

Agreement Between

**DELTA-SCHOOLCRAFT
INTERMEDIATE SCHOOL DISTRICT
EDUCATION ASSOCIATION**

and

**DELTA-SCHOOLCRAFT
INTERMEDIATE SCHOOL DISTRICT
BOARD OF EDUCATION**

Effective
July 1, 2010
June 30, 2013

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This Agreement entered into this 1st day of July 2010, between the **Delta-Schoolcraft Intermediate School District Education Association and the Michigan Education Association**, and the **National Education Association (DSEA/MEA/NEA)**, an organization hereinafter called the **Association**, and the **Delta-Schoolcraft Intermediate School District** hereinafter called the **Board**. The signatories shall be the sole parties to this Agreement.

WITNESSETH

WHEREAS, both parties have reached certain understanding which they desire to confirm to this Agreement.

In consideration of the following mutual covenants, **IT IS HEREBY AGREED** as follows:

**ARTICLE I
RECOGNITION**

A. Recognition Provision: The Board hereby recognizes the Association as the exclusive bargaining representative as defined in Section 2 of Act 379, Public Acts of 1965 for the unit consisting of all certified teaching personnel, career-technical education personnel on annual authorization, speech therapists, occupational therapists, physical therapists, school social workers, school psychologists, teacher consultants, network systems manager, non-administrative program coordinators, alternative education coordinator and teachers, adult education coordinator and teachers, but excluding substitutes, per diem employees, supervisors, administrators, and all other employees excluded by State Law. The phrase, "professional staff member" when used hereinafter in this Agreement shall refer to any employee represented by the Association in the bargaining or negotiation unit as above defined.

B. Negotiations with Association: The Board agrees not to negotiate with any professional staff member organization other than the Association for the duration of this Agreement.

C. Rights Under Law: Nothing contained herein shall be construed to deny or restrict any employee or the Board of rights either may have under the Michigan General School Laws.

D. School Improvement Program: The Board and the Association recognize the value of providing an instrument to address mutual concerns within each building. It is because of this recognition that the Board and the Association mutually support the concept of the School Improvement Program (SIP).

The Board and the Association further recognize that utilizing the professional abilities of the work force within building level, committees will create a high quality professional atmosphere that can lead to solving emerging problems.

The building committees will not deal with contractual issues. Problems of a contractual nature will be handled according to the grievance procedure of the Master Agreement. Any decision reached by the building committee will be supported by the committee and communicated to and agreed to by a majority of the building staff. Decisions reached may not be in conflict with Board policy or the Master Agreement.

Participation in a SIP Committee is voluntary and shall not be part of a members evaluation or otherwise be used to discipline the member. Participation in SIP shall not be denied to any Association member.

It is further recognized that SIP committee meetings will be kept to the regular working hours of the day, unless mutually agreed upon by all participating parties.

**ARTICLE II
EXTENT OF AGREEMENT**

A. Agreement in Writing: This Agreement shall constitute the full and complete commitment between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in written and signed amendments to this Agreement.

B. Individual Contracts: Any individual contract including Letters of Agreement for special projects, restricted grant funds, Summer Diagnostic team members, etc. between the Board and an individual professional staff member heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling. A copy of each type of individual contract shall be given to the Association and remain unchanged for the duration of the contract.

C. Priority of Agreement: This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms.

D. Conflict with Law: If any provision of this Agreement or any application of the 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 III
CONTINUITY OF OPERATIONS**

A. Uninterrupted Operation: Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operation. Since the parties will establish a comprehensive grievance procedure to which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work disruption during the period of this Agreement. The Association, accordingly, agrees that it will not, during the period of this Agreement, directly or indirectly engage in or assist in any strike (as said term is defined by the Public Employees Relation Act). The board agrees that it will not engage in a lock out so long as this Agreement is in effect.

B. Emergency Closing of Schools: In the event that weather conditions or other acts of God require that the Intermediate School District be closed, the employer shall notify the employees by announcing said closing on local radio stations RRN, WDBC, AND WLUC TV6.

Professional support staff will not be required to report for the days/hours as allowed by State Law. All days beyond those allowed by state law will be rescheduled with the Administration.

Instructional staff will not be required to report for the "Act of God Days" days/hours as allowed by State Law. All days beyond see above will be rescheduled according to the school calendars for the building of their assignment, i.e. Manistique Satellite Center, Bay Middle College/Fitzharris High School, Learning Center and the DSISD Career-Technical Center.

**ARTICLE IV
ASSOCIATION DUES/FEEES AND PAYROLL DEDUCTIONS**

A. Agency Shop: All employees covered under this contract, as a condition of employment, shall either join the Association (NEA/MEA) or pay a representation fee lawfully charged as agreed upon by the Association. In the event the representation fee shall not be paid to the Association, the Board, upon receiving a signed statement from the Association indicating the employee has failed to comply with this condition, shall immediately notify said employee that he/she is not abiding by the terms of the Master Agreement. Likewise, if the employee refuses to sign a deduction form, the employer shall immediately notify the local MEA office and the Delta-Schoolcraft ISD EA President. The refusal of said employee to contribute fairly to the cost of negotiations and administration of this and subsequent agreements will be responded to as follows:

1. Local dues or service fees will continue to be deducted and it will be the responsibility of said employee to request a hearing before a joint committee consisting of two (2) representatives each of the ISD Board and the ISD EA.
2. At the date of the request, union dues/service fees will be held in escrow until such issues are resolved in a court of competent jurisdiction.
3. If the employee drops his/her case, the union dues/service fees would be submitted to the Association. If judgment in a court of competent jurisdiction is in employee's favor, he/she would receive union dues/service fees collected to that point as allowed by the court.

On or before the fifth day of September of each year, the Association shall notify the Board of the amount of the annual dues/representation fee payable by all members of the Association, and the representation fee payable by non-members pursuant to Section 10 (1) (c) and (2) of the Public Employment Relations Act. The deduction of membership dues shall be made from one regular paycheck each month for nine (9) months beginning in September and ending in May of each year and the Board agrees promptly to remit to the Association all monies so deducted, accompanied by a list of employees from whom the deductions have been made. Local dues, plus assessments shall be paid to the Association treasurer on the second payday in February.

B. Liability: The Association agrees, at its own cost and through its own counsel, to indemnify and save the district, the Board, and including each individual school board member and each school district administrator harmless against any and all claims, demands, costs, suits, or other forms of liability and all court or administrative agency costs that may arise out of or by reason of action by the Board for the purpose of complying with this Agreement.

C. Contract: The parties agree that every professional staff member permitted to work will be required each school year to sign an individual contract of employment as provided in Section 1231 of the Revised School Code and that every such contract shall contain the following:

"This contract is subject to a collective labor agreement heretofore or hereafter negotiated by the Board and the exclusive bargaining representative of professional staff members employed by the Board."

