary per trimester		
1.410	High School Teacher Zero Hour Schedule (See Memorandum under Appendix "H") -- (Per Semester or \$500 per Trimester)	\$750	\$773
1.500	F.M. Operator	\$26.64	\$27.44
	Traveling Teacher stipends below shall be prorated as follows for traveling teacher whose scheduled assignments do not require them to travel daily. Information pertains to 1.600, 1.610, and 1.620		
	Travels normally:		
	One day a week	20%	
	Two days a week	40%	
	Three days a week	60%	
	Four days a week	80%	
1.600	Traveling Teachers - annually or pro-rated per semester/term and mileage (Kindergarten teachers assigned to different schools; high school teachers traveling between high schools for their regular teaching assignments)	\$2,138	\$2,202
1.610	In that All Saints and Continuation School are attached to Central High School - persons involved receive per semester -- no travel allowance	\$539	\$555
1.620	Traveling Teachers - annually or pro-rated per semester and mileage (Special Area Teachers; i.e. Elementary Art, Music and Physical Education teachers)	\$1,078	\$1,110
1.630	District-wide Level Curriculum Support Positions (Per Semester)		
	First Year of Experience	\$1,000	\$1,030
	Second Year of Experience	\$1,200	\$1,236
	Third Year of Experience	\$1,400	\$1,442
1.700	Machine Repair - Vocational Equipment	\$20.18	\$20.79
2.000	ADVISORS AND SPONSORS		
2.100	High School Dramatics (Annual)		
	First Year of Experience	\$1,593	\$1,641
	Second Year of Experience	\$1,821	\$1,876
	Third Year of Experience	\$2,048	\$2,109

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2.105	<i>Auditorium Technician, High School (Annual)</i>	\$500	\$515
2.110	<i>Middle School School Dramatics (Annual)</i>		
	First Year of Experience	\$636	\$655
	Second Year of Experience	\$729	\$751
	Third Year of Experience	\$820	\$845
2.200	<i>High School Yearbook (Annual)</i>		
	First Year of Experience	\$1,593	\$1,641
	Second Year of Experience	\$1,821	\$1,876
	Third Year of Experience	\$2,048	\$2,109
2.300	<i>High School Newspaper (Annual)</i>		
	First Year of Experience	\$1,187	\$1,223
	Second Year of Experience	\$1,327	\$1,367
	Third Year of Experience	\$1,508	\$1,553
2.400	<i>Literary Magazine (Annual)</i>		
	First Year of Experience	\$1,187	\$1,223
	Second Year of Experience	\$1,327	\$1,367
	Third Year of Experience	\$1,508	\$1,553
2.500	<i>Stagecraft (Annual)</i>		
	First Year of Experience	\$1,446	\$1,489
	Second Year of Experience	\$1,619	\$1,668
	Third Year of Experience	\$1,834	\$1,889
2.600	<i>Debate (Annual)</i>		
	First Year of Experience	\$1,186	\$1,222
	Second Year of Experience	\$1,327	\$1,367
	Third Year of Experience	\$1,508	\$1,553
2.700	<i>Forensics (Annual)</i>		
	First Year of Experience	\$1,186	\$1,222
	Second Year of Experience	\$1,327	\$1,367
	Third Year of Experience	\$1,508	\$1,553
2.800	<i>Audio Visual (Annual)</i>		
	First Year of Experience	\$1,186	\$1,222
	Second Year of Experience	\$1,327	\$1,367
	Third Year of Experience	\$1,508	\$1,553
2.900	<i>National Honor Society Advisor, High School (Annual)</i>		
	First Year of Experience	\$1,200	\$1,236
	Second Year of Experience	\$1,350	\$1,391
	Third Year of Experience	\$1,500	\$1,545
2.910	<i>Student Council Advisor, High School (Annual)</i>		
	First Year of Experience	\$1,200	\$1,236
	Second Year of Experience	\$1,350	\$1,391
	Third Year of Experience	\$1,500	\$1,545
2.950	<i>FIRST Robotics Advisor, High School and Middle School/per school (Annual). [Per school amount is shared if a school has multiple advisors.]</i>	\$1,500	\$1,545