ARTICLE V ASSOCIATION RIGHTS

A. P.A. 379 of 1965: Pursuant to Act 379, Public Acts of 1965, the Board hereby agrees that every employee of the District shall have the right freely to organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for their mutual aid and protection. The school district undertakes and agrees that it will not directly or indirectly discourage, deprive, or coerce any professional staff member in the enjoyment of any rights conferred by Act 379, or other laws of Michigan or the Constitution of Michigan and the United States: that it will not discriminate against any professional staff member with respect to hours, wages, or any terms or conditions negotiated with the District or the institution of any grievance of complaint or proceeding under this Agreement, or otherwise, with respect to any terms or conditions of employment.

B. I.S.D. Facilities: The Association and its representatives shall have the right to use school facilities for meetings upon approval of the superintendent or building administrator as long as such meetings do not interfere with regularly or previously scheduled school activities. Such use of the buildings shall be without charge on regular school days. The use of buildings leased by the Board will be governed by the provisions of said lease.

C. Released Time for Association Business: The Board shall provide to the Association president or designee, four (4) days of released time for the handling of Association business as deemed appropriate by the Association president. The Association agrees to notify the superintendent no less than one (1) week in advance of taking such leave. The Association will mutually share costs for substitutes and retirement associated with release time.

D. Ancillary Services: Typing, calculating, duplicating and audio-visual equipment will be made available to the Association for the purpose of producing notices, announcements, and other such items of an official or professional nature. The Association shall pay to the Business Office the reasonable cost of all materials and supplies incidental to such use, and for any breakdowns or damage occurring due to Association misuse. Use of equipment or secretarial help for Association business shall be approved by the department administrator.

E. Public Information: The Board agrees to furnish the Association in response to reasonable written request, regular and routine available public business information, including but not limited to, the financial resources of the district, including salaries paid to employees and their years of experience and training and such financial reports as are routinely prepared for the Board of Education. If duplication of reports for the Association results in additional cost to the district, such cost will be billed to and paid for by the Association.

F. Official Association Representative at Board Meetings: If the president of the Association wishes items placed on the agenda for the regularly scheduled board meeting, the president shall make such request of the Board seventy-two hours prior to the meeting. The Board shall recognize the president of the Association or his/her representative as a matter of new business. Items not received before the deadline may be added at the time of the meeting.

G. Job Descriptions: The Association and the administration shall work jointly in establishing all professional job descriptions. The Association's executive committee will represent the Association in said activity.

**ARTICLE VI
BOARD'S RIGHTS AND RESPONSIBILITIES**

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself without limitations, all powers, rights, authority, duties, and responsibilities conferred upon it and vested in it by the laws and the Constitution of the State of Michigan and of the United States, including the rights:

- A. To the executive management and administrative control of the school district and its properties and facilities, and the duties, responsibilities and assignment of teachers and other employees, during the working day;
- B. To hire all employees and, subject to the provisions of law, to determine their qualifications in accordance with Section G, Article V, and the conditions for their continued employment or their dismissal or demotion, and to promote and transfer all such employees;
- C. To establish, alter or terminate programs and education services;
- D. To be responsible for the means and methods of instruction, including providing of textbooks and other teaching materials.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules and regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the express terms of this Agreement and then only to the extent such specific and express terms thereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

**ARTICLE VII
SCHOOL CALENDAR**

The school calendar for all professional staff employees shall be based on 183 contract days, but in no event shall a contract year be in excess of 230 days.

The calendar for all bargaining unit members except the Career-Technical Education staff in Manistique shall be according to official school calendars as they are finalized. The Career-Technical Education staff in Manistique shall work according to the calendar of the Manistique Area Schools as long as its individual bargaining unit members' calendar does not exceed 183 days.

Changes in individual assignments may be made by the district up to July 1. After that time, changes to employee's individual contract calendar shall be by mutual consent of the Board and individual.

The calendar for non-teaching contractual days will be the following: The parties will meet yearly to discuss the contractual non-teaching days.

ARTICLE VIII GRIEVANCE PROCEDURE

SECTION A: Claim of Violation: A grievance shall be defined as a claim by any professional staff member or the Association which is based upon an event or condition which affects the conditions or circumstances under which a professional staff member works, allegedly caused by misinterpretation or inequitable application of the terms or conditions of this Agreement.

SECTION B: Employee's Rights: An individual employee shall have the right at any time to present his/her own grievance to the school district and to have the grievance fully adjusted without the intervention of the Association as long as the adjustment is not inconsistent with the terms of this Agreement and the bargaining representative has been given the opportunity to be present at such adjustment. Individual employees may not arbitrate a grievance.

SECTION C: Step 1 - Oral Discussion: In the event that a professional staff member believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with the immediate supervisor, either personally or accompanied by the Association representative. The grievance must be filed within ten (10) days of the occurrence of the alleged grievance, or within ten (10) days of when such events should reasonably have been discovered. All reference to days in the grievance procedure shall mean working days.

Both parties shall sign and date a receipt which specifies that the oral discussion took place and the reason for the grievance. Within ten (10) days of the oral discussion the immediate supervisor shall render a decision concerning the disposition of the grievance and give it orally to either the professional staff member filing the grievance or the Association.

SECTION D: Step II - Written Presentation: If the grievance is not resolved in Step 1, the employee or the Association may reduce the grievance to writing and present it to the Superintendent or a designee for a written answer. The written grievance shall be on a form provided by the Association and shall be filed within five (5) days of the oral denial, but under no conditions shall it be later than fifteen (15) days from the presentation of the oral discussion at Step 1.

The written grievance must state the facts giving rise to the grievance, the date on which the grievance arose or was discovered, the Article(s) of this Agreement alleged to have been violated, or the change in terms or conditions of employment which gave rise to the grievance. Further, the grievance shall state the contention of the employee or the Association and shall indicate the relief requested. The grievance shall be signed and dated by the employee or the Association representative. The superintendent or a designee shall give the employee or the Association a reply in writing on the disposition of the grievance within five (5) days after receipt of the written grievance.

SECTION E: Step III - Referral to the Board: If the grievance is not resolved in Step II, the professional staff member or the Association may, within five (5) days after receipt of the superintendent's written answer (or a designee's), appeal the grievance to the Board of Education. Within five (5) days of receipt of the appeal, the Board of Education shall meet with the Association and the professional staff member(s) on the grievance, giving the professional staff member and the Association the opportunity to be heard. Within five (5) days of such meeting, the Board shall indicate in writing their disposition of the grievance and furnish a copy thereof to the professional staff member and the Association.

SECTION F: Step IV - Arbitration: If the Association is not satisfied with the disposition of the grievance by the Board or, if no disposition has been made within the period provided, the matter may be referred to arbitration within 10 days. The matter may be referred to arbitration

only by the Association. The Association shall give notice to the Board that the Association is referring the matter for arbitration. The party seeking arbitration shall file a request with the American Arbitration Association to submit a list of qualified arbitrators. The arbitrator shall then be selected according to the rules of the American Arbitration Association.

The arbitrator shall hear the grievance in dispute and shall render the decision in writing within thirty (30) days from the close of the hearing. The arbitrator's decision shall be submitted in writing and shall set forth the findings and conclusions with respect to the issues submitted to arbitration. The arbitrator's decision shall be final and binding upon the employer, the Association, and the employee or employees involved.

The arbitrator shall have no authority except to pass judgment upon alleged violations of the provisions of this Agreement and to determine disputes involving the application or interpretation of such provisions and shall have no power or authority to add to, subtract from or modify any of the terms of this Agreement. The arbitrator shall not render any decision which would require or permit an action in violation of the law.

SECTION G: Fees and Expenses of the Arbitrator: The arbitrator's fees and expenses shall be shared by the employer and the Association equally. The expenses and compensation for attendance of any employee, witness, or participant in the arbitration shall be paid by the party calling such employee, witness, or requesting such participation.

SECTION H: Time Limits: The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. If the grievance is not advanced to the next step within the allotted time limit by either party, it shall be deemed abandoned by the party failing to adhere to the time limit and shall be ruled in favor of the other party. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the superintendent and the professional staff member or Association shall meet to determine adequate time limits which would expedite the processing of the grievance.

SECTION I: Expiration of Contract: Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution.

SECTION J: Exclusions: The following subjects covered and governed by the terms and provisions of this Agreement shall not be subject to the grievance procedure:

1. Any complaint or dispute involving the discharge, termination or demotion of a teacher, if that teacher's case qualifies for jurisdiction and could be heard pursuant to the Michigan Tenure of Teachers Act.
2. Any non-renewal of a probationary teacher or other professional staff covered by this agreement, extension of the probationary period, or termination of a probationary staff member.
3. Any claim or complaint should not be grieved for which there is established another remedial procedure or forum established by law, including alleged disputes within the jurisdiction of the Equal Employment Commission, Civil Rights Commission, Michigan Employment Relations Commission, or Michigan Tenure Commission.
4. The evaluation of a teacher.

ARTICLE IX REDUCTION OF STAFF

SECTION A: Seniority: No later than thirty (30) days following the ratification of this Agreement, and by October 1 each year thereafter, the employer shall prepare and post in every building of the district a seniority list. Every employee shall have the right to contest his/her placement on the seniority list for a time period of thirty (30) days following such posting. Thereafter, the list shall be final and conclusive for that school year.

Seniority shall be defined as length of unbroken service, except as defined in this Article, within the bargaining unit and shall be computed from the employee's first day of work. All bargaining unit members shall be ranked on the list as above defined. In the circumstance of more than one individual having the same first day of work, all individuals so affected will participate in a drawing to determine placement on the seniority list. Bargaining unit members so affected will be notified in writing of the date, place and time of the drawing. The drawing shall be conducted openly and at a time and place that will reasonably allow affected bargaining unit members to be in attendance.

Part-time bargaining unit members shall be given prorata seniority. In the event a bargaining unit member attains a number of years of seniority to qualify him/her to enter a group for which a drawing has already been held or that has been finalized, that bargaining unit member shall automatically be added to the bottom of that group for that year on the list.

SECTION B: General Lay-off: It is hereby specifically recognized that it is within the sole discretion of the Board to reduce its educational program, curriculum and staff except as expressly limited by the terms and conditions of this Agreement and that the procedures set forth in this Article shall be used in laying off or reducing assignments of personnel.

When the number of educational programs or positions to be reduced has been decided, the affected professional staff member shall be given written notification of said action at least thirty (30) days prior to the beginning of the second semester.

The professional staff member with the lowest seniority shall be laid off first. If the person bumping meets all the requirements of the above paragraph but their training is less than acceptable, said employee will be requested to seek additional training to upgrade their skills. The cost of such training will be a shared expense, with the district paying 50% of the cost and the employee paying 50%. Costs will include tuition, required books and fees. Classes/training will be obtained locally whenever possible. Additional classes or training will be governed by the availability of classes and when requests are made.

SECTION C: Recall: Laid-off or reduced personnel shall be recalled in the reverse order of lay-off and shall be given preference in hiring for any position which opens in the district for which they are certified, endorsed and/or approved.

The Board reserves the right to reinstate and/or add programs but not necessarily in reverse order of termination.

Professional staff members on layoff shall retain their seniority with the district for a period of up to 3 years unless they refuse a position by recall or resign at an earlier date.

Professional staff members on lay-off shall file an up-to-date change of address form with the district on a yearly basis by July 1.

Professional staff members shall be recalled by certified mail, return receipt requested. Such letter shall be sent to the professional staff member at their last known address filed with the

district. If the professional staff member does not notify the district of their acceptance with twenty (20) days he/she shall lose all further rights of reinstatement. A copy of all notices of recall shall be sent to the Association.

SECTION D: Procedure for Professional Staff Members Declared Surplus: Once a professional staff member has been declared surplus, he/she shall be eligible within two (2) weeks to bump another professional member of least seniority providing he/she is certified and/or approved for the position held by the professional staff member with seniority. Professional staff members so affected shall be notified at the end of the two (2) week period of the nature of their reassignment by either the Director, Superintendent, or certified mail. Professional staff members affected shall have an additional two (2) weeks to accept or reject their reassignment.

A professional staff member that has been declared surplus by the elimination of programs and/or positions, and is certified and/or approved in more than one area, shall be eligible to bump only the person with the least seniority within those areas of certification and/or approval held by the professional staff member declared surplus.

SECTION E: Special Provisions: All seniority for professional and itinerate staff in the bargaining unit is lost when employment is severed by resignation, retirement or discharge for just cause.

Administrators shall not accrue seniority in the bargaining unit but shall be entitled to reinstatement of seniority held prior to becoming an administrator (or holding an administrative position) if the administrator is returned to active membership in the bargaining unit, provided his/her employment in the district has been continuous.

Recalled professional staff members shall have all sick leave benefits, experience level or other applicable fringe benefits reinstated upon recall, but shall not receive credit for benefits during time of layoff.

If the district is considering pink slipping for an upcoming year, it hereby agrees to pink slip professional staff members at least thirty (30) days prior to the end of the fiscal year in which personnel are to be reduced.

Seniority shall continue to accrue for all bargaining unit members on maternity leave, military leave or any leave of absence which is not extended beyond one (1) year unless required by law. The above leaves shall not be considered a break in service as defined in Section A of this Article.

Seniority shall not continue to accrue for all bargaining unit members on any unpaid leave of absence unless required by law. The bargaining unit member, upon return, shall maintain, but not gain experience for the purpose of movement on the salary schedule. The above leave shall not be considered a break in service.

Professional staff members notified during the current year that they are to be laid off the following Fall shall be eligible for and receive all fringe benefits including health care coverage for which they are entitled during the summer months.

Staff members issued a lay-off notice prior to the end of the school year and rehired at the start of the following school year shall have any unemployment compensation drawn during the regular summer vacation deducted from their gross salary for the following year.