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3.000	SPECIAL EDUCATION (ANNUAL)		
	Any Special Education teacher employed on or before September 1, 1975 shall continue to employ the stipend provided for in this series. Teachers who were employed in the district prior to September 1, 1975 and who may subsequently be assigned to Special Education positions, shall receive the stipend called for in this series. However, teachers commencing employment after September 1, 1975, who are assigned Special Education positions, shall not receive said stipends.		
3.100	Orthopedic Physical Therapist, Diagnostician, Social Worker, Homebound, Speech Therapist	\$2,983	\$3,072
3.200	Special Education Teachers	\$2,577	\$2,654
3.300	Senior Designation	\$301	\$310
4.000	ACTIVITIES SUPERVISION		
4.100	School Plays - Per Event	\$16.95	\$17.46
4.200	Bus Chaperon - Per Event	\$25.33	\$26.09
4.300	Noon Duty, Hall Duty*		
	40 min. or more (Sem) 5% of Base/Sem.		
	Under 40 min. (Sem) 4% of Base/Sem.		
4.400	Study Hall		
	(H.S. as an extra assignment) 7.5% of Base/Sem. Or 5% of Base/Trimester Term		
* The parties agree that Appendix "B" Article 4.300 Noon Duty, Hall Duty positions will be filled by district-wide seniority. The parties further agree that said positions will be filled on an annual basis according to the needs of the school building.			

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5.000	COACHING AND ATHLETIC ASSIGNMENTS		
5.100	HIGH SCHOOL (Stipend per season unless otherwise indicated). An Assistant Coach promoted to Head Coach in the same sport will proceed to next year of experience.		
5.110	Football and Basketball, Head		
	First Year of Experience	\$5,175	\$5,330
	Second Year of Experience	\$5,775	\$5,948
	Third Year of Experience	\$6,362	\$6,553
5.111	Football and Basketball, Asst.		
	First Year of Experience	\$3,385	\$3,487
	Second Year of Experience	\$3,816	\$3,930
	Third Year of Experience	\$4,240	\$4,367
5.120	Wrestling, Swimming, Volleyball, <i>Competitive Cheer</i> Head		
	First Year of Experience	\$3,452	\$3,556
	Second Year of Experience	\$3,885	\$4,002
	Third Year of Experience	\$4,316	\$4,445
5.121	Wrestling, Swimming, Volleyball, <i>Competitive Cheer</i> Asst.		
	First Year of Experience	\$2,298	\$2,367
	Second Year of Experience	\$2,588	\$2,666
	Third Year of Experience	\$2,869	\$2,955
5.130	Baseball, Track, Softball, Soccer, Hockey, Head		
	First Year of Experience	\$2,533	\$2,609
	Second Year of Experience	\$2,856	\$2,942
	Third Year of Experience	\$3,167	\$3,262
5.131	Baseball, Track, Softball, Soccer, Hockey, Asst.		
	First Year of Experience	\$1,803	\$1,857
	Second Year of Experience	\$2,014	\$2,074
	Third Year of Experience	\$2,222	\$2,289
5.140	Golf and Tennis		
	First Year of Experience	\$1,854	\$1,910
	Second Year of Experience	\$2,090	\$2,153
	Third Year of Experience	\$2,317	\$2,387
5.141	Golf Asst.		
	First Year of Experience	\$1,192	\$1,228
	Second Year of Experience	\$1,361	\$1,402
	Third Year of Experience	\$1,501	\$1,546
5.142	Cross Country		
	First Year of Experience	\$2,364	\$2,435
	Second Year of Experience	\$2,663	\$2,743
	Third Year of Experience	\$2,959	\$3,048
5.150	Equipment Manager (Annual)		
	First Year of Experience	\$2,222	\$2,289
	Second Year of Experience	\$2,494	\$2,569
	Third Year of Experience	\$2,760	\$2,843
5.160	Athletic Facilities Manager (per game)		
	Varsity Football	\$140	\$144
	Varsity Basketball	\$85	\$88
	JV and Freshman Football and Basketball	\$66	\$68
	Varsity Volleyball	\$66	\$68
5.170	Head Trainer (Annual)		
	First Year of Experience	\$8,066	\$8,308
	Second Year of Experience	\$9,306	\$9,585