**ARTICLE X
PERSONAL LEAVES**

A. Personal Leave: At the beginning of every school year, each professional staff member shall be credited with two (2) personal days. Three (3) additional days of personal leave can be used and deducted from sick leave. Personal leave must not be taken on the first or last day of the official school year or on the day immediately preceding or after a scheduled recess or holiday. The appropriate supervisor may approve exceptions on a case-by-case basis. Prior notification must be given to appropriate supervisor. When three (3) or more days are requested for use at one time, a ten (10) day advance notice is required when a substitute is needed

B. Jury Duty: Any professional staff member called for jury duty during school hours or who is subpoenaed to testify during school hours in any judicial or administrative matter or who shall be asked to testify in any arbitration or fact finding shall, upon reimbursement by the Court, reimburse the school district for all money received except any mileage allowance.

**ARTICLE XI
UNPAID LEAVES OF ABSENCE
FMLA**

- A. An eligible employee (as defined by the Family and Medical Leave Act FLMA) is unable to work because of personal illness or disability, will be placed on FMLA leave. The employee may use paid leave during this time and, when exhausted, may use the remainder of the twelve (12) week period as unpaid leave. It is understood that paid sick leave and FMLA time will run concurrently.
1. All provisions of FMLA apply to eligible employees.
 2. An employee on unpaid leave of absence or receiving disability benefits will not earn vacation days, sick days, seniority or be paid for holidays.
 3. An employee will provide written notice to their supervisor requesting leave thirty (30) days in advance or as promptly as possible.
 4. Upon return from leave, the employee shall be assigned to either the same position from which leave was taken or to a position for which the employee is certified (or approved, as applicable) and qualified. Compliance with the above standards shall be considered as restoration to an equivalent position. Restoration may be denied in the event of reduction in staff.

UNPAID LEAVES OF ABSENCE

- B. A leave of absence shall be granted to an eligible employee to enable him/her to assist before, during, and after the birth (or adoption or foster care placement) of a child. This leave shall be for a period of up to one (1) year and must be taken within twelve (12) months of the birth, adoption or foster care placement of the child. Leave extensions shall be at the Board's discretion.
1. Employees accessing leave under this section shall provide written notice of their intent to take leave at least thirty (30) days prior to the date on which leave is to commence. If the birth of placement requires leave to begin in less than thirty (30) days, notice shall be given by the employees as promptly as is practicable under the circumstances.
 2. Upon return from said leave, the employee shall be reinstated to the former position, or to a position of like nature, seniority and salary schedule position held prior to commencement of the leave. Assignment to a position for which the employee is certified (or approved, as applicable) and qualified shall be considered as restoration to an equivalent position. Restoration may be denied in the event of a reduction in staff.

C. Other Unpaid Leaves of Absence: The district, upon application of the employee may grant an unpaid leave of absence for a period of up to one (1) year for an employee to participate in

exchange programs with other school districts, states and territories, foreign countries or to join the Teaching Corp, or Job Corp or other employment, or to engage in advance study at any accredited college or university in a field related to the employee's professional responsibility. For the Peace Corp up to two (2) years will be allowed.

Application for such leave shall be filed by April 1 of the year prior to the leave. The approval or non-approval of such leave shall be at the sole discretion of the Board. Such leave, upon written request by the employee, may in the discretion of the Board, be extended for an additional one (1) year period. Years of experience shall accrue during the original grant of leave, but there shall be no seniority accrual for any extension thereof. There shall be no fringe benefits paid during such leave or in the extension. The employee shall give notice by April 1, in writing, of intent to return to employment at the district. Upon return from leave, an employee shall be assigned to the same position as agreed upon at the time the leave was granted.

D. Military Leave A military leave of absence shall be granted to any employee who shall be inducted for military duty in any branch of the armed services of the Unity States. Upon return from such leave, the employee shall be placed in employment with the district according to the Soldier's and Sailor's Act.

E. All employees on unpaid leave under the provisions of Article XI shall retain their position on the salary/wage schedule, their seniority and their unused sick leave (except under FMLA-the employee may save five (5) paid sick days) while on an unpaid leave of absence.

F. This article will become null and void for any employee who is employed elsewhere during an unpaid leave of absence.

ARTICLE XII TRAVEL AND MILEAGE

A. Travel Provisions: Effective with the ratification of this contract and not retroactive, the Board will pay in the way of travel reimbursement, the IRS approved rate per mile for any miles that are necessary for the professional staff member to drive on any given date over and above the miles from their residence, to and from their established home base. The deadline for submission of mileage forms will be determined by the business office and distributed in July.

Work stations and special mileage arrangements will be determined by department directors with approval of the superintendent. The Association will be notified in writing of all individual agreements.

B. Conference and Meetings: Travel expenses will be compensated by the Board at the rate computed in ARTICLE XII A above, along with the cost of meals (daily per diem rate: \$8.00/breakfast; \$10.00/lunch; \$20.00/dinner and actual cost of lodging provided receipts are turned into the office) for any professional staff member who is sent to a conference, convention, or meeting for the benefit of that staff member and the district.

The employee may use the employer provided credit card or receive an advance payment for anticipated conference and travel expenses for an amount mutually determined but not less than \$100.00 if the employee submits the anticipated expenses two (2) weeks prior to the conference. Unused amounts will be returned and unanticipated expenses will be submitted through the present procedure.

**ARTICLE XIII
ILLNESS AND DISABILITY**

A. Sick Leave: It shall be the policy of the Board to allow 13 sick days per year. Unused sick days may accumulate to 150 days. Sick leave shall be allowed for illness of an employee including absences due to maternity or for illness of a member of the employee's immediate family defined to include spouse, parent, parent of spouse, child, brother, brother-in-law, sister, sister-in-law, grandchild, grandparent or IRS qualified dependent living in the household. In order to earn the first day of sick leave, the new employee must be present at work. Sick days used up to yearly amount, will be deducted as they are used during the year. Compensation of unused sick leave over 150 days at 100% of sub rate - maximum of 10 days.

B. Absence for Death: Absence without loss of salary shall be allowed upon the death of a spouse, parent, parent-in-law, sister, sister-in-law, brother, brother-in-law, child, grandparent, grandchild, IRS qualified dependent living in the household, uncle, aunt, niece or nephew. Length of leave shall be limited to five (5) days and when used are to be deducted from sick leave.

C. Severance Leave: Upon retirement, employees with sufficient years of service with the Delta-Schoolcraft Intermediate District shall be eligible to receive compensation for their accumulated sick leave as follows: after 15 years of service 35% of unused sick leave at employee's per diem rate, after 20 years of service 45% of unused sick leave at employee's per diem rate, and after 25 years of service 50% of unused sick leave at employee's per diem rate. The monies available to the employee in this article shall be paid to the employee through a 403B special pay plan.

Employees shall be eligible for such benefits only upon the express condition that no less than one (1) year prior to the effective date of termination the employee completes, signs, and personally hand delivers to the Office of the Superintendent (on a form supplied by the superintendent's office) a written notice of resignation. If the employee cannot give such notice, the payment may be delayed six (6) months.

The employee may rescind in writing to the superintendent their resignation without loss of benefits. The request to rescind "notice of resignation" must be submitted three (3) months prior to their official date of severance. The request to rescind shall be limited to one time.