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	Third Year of Experience	\$10,547	\$10,863
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5.180	Building Athletic Director (Annual)		
	First Year of Experience	\$8,153	\$8,398
	Second Year of Experience	\$9,167	\$9,442
	Third Year of Experience	\$10,280	\$10,588
5.190	Cheerleading, Pompon, Flag, Majorettes		
	First Year of Experience	\$1,491	\$1,536
	Second Year of Experience	\$1,668	\$1,718
	Third Year of Experience	\$1,855	\$1,911
5.191	Science Olympiad Coaches (per hour)		
	First Year of Experience	\$16.40	\$16.89
	Second Year of Experience	\$18.43	\$18.98
	Third Year of Experience	\$20.48	\$21.09
5.200	INTERMEDIATE SCHOOLS		
	Because of the flexibility of intermediate school athletics, inter-school coaches shall receive the hourly rates as follows:		
5.210	Inter-School Coaches (per hour)		
	First Year of Experience	\$16.40	\$16.89
	Second Year of Experience	\$18.43	\$18.98
	Third Year of Experience	\$20.48	\$21.09
5.211	Intramural Coaches (per hour)		
	First Year of Experience	\$14.23	\$14.66
	Second Year of Experience	\$16.06	\$16.54
	Third Year of Experience	\$17.81	\$18.34
	Coaches of competitive teams (flag football, girls' and boys' basketball, girls' volleyball) shall be scheduled to work (80) hours per season and shall be responsible for meeting the assignment in order to receive the full pay.		
5.220	Cheerleader Coach		
	The Cheerleader Coach shall be scheduled to work forty (40) hours per season and shall be responsible for meeting the assignment in order to receive full pay. To be in compliance with the Title IX, Intermediate Cheerleading Coaches shall be paid the same hourly rate as Appendix "B" 5.210 Inter-School Coaches if Cheerleading is recognized as an inter-scholastic activity by the MHSAA (Michigan High School Athletic Association).		
	First Year of Experience	\$14.23	\$14.66
	Second Year of Experience	\$16.06	\$16.54
	Third Year of Experience	\$17.81	\$18.34
5.230	Academic Track/Head-to-Head Teacher Coaches		
	First Year of Experience	\$16.40	\$16.89
	Second Year of Experience	\$18.43	\$18.98
	Third Year of Experience	\$20.48	\$21.09
5.240	Science Olympiad Coaches (per hour)		
	First Year of Experience	\$16.40	\$16.89
	Second Year of Experience	\$18.43	\$18.98
	Third Year of Experience	\$20.48	\$21.09