In the event the employee dies while in the employ of the district and would otherwise have qualified under the terms of this clause for termination pay if the employee had terminated his/her employment by choice, the district agrees to pay in a lump sum to the employee's designated beneficiary or his/her estate, the amount of terminal pay the employee would otherwise have received. It shall be the obligation of the employee to fill out the beneficiary forms and it shall be the obligation of the Business Office to notify the beneficiary with copy of such notice given to the Association President.

D. Miscellaneous:

1. An employee need not use sick leave for medical appointments of a personal or family nature, but may elect to use personal day(s) instead.
2. The employee must contact their department/building secretary if they are going to be absent due to illness.
3. Employees records are maintained in the Business Office.

**ARTICLE XIV
MISCELLANEOUS PROVISIONS**

A. Non-Contract Days: Non-contract days will include those days during the normal school year in which a staff member will not work because of the necessity to be employed for days outside the normal school year. Such days will be approved in advance by the department director.

B. Posting of Vacancies:

1. Whenever a vacancy arises for employees covered by this Agreement, the Board shall post notice of the same on the bulletin board at I.S.D. facilities and notify the Association president not less than ten (10) work days before applications are closed. Such notification shall be considered the official notice to the Association. In order to aid in the notification process, the district agrees to place copies of posting notices in summer pay envelopes for those employees receiving such pay envelopes, and on the districts website, including the employee list serve.

2. New positions and vacancies which occur during the year will be filled with certified, endorsed and/or approved personnel. It is agreed that professional staff members on lay-off will be given preference in hiring provided they are certified and/or approved by the State to teach the positions or vacancies which open in the district. An employee who chooses to nullify their teaching certificate, will not be allowed to use that nullification as a means to bump into a position.

Vacancies in summer school programs and other projects operated during the non-contract year will be filled, where required by law, with certified and/or approved personnel. The Board agrees to give preference to bargaining unit members according to related experience, seniority, and those members of the bargaining unit who are on lay-off in the hiring of personnel for these positions. The appointment of professional staff to these positions shall be the responsibility of the respective department directors upon application for the position from a bargaining unit member and with approval of the superintendent. Summer and special project postings shall include wages, hours, and job requirements.

3. All new positions shall be posted in accordance with the terms and conditions specified by this Agreement and shall be accompanied by job descriptions listing all of the requirements to be eligible for the position (see Article V, Section G).

C. Staff Evaluations: New staff members will be evaluated each year for the first four years. Tenured and staff members with more than four years of experience will be evaluated on alternate years.

The employee will be evaluated by the employee's direct supervisor or by the supervisor's designee, who is also a member of the administrative staff and who is familiar with the employee's job performance.

The evaluation will be completed annually by May 1 and the employee will be provided with a copy of the evaluation at that time. Within ten (10) working days of the completed evaluation, the employee and the employee's direct supervisor will have a conference regarding the evaluation. At that time the employee and the supervisor will sign the evaluation. Employee's signature may not imply that the employee agrees with the evaluation but only that the employee has had a conference regarding the evaluation and has read the evaluation. An employee who disagrees with an evaluation may submit a written reply within ten (10) days and this written reply shall be attached to the file copy of the evaluation in question and placed in the personnel file.

Professional staff members shall have the right to inspect and review the contents of all records of the district which pertain to the professional staff member including but not limited to any personnel file the district maintains on the professional staff member. Initial references may be excluded from such review. The professional staff member shall have the right to have an Association representative present at such review and shall sign a record indicating who has reviewed the file, the date the file was reviewed and the reason for such review.

No material, including but not limited to student, parental, or non-administrative school personnel complaints or evaluations originating after initial employment, will be placed in the professional staff member's personnel file without the employees notice and a copy shall be included.

All monitoring or observation of the work performance of a professional staff member shall be conducted openly and with full knowledge of the professional staff member.

Professional staff evaluations shall not be used to discipline, reprimand, suspend, demote, or lay off any professional staff member unless the administration shall have met with the professional staff member to discuss ways job performance of the professional staff member could be improved and the professional staff member has been given reasonable and sufficient time to implement such recommended changes. Prior to any evaluation being used for the purpose of discipline, reprimand, suspension, demotion, or lay off, a second evaluation must be given the professional staff member to ascertain the degree of implementation of the administrative recommendations and/or methods for improvement in job performance. Methods of improvement or recommendations to improve job performance are to be limited only in that they must be reasonable and attainable by the professional staff member.

D. Just Cause Clause: No employee shall be disciplined (including warnings, reprimands, suspensions, or other disciplinary actions) without just cause. Any such discipline shall be subject to the grievance procedure hereinafter set forth including arbitration. The specific grounds forming the basis for disciplinary action will be available to the employee and the Association in writing. Non-renewal of a probationary teacher shall not be subject to just cause.

E. Medication Clause: Medication for pupils will be dispensed according to Board policy adopted in May of 1995 and P.A. 431 of the Acts of 1978.

F. Specified Class Loads: Class loads will be in compliance with Federal and State rules pertaining to teacher-pupil ratios in Special, Career-Technical, and Alternative Education.

G. Sub-Contracting: The duties of any employee or bargaining unit member or the responsibilities of any position in the bargaining unit shall not be altered, increased, or transferred to persons not covered by this Agreement if such alteration or transfer would result in a reduction in bargaining unit membership.

H. Negotiation Procedure: It is agreed that matters not specifically covered by this Agreement but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this Agreement. The parties will cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information, and otherwise constructively considering and resolving any such matters.

I. Reimbursement for Classes: The Delta-Schoolcraft Intermediate School District Board of Education will compensate employee (full and part time) up to three credits per school year for tuition, at a rate equal to NMU's graduate credit cost, at any Michigan institution of higher

learning predicated upon prior administrative approval. Classes must be related to present position. Reimbursement will be determined upon successful completion of the class and a passing grade of "C" or better or an "S" if letter grades are not assigned. Tuition costs covered by Board will be based upon first classes taken by staff member and turned in for reimbursement during the same fiscal year.

After the three credits paid by the Board have been used, additional credits may be reimbursed with payment charged against the employee's sick leave. The dollar amount for a day of sick pay is based on the current substitute teacher's daily pay with increments on a one-quarter (1/4) sick day. Reimbursement for classes will be charged to the school year in which the class is completed and must be claimed within 30 days after completion of the class.

ARTICLE XV SALARY

A. Salary Placement: Annual salaries shall be computed according to salary schedules attached hereto which are incorporated into and made part of this Agreement.

Movement on the salary schedule shall be automatic, based solely on credited experience and training. Adjustments will be made at the beginning of the fiscal year or school year, whichever is appropriate, and in January.

Additional credits must be approved in advance in order to be counted toward placement on the salary schedule by the Board or designee (see enclosed form).

B. Outside Experience: In employing new personnel, the maximum allowable credit for outside experience will be limited to twelve (12) years of appropriate professional experience.

C. Forms: All authorization for payroll deductions will be made on appropriate forms.

D. Salary Computation: Salaries are computed by dividing the employee's base salary on the schedule by 183 days and then multiplying the per diem rate by the number of days in the employee's contract.