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6.000	MISCELLANEOUS		
6.100	Travel Allowance: Per IRS mileage reimbursement		
6.300	MUSIC		
	The parties agree that all previous experience as a band director, either high school or intermediate, shall be credited towards the years of experience for both the Assistant Band Director (H.S.) and Band Director (Intermediate) positions.		
6.310	Band Director (H.S.) - Annual (including Marching Band and Spring Show)		
	First Year of Experience	\$4,831	\$4,976
	Second Year of Experience	\$5,426	\$5,589
	Third Year of Experience	\$6,029	\$6,210
6.320	Vocal Music Dir. (H.S.) - Annual (including Spring Show and Spring Choir)		
	First Year of Experience	\$4,087	\$4,210
	Second Year of Experience	\$4,595	\$4,733
	Third Year of Experience	\$5,100	\$5,253
6.330	Ass't Band Director (H.S.) - Annual		
	First Year of Experience	\$2,417	\$2,490
	Second Year of Experience	\$2,713	\$2,794
	Third Year of Experience	\$3,015	\$3,105
6.340	Band Director (Intermediate) - Annual		
	First Year of Experience	\$1,209	\$1,245
	Second Year of Experience	\$1,360	\$1,401
	Third Year of Experience	\$1,507	\$1,552
6.400	Science Supply Coordinator (Annual)	\$1,508	\$1,553
6.600	Deans (Annual)	\$3,568	\$3,675
6.700	Counselors (Annual)	\$1,197	\$1,233
6.800	Coordinators (Annual)	\$2,964	\$3,053
	Those persons currently receiving the Cooperative Education Coordinator stipend shall continue to receive same for the duration of their employment with the District in that position. Persons assigned such coordinator positions after September 1, 1975 shall not receive said stipend unless prior to that date they had been employed by the District and had obtained the necessary qualifications to fulfill the position.		
6.810	Artist-In-School Program Coordinator		
	The parties agree that the Coordinator position in the Artist-In-School Program shall continue to remain in the Bay City Education Association bargaining unit. This position will be part of the bargaining unit member's regular assignment. If the bargaining unit member has a full-time assignment, the position will be an Overload Assignment. In the event, however, that no bargaining unit member selects this position, the Bay City Public Schools may employ a non-BCEA bargaining unit employee who shall be compensated in accordance to an Overload Assignment, as set forth in Article 1.400 of this Appendix "B". no other rights or benefits will be provided. When non-BCEA bargaining unit employees are hired, the position will be declared vacant and made available to BCEA bargaining unit members at each May Staffing Procedure. In addition, the bargaining unit member's assignment is reduced during a school year, that member shall have the right to select and be placed in the Artist-In-School position when that member's assignment is reduced.		
6.900	Crisis Team Facilitator (Annual)	\$1,197	\$1,232.9
7.000	Summer School (per hour)	\$27.61	\$28.44
	Evaluation shall be conducted by the Lead Teacher and Program Administrator within three weeks following the close of the Program. An "Unsatisfactory" evaluation shall require evidence of satisfactory performance in order to return to the following summer program.		

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**MEMORANDUM OF UNDERSTANDING
FOR THE GREAT START READINESS PROGRAM (GSRP)**

between the

BAY CITY PUBLIC SCHOOLS

and the

BAY CITY EDUCATION ASSOCIATION

April 13, 2017

The parties agree that the GSRP lead teachers are members of the bargaining unit in Article 2.000 of the BCEA master agreement. The following shall apply to the GSRP lead teachers effective upon signature of this Memorandum of Understanding:

- The hourly rate of pay for the 2016-2017 school year (effective the date of ratification) shall be:
 - Year 1 \$18.85
 - Year 2 \$19.10
 - Year 3 \$19.35
 - Year 4 \$19.55

- The hourly rate of pay for the 2017-2018 school year shall be:
 - Year 1 \$18.95
 - Year 2 \$19.20
 - Year 3 \$19.45
 - Year 4 \$19.65

- Article 12.000 of the BCEA Master Agreement shall apply to any violations of employment provided through this MOU.

- All other employment conditions, as outlined in the attached "Individual Contract" shall remain unaltered unless modified by the parties at a later date.

AGREED,

Alena Bauer
BAY CITY PUBLIC SCHOOLS

DATED: 4-13-2017

AGREED,

R. J. Meeth
BAY CITY EDUCATION ASSOCIATION

DATED: 4-13-17

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12 APR 2017

**INDIVIDUAL CONTRACT AGREEMENT
GSRP PRESCHOOL PROGRAM LEAD TEACHER**

THIS AGREEMENT is made and entered into this ____ day of December, 2016, by and between THE SCHOOL DISTRICT OF THE CITY OF BAY CITY, BAY AND SAGINAW COUNTIES, MICHIGAN, with offices at 910 N. Walnut Street Bay City, Michigan 48706, hereinafter called the "School District" and the BAY CITY EDUCATION ASSOCIATION GSRP PRESCHOOL PROGRAM LEAD TEACHER, hereinafter called the "Employee."

WITNESSETH:

WHEREAS, the School District is desirous of employing the services of a GSRP Preschool Program Lead Teacher and said Employee is desirous of entering into a contract for such employment as hereinafter provided.

NOW THEREFORE, in consideration of the mutual promises and agreements herein contained, and the compensation to be paid, IT IS MUTUALLY UNDERSTOOD AND AGREED by and between the respective parties hereto as follows:

1. **Term.** The School District hires and employs the Employee effective the ____ day of _____, 20__ and ending the ____ day of _____, 20__.
2. **Renewal.** This agreement is for the period set forth in Section 1 only, but may be renewed upon agreement of the parties providing the following requirements are met:
 - (a) Funding is available and the amount of funding warrants/allows for the retention of this position.
 - (b) Receipt of a positive evaluation for performance from the School District's Preschool Program Director.
 - (c) Additionally, this Contract may be terminated during its term pursuant to a necessary reduction in personnel as determined by the Board. The Employee shall be given at least thirty (30) days' notice of termination prior to the effective date of layoff.
3. **Inclement Weather.** The employee covered by this agreement is not required to report to their assigned building when schools are closed due to inclement weather or as otherwise determined by the Superintendent. When preschool starting time is delayed, the employee will report to their assigned building at their regular starting time.
4. **Compensation.** The School District hereby agrees to pay the Employee during the term of this Agreement at the hourly rate provided in the Memorandum of Understanding dated December _____, 2016, and employs the employee up to 37.5 hours per week. This wage is based upon actual hours worked and shall be paid bi-weekly, as worked.

The Employee will maintain a log of all time spent and will submit same to the Director of Preschool Program with request for reimbursement for the week worked.
5. **Duties.** The Employee hereby accepts employment as a GSRP Preschool Program Lead Teacher for the term set forth, subject to all the terms, conditions, promises, agreements and compensation as herein provided, and further subject to applicable law, statutes, rules, regulations, administrative procedures and policies of the School District, and agrees to faithfully perform and apply her best efforts to the duties of the position designated herein for the term of this Contract.
6. **Responsibilities.** The responsibilities of this position are defined in the job description of Preschool Program Lead Teacher as attached as Exhibit "A" and/or as otherwise directed by the Director of Preschool Program and the Superintendent or his designee.

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The Board, in its sole discretion, reserves the right to assign such other duties or additional responsibilities as they may direct and may add to, delete from and/or amend such job description, rules, regulations and the administrative procedures, policies, or organization structure, at any time. During the term of this Contract, the Employee is subject to transfer to another building assignment at the discretion of the Board or its Superintendent of Schools.

7. **Tenure Exclusion.** This contract does not confer tenure upon the Employee in the position of Preschool Program Lead Teacher in the district. The GSRP program is not part of the K-12 program.

8. **Evaluation.** The Director of Preschool Program shall evaluate the performance of the Employee in accordance with the policies and procedures, guidelines, objectives and goals as adopted by the School District. The evaluation of the Employee shall be submitted in writing prior to May 30th of each year and shall be discussed with the Employee on or before this date.

9. **Benefits.**

(a) **Personal Leave.** The Employee shall be entitled to six (6) personal days per year. Should personal leave days not be used during the preschool work year, those unused days will be paid at the end of the program year at the daily rate of pay.

Personal leave days may be used for personal illness, illness in the immediate family, personal business, and/or attendance at a funeral whose relationship warrants attendance. A business day cannot be used the day before or after a holiday recess, or vacation period, the first or last day of the preschool schedule, or the first day of a hunting or fishing season, except with prior approval based upon justification, in writing, submitted to the Director of Human Resources/Labor Relations. His/her decision on the justification will be final.