E. Pay Periods: Employees selecting an option of less than twenty-six/twenty-seven (26/27) pay periods must select one option for the entire year. However, employees must notify the business office of any change for the ensuing year prior to May 1.

The following options are available:

- (1) Twenty (20) pay periods
- (2) Twenty-six/twenty-seven (26/27) equal pays with a lump sum the second pay period in June.
- (3) Twenty-six/twenty-seven (26/27) equal payments paid through the summer.

F. Mentor: All eligible probationary employees as defined in the Michigan Teacher Tenure Act will be eligible for an assigned mentor as defined in the Act. Those qualified DSISDEA members wishing to be considered as mentors, must file a written request to be part of the mentor pool along with their qualifications, prior to the end of the first week of school each year. Selection and pairing of a mentor with a mentee shall be determined by the administration. The mentor and mentee will jointly develop and implement a professional development plan utilizing guidelines recommended by administration with notice of pairings given to the Association President. Administrative approval of the mentee's plan by the administration is required prior to the implementation of the plan. The mentor will be compensated \$500.00 for the school year for each mentee up to a maximum of two (2). Probationary employees working less than a full year will have the same rights of assignment of a mentor. The mentor in this case will receive a pro-rated reimbursement based on the number of months of actual assignment. Reimbursement will

be provided after the submission to the Business Office of the completed plan including an evaluation of the completed activities and tasks of the plan with sign off by the mentee, mentor and administrator. Completed plans will be submitted for review, approval and reimbursement after May 20 and not later than June 15 of each year. The mentee will remain eligible for this program up to when they are granted tenure in the district.

New probationary employees not eligible under the Michigan Teacher Tenure Act will be offered the opportunity to have a mentor assigned to them for the first year of their employment with the district subject to the same provisions above.

ARTICLE XVI WORKING CONDITIONS

A. Special Education Classroom Programs and Services/Learning Center: Instructional staff hours will be from 8:00 a.m. to 3:15 p.m. All instructional staff at the Learning Center will have a duty free lunch per day in accordance with the schedule provided by the program supervisor.

Staff will have one (1) hour per day for preparation and special meetings in accordance with the schedule provided by the program supervisor.

B. Professional Special Education Support Staff: Will work from 8:00 a.m. to 3:15 p.m. With approval of the director, hours can be modified on an individual basis to better serve constituent school districts.

C. Career-Technical Education/Esanaba/Manistique: Instructional staff hours in Esanaba will be from 8:00 a.m. to 3:15 p.m. Daily working hours in Manistique are from 8:00 a.m. to 3:15 p.m. With approval of the director, hours can be modified on an individual basis to better serve constituent school districts. Instructors may teach up to twenty-five (25) hours per week.

1. Full-time instructors teach two 2-hour blocks. they may have one additional teaching hour scheduled; limited to two different subject areas. Full-time instructors who agree to teach an extra hour per day (6 hours/day) shall be compensated. Rate of compensation shall be .166% or 1/6 their annual salary for the 6th hour.
2. Instructors will hold at least one Advisory Committee meeting per year.
4. Instructors may be required to participate in one parent/teacher conference per year.

D. Bay Middle College/Fitzharris High School: Staff hours shall be a seven hour fifteen minute day with a duty-free lunch period. The instructional staff assignment shall be five class periods, plus focus groups. Individual staff schedules may change each quarter in order to best serve the needs of the changing student population.

E. General Education: Staff hours will be from 8:30 a.m. to 3:45 p.m.

F. Staff Hours Modification: The stated staff hours for all departments may be modified to better serve the constituent school districts, i.e. earlier starting times, etc. However, the staff work hours shall be seven hours fifteen minutes with a duty-free lunch period. Any modification that deviates from the seven hours fifteen minutes and duty-free lunch period must be mutually agreed to between the District, the staff member and the Association president.

G. Compensatory Time: Compensatory time will be credited for student organization activities on weekends or outside the school year. A maximum of a regular staff day per day per weekend or outside the school year will be allowed. Request for leave shall be made on forms provided

(see enclosed form). Compensatory time use shall be used in the following manner. Up to two (2) days of compensatory time may be used in increments of full days. Accumulated compensatory time beyond the two (2) days may not be used during class time and scheduled administration meetings. Compensatory time must not be taken on the first or last day of the official school year or on the day immediately preceding or after a scheduled recess or holiday. The appropriate supervisor may approve exceptions on a case-by-case basis. Prior notification must be given to appropriate supervisor. Compensatory time accumulated during the summer for youth organizations must be used within the next school year.

**ARTICLE XVII
FRINGES**

A. Insurance: The following insurance is available with full cost up to full-family rate paid by the Board for employees (see Letter G):--CHOICES II; 2010/2012- \$100/200 in network deductible 250/500 out of network deductible, 2012/2013 200/400 in network deductible 400/800 out of network deductible. For 2010/2013 the OV/UC/ER copay \$5/10/25, and beginning in 2010/2011 with a a Prescription Drug copay \$10/20, and Riders x va2, and AI.

Persons not taking health insurance shall be entitled to 60% of the Board paid full family premium pro-rated for part-time staff. Individuals taking single subscriber are entitled to 60% of the difference from the Board paid full family premium amount and couples coverage will be entitled to the difference from the Board paid full family premium amount. These amounts will be pro-rated to actual percent worked.

B. Life and Accidental Death and Dismemberment: Effective July 1, 1999, \$75,000 term life will continue after retirement to age 65.

C. Dental Care Plan: Ultradent 80-90-100 Incentive Plan with a \$1,000 maximum per person per contract year. Effective July 1, 2001, the \$1,000 maximum will increase to \$1,500 per person/per year.

Orthodontic rider pays 80% of treatment costs with a \$1,500 maximum per person per lifetime up to age 19.

D. Vision: VSP II. Effective July 1, 2002, the vision coverage will be VSP 3.

E. Disability Insurance: Disability insurance will be provided with a thirty (30) day calendar waiting period. The Board reserves the right to name the underwriter.

F. Part-Time Employees: Part-time employees will receive prorated health insurance benefits or prorated cash in lieu of, prorated sick leave, and are eligible to purchase payroll deduction health-related insurance options. Proration of insurance and cash in lieu of will be based on the percentage of a full contract year (defined as 183 days).

G. Premium Increase: Employees receiving Health Care Insurance will contribute, on a monthly basis, the following:

	Full Family	Couple	Single
2010/2013	\$50.00	\$30.00	\$10.00

H. Continuation of Insurance: Those employees terminating their employment will be covered until the end of the month during which termination occurs.

**ARTICLE XVIII
DURATION OF AGREEMENT**

A. Duration: This Agreement shall be in effect as of the first day of July 2010 and shall continue in effect until the thirtieth day of June 2013.