(b) **Holidays.** Paid holidays for the 2016-2017 year shall be:

Thanksgiving
Christmas
New Year's Day
Good Friday

Paid holidays beginning with the 2017-2018 year shall be:

Labor Day
Thanksgiving
Christmas
New Year's Day
Good Friday

(c) **Health Insurance Benefits.** Upon proper application and acceptance for enrollment by the appropriate underwriter, policyholder and/or third party administrator, the Board shall make premium payments on behalf of the Employee for medical, dental, and vision coverage (including Affordable Care Act taxes and fees) at the single rate level in an amount not to exceed five thousand eight hundred fifty-six dollars (\$5,56) annually. The deductible and co-insurance are the full responsibility of the Employee as written in the health insurance policy including any co-pays as recognized in the policy.

(\$5856) smc

In lieu of health insurance benefits, the District will provide an annuity in the amount of \$100.00 per month toward a plan currently payroll deducted by the Board. For those electing the annuity option, single dental and vision coverage will be provided for the employee only. Employee will be responsible for paying the coast of dependent dental and vision coverage, if elected. In order to select the annuity in lieu of health insurance option, the Employee must provide proof of health insurance coverage and notify the District if at any time coverage ceases.

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Pursuant to state legislation, provisions of 9(c) may be amended at any time during the contract agreement in order to comply with state law or related language that is related to school funding and/or in accordance with requirements of the Affordable Care Act.

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10. **Transportation Expenses.** The Employee shall receive the standard mileage reimbursement rates as shall be established from time-to-time by the School District to cover transportation expenses incurred in the performance of the Employee's duties as set forth herein for travel. The Employee shall provide the School District with a mileage log, provided by the District, as a condition precedent to reimbursement.

11. **Indemnification.** The School District agrees that it shall defend, hold harmless, and indemnify the Employee from any and all demands, claims, suits, actions, and legal proceedings brought against the Employee in his individual capacity or in his official capacity while acting as an agent or employee of the School District, provided the incident giving risk to any such claim arose while the Employee was acting in a proper manner and within the scope of his employment, and within the approved policies, procedures and practices of the School District.

12. **Amendment and Entire Agreement.** This Agreement and the attached Memorandum of Understanding contain all the agreements and conditions made between the parties hereto, and may not be modified orally or in any other manner than by an agreement in writing signed by the parties hereto.

13. **Notices.** All notices to be given hereunder by either party shall be in writing and given by personal delivery or certified mail to the parties at the addresses as hereinbefore after set forth for purposes of calculating time periods under the provision of this agreement, notice shall be deemed effective upon mailing or personal delivery, whichever is applicable.

14. **Usage.** When applicable, pronouns and relative words shall be read as plural, feminine or neuter, respectively.

15. **Duplicate Original Copies.** This Agreement is executed in duplicate original copies, one of which shall be retained by the School District and one by the Employee, each of which shall be deemed to be an original but all of which shall be construed as one document.

16. **Governing Law.** This Agreement and the rights of the parties hereunder shall be governed by and interpreted in accordance with the laws of the State of Michigan.

17. **Acknowledgment and Time of the Essence.** Each party acknowledges that they have read this agreement and agree to the terms and conditions herein contained and further agree that time shall be deemed of the very essence of this agreement.

18. **Paragraph Heading.** The paragraph headings appearing in this agreement have been inserted for the purpose of convenience and ready reference. They do not purport to, and shall not be deemed to, define, limit or extend the scope of intent of the paragraph to which they appertain.

19. **Execution.** This agreement is executed on behalf of the School District pursuant to authority granted.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed and demmed to be effective for the term of the Agreement.

AGREED,

AGREED,

BAY CITY PUBLIC SCHOOLS

GSRP PRESCHOOL PROGRAM LEAD TEACHER

DATED: _____

DATED: _____

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12 APR 2017