B. Copies of Agreement: Copies of this Agreement shall be printed within thirty (30) days after the Agreement is signed with the cost to be shared 50/50 between the Association and the Board of Education. A copy of this Agreement will be presented to all professional staff members now employed, hereafter employed or considered for employment by the Board. An additional ten copies of the agreement will be given to the President of the Association at the same time that distribution is made to regular professional staff members. Additional copies may be requested at reasonable cost.

EDUCATION ASSOCIATION

By: Christopher Lund
Its President

By: Dawn M. Hanson
Negotiating Team Chairperson

By: Matthew [Signature]
M.E.A. Representative

BOARD OF EDUCATION

By: Christine Lund
Its President

By: [Signature]
Negotiation Committee Chair

By: [Signature]
Superintendent

INSURANCE INCREASE GREATER THAN 10%
 2010-2011 SALARY SCHEDULE
 1.90% AND INCREMENT ON PREVIOUS BASE

09/14/10

STEP	BA (11)	%	BA+18 (12)	%	MA (13)	%	MA+15 (14)	%	MA+30 (15)	%	MA+60 (16)
1	32,475	1.00	34,423	1.06	36,371	1.12	37,670	1.16	38,969	1.20	42,217
2	34,423	1.06	36,371	1.12	38,320	1.18	39,619	1.22	40,918	1.26	44,165
3	36,371	1.12	38,320	1.18	40,268	1.24	41,567	1.28	42,866	1.32	46,114
4	38,320	1.24	40,268	1.24	42,217	1.30	43,516	1.34	44,815	1.38	48,062
5	40,268	1.24	42,217	1.30	44,165	1.36	45,464	1.40	46,763	1.44	50,011
6	41,892	1.29	43,841	1.35	45,789	1.41	47,088	1.45	48,387	1.49	51,634
7	43,516	1.34	45,464	1.40	47,413	1.46	48,712	1.50	50,011	1.54	53,258
8	45,140	1.39	47,088	1.45	49,037	1.51	50,335	1.55	51,634	1.59	54,882
9	46,763	1.44	48,712	1.50	50,660	1.56	51,959	1.60	53,258	1.64	56,506
10	48,062	1.48	50,011	1.54	51,959	1.60	53,258	1.64	54,557	1.68	57,805
11	49,361	1.52	51,310	1.58	53,258	1.64	54,557	1.68	55,856	1.72	59,104
12	50,660	1.56	52,609	1.62	54,557	1.68	55,856	1.72	57,155	1.76	60,403
13	51,959	1.60	53,908	1.66	55,856	1.72	57,155	1.80	58,454	1.80	61,702
14	53,908	1.66	56,181	1.73	58,129	1.79	59,428	1.83	60,727	1.87	64,300
15	56,830	1.75	59,104	1.82	61,052	1.88	62,351	1.92	63,650	1.96	67,547
16	59,104	1.82	61,377	1.89	63,650	1.96	64,949	2.00	66,248	2.04	70,145
18	60,403	1.86	62,676	1.93	64,949	2.00	66,248	2.04	67,547	2.08	71,444
20	61,702	1.90	63,975	1.97	66,248	2.04	67,547	2.08	68,846	2.12	72,743
23	63,001	1.94	65,274	2.01	67,547	2.08	68,846	2.12	70,145	2.16	74,042
25	64,300	1.98	66,573	2.05	68,846	2.12	70,145	2.16	71,444	2.20	75,341

183 DAY SCHEDULE

30+ IN DISTRICT SERVICE \$1,500 LONGEVITY

INSURANCE INCREASE LESS THAN OR EQUAL TO 10%
 2010-2011 SALARY SCHEDULE
 2.15% AND INCREMENT ON PREVIOUS BASE

STEP	%	BA (11)	%	BA+18 (12)	%	MA (13)	%	MA+15 (14)	%	MA+30 (15)	%	MA+60 (16)
1	1.00	32,554	1.06	34,507	1.12	36,461	1.16	37,763	1.20	39,065	1.30	42,320
2	1.06	34,507	1.12	36,461	1.18	38,414	1.22	39,716	1.26	41,018	1.36	44,274
3	1.12	36,461	1.18	38,414	1.24	40,367	1.28	41,669	1.32	42,972	1.42	46,227
4	1.18	38,414	1.24	40,367	1.30	42,320	1.34	43,623	1.38	44,925	1.48	48,180
5	1.24	40,367	1.30	42,320	1.36	44,274	1.40	45,576	1.44	46,878	1.54	50,133
6	1.29	41,995	1.35	43,948	1.41	45,901	1.45	47,204	1.49	48,506	1.59	51,761
7	1.34	43,623	1.40	45,576	1.46	47,529	1.50	48,831	1.54	50,133	1.64	53,389
8	1.39	45,250	1.45	47,204	1.51	49,157	1.55	50,459	1.59	51,761	1.69	55,017
9	1.44	46,878	1.50	48,831	1.56	50,785	1.60	52,087	1.64	53,389	1.74	56,644
10	1.48	48,180	1.54	50,133	1.60	52,087	1.64	53,389	1.68	54,691	1.78	57,946
11	1.52	49,482	1.58	51,436	1.64	53,389	1.68	54,691	1.72	55,993	1.82	59,249
12	1.56	50,785	1.62	52,738	1.68	54,691	1.72	55,993	1.76	57,295	1.86	60,551
13	1.60	52,087	1.66	54,040	1.72	55,993	1.76	57,295	1.80	58,598	1.90	61,853
14	1.66	54,040	1.73	56,319	1.79	58,272	1.83	59,574	1.87	60,876	1.98	64,457
15	1.75	56,970	1.82	59,249	1.88	61,202	1.92	62,504	1.96	63,806	2.08	67,713
16	1.82	59,249	1.89	61,527	1.96	63,806	2.00	65,108	2.04	66,411	2.16	70,317
18	1.86	60,551	1.93	62,830	2.00	65,108	2.04	66,411	2.08	67,713	2.20	71,619
20	1.90	61,853	1.97	64,132	2.04	66,411	2.08	67,713	2.12	69,015	2.24	72,921
23	1.94	63,155	2.01	65,434	2.08	67,713	2.12	69,015	2.16	70,317	2.28	74,224
25	1.98	64,457	2.05	66,736	2.12	69,015	2.16	70,317	2.20	71,619	2.32	75,526

183 DAY SCHEDULE

30+ IN DISTRICT SERVICE \$1,500 LONGEVITY

2011-2012 SALARY SCHEDULE
1.5% AND INCREMENT ON PREVIOUS BASE

09/14/10

STEP	%	BA (11)	%	BA+18 (12)	%	MA (13)	%	MA+15 (14)	%	MA+30 (15)	%	MA+60 (16)
1	1.00	33,042	1.06	35,025	1.12	37,007	1.16	38,329	1.20	39,651	1.30	42,955
2	1.06	35,025	1.12	37,007	1.18	38,990	1.22	40,312	1.26	41,633	1.36	44,938
3	1.12	37,007	1.18	38,990	1.24	40,972	1.28	42,294	1.32	43,616	1.42	46,920
4	1.18	38,990	1.24	40,972	1.30	42,955	1.34	44,277	1.38	45,598	1.48	48,903
5	1.24	40,972	1.30	42,955	1.36	44,938	1.40	46,259	1.44	47,581	1.54	50,885
6	1.29	42,625	1.35	44,607	1.41	46,590	1.45	47,911	1.49	49,233	1.59	52,537
7	1.34	44,277	1.40	46,259	1.46	48,242	1.50	49,563	1.54	50,885	1.64	54,189
8	1.39	45,929	1.45	47,911	1.51	49,894	1.55	51,216	1.59	52,537	1.69	55,842
9	1.44	47,581	1.50	49,563	1.56	51,546	1.60	52,868	1.64	54,189	1.74	57,494
10	1.50	49,563	1.56	51,546	1.62	53,529	1.66	54,850	1.70	56,172	1.78	58,815
11	1.54	50,885	1.60	52,868	1.67	55,181	1.70	56,172	1.74	57,494	1.82	60,137
12	1.58	52,207	1.64	54,189	1.71	56,502	1.74	57,494	1.78	58,815	1.86	61,459
13	1.62	53,529	1.68	55,511	1.74	57,494	1.78	58,815	1.82	60,137	1.90	62,780
14	1.67	55,181	1.75	57,824	1.81	59,807	1.85	61,128	1.89	62,450	1.98	65,424
15	1.75	57,824	1.82	60,137	1.88	62,120	1.92	63,441	1.96	64,763	2.08	68,728
16	1.82	60,137	1.89	62,450	1.96	64,763	2.00	66,085	2.04	67,406	2.16	71,371
18	1.86	61,459	1.93	63,772	2.00	66,085	2.04	67,406	2.08	68,728	2.20	72,693
20	1.90	62,780	1.97	65,093	2.04	67,406	2.08	68,728	2.12	70,050	2.24	74,015
23	1.94	64,102	2.01	66,415	2.08	68,728	2.12	70,050	2.16	71,371	2.28	75,336
25	1.98	65,424	2.05	67,737	2.12	70,050	2.16	71,371	2.20	72,693	2.32	76,658

183 DAY SCHEDULE

30+ IN DISTRICT SEVICE \$1,500 LONGEVITY

PREVIOUS BASE \$32,554

2012-2013 SALARY SCHEDULE
1.5% AND INCREMENT ON PREVIOUS BASE

09/14/10

STEP	%	BA (11)	%	BA+18 (12)	%	MA (13)	%	MA+15 (14)	%	MA+30 (15)	%	MA+60 (16)
1	1.00	33,538	1.06	35,550	1.12	37,562	1.16	38,904	1.20	40,245	1.30	43,599
2	1.06	35,550	1.12	37,562	1.18	39,574	1.22	40,916	1.26	42,257	1.36	45,611
3	1.12	37,562	1.18	39,574	1.24	41,587	1.28	42,928	1.32	44,270	1.42	47,623
4	1.18	39,574	1.24	41,587	1.30	43,599	1.34	44,940	1.38	46,282	1.48	49,636
5	1.24	41,587	1.30	43,599	1.36	45,611	1.40	46,953	1.44	48,294	1.54	51,648
6	1.29	43,264	1.35	45,276	1.41	47,288	1.45	48,630	1.49	49,971	1.59	53,325
7	1.34	44,940	1.40	46,953	1.46	48,965	1.50	50,306	1.54	51,648	1.64	55,002
8	1.39	46,617	1.45	48,630	1.51	50,642	1.55	51,983	1.59	53,325	1.69	56,679
9	1.44	48,294	1.50	50,306	1.56	52,319	1.60	53,660	1.64	55,002	1.74	58,355
10	1.50	50,306	1.56	52,319	1.62	54,331	1.66	55,672	1.70	57,014	1.78	59,697
11	1.54	51,648	1.60	53,660	1.67	56,008	1.70	57,014	1.74	58,355	1.82	61,038
12	1.58	52,989	1.64	55,002	1.71	57,349	1.74	58,355	1.78	59,697	1.86	62,380
13	1.62	54,331	1.68	56,343	1.74	58,355	1.78	59,697	1.82	61,038	1.90	63,721
14	1.67	56,008	1.75	58,691	1.81	60,703	1.85	62,045	1.89	63,386	1.98	66,405
15	1.75	58,691	1.82	61,038	1.88	63,051	1.92	64,392	1.96	65,734	2.08	69,758
16	1.82	61,038	1.89	63,386	1.96	65,734	2.00	67,075	2.04	68,417	2.16	72,441
18	1.86	62,380	1.93	64,728	2.00	67,075	2.04	68,417	2.08	69,758	2.20	73,783
20	1.90	63,721	1.97	66,069	2.04	68,417	2.08	69,758	2.12	71,100	2.24	75,124
23	1.94	65,063	2.01	67,411	2.08	69,758	2.12	71,100	2.16	72,441	2.28	76,466
25	1.98	66,405	2.05	68,752	2.12	71,100	2.16	72,441	2.20	73,783	2.32	77,807

183 DAY SCHEDULE

30+ IN DISTRICT SEVICE \$1,500 LONGEVITY

PREVIOUS BASE \$33,042

**Delta-Schoolcraft Intermediate School District
2010/2011 School Calendar**

Board Approved on July 8, 2010

Revised: August 12, 2010

Month	Week	Days of Instruction	Non-Instruction Days	Days Off/ Holidays/ Professional Development
Aug	30-3	0	3.5	8/30- ½ Day, 8/31, 9/1 and 9/2- Prof Dev. Days
Sept	6-10	4		Orientation-
	13-17	5		9/6- Labor Day
	20-24	5		
	27-1	5		
Oct	4-8	5		
	11-15	5		
	18-22	5		
	25-29	5		
Nov	1-5	5		
	8-12	5		
	15-19	4		11/15- Deer Day
	22-26	2		11/24-11/26- Thanksgiving Break
Dec	29-3	5		
	6-10	5		
	13-17	5		
	20-24	3		12/23-24- Christmas Break
Jan	27-31	0		12/27-31- Christmas Break
	3-7	5		
	10-14	5		
	17-21	4	1	1/20- Last Day 1 st Semester 1/21- Records Day
		87	4	
Feb	24-28	5		
	31-4	5		
	7-11	5		
	14-18	4	1	2/18- Professional Development Day (No Students)
Mar	21-25	5		
	28-4	5		
	7-11	5		
	14-18	5		
Apr	21-25	5		
	28-1	0		3/28-4/1 Spring Break
	4-8	5		
	11-15	5		
May	18-22	4		4/22- Good Friday
	25-29	5		
	2-6	5		
	9-13	5		
Jun	16-20	5		
	23-27	5		
	30-3	4		5/30- Memorial Day 6/3- Students Last Day
	6-10	0	.5	6/6- ½ Day Records Day
		87	2	
TOTAL DAYS		174	6	174 + 6 = 180

Any days lost beyond those allowed by the revised school code, due to inclement weather or any "Act of God," will be added on to the second semester.

To accommodate a shortening of the calendar by 3 days there will be 7 minutes added to the daily schedule to meet the hours required by the state.