

Master Agreement
between the
Carman-Ainsworth Board of Education
and the
Bendle/Carman-Ainsworth Alternative
Education Association



July 1, 2016 – June 30, 2017

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Article 1

Recognition

- A. The Carman-Ainsworth Board of Education recognizes the Bendle/Carman-Ainsworth Alternative Education Association (the "Association") as the exclusive bargaining representative as defined in the Michigan Public Employment Relations Act, MCL 423.201 *et seq.*, as amended, for all Alternative Education teachers and counselors, regardless of hours worked, but excluding substitutes, classroom aids, supervisory and executive personnel employed by the Board. The term "teacher" when used in this Agreement shall refer to all employees in the bargaining unit.
- B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this Agreement.
- C. It is understood that the members of the bargaining unit set forth in the foregoing recognition clause have the responsibility for teaching Alternative Education.

Article 2

Association Membership and Dues

- A. All teachers shall have the right to join the Association. Neither party shall exert pressure or discriminate against a teacher regarding their preference on membership.
- B. The Board shall also make payroll deductions upon written authorization from teachers for annuities, credit union, savings bonds, or any other plans or programs jointly approved by the Association and the Board.

Article 3

Teacher/Association Rights

- A. Pursuant to Act the Michigan Public Employment Relations Act, MCL 423.201 *et seq.* ("PERA"), as amended, the Board agrees that teachers employed by the Board shall have the right freely to organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiations and other concerted activities for mutual aid and protection. As a duly-elected board exercising governmental power under the laws of the State of Michigan, the Board agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by PERA or other laws of Michigan or the Constitution of Michigan and the United States; that it will not discriminate against any teacher as to wages, hours, and other terms and conditions of employment by reason of their membership in the Association, their participation in any activities of the Association or collective professional negotiations with the Board, or their institution of any grievance, complaint or proceeding under this Agreement or otherwise as to any terms or conditions of employment.

- B. Association members will be permitted the use of school building facilities, and equipment in accordance with school policies and procedures.
- C. Association members will be permitted to transact official business on school property in accordance with district policies and procedures.
- D. Association members will be permitted to post notices of activities and matters of the Association in a designated place provided by the Board in accordance with district policies and procedures.
- E. Association members will be allowed to use the internal mail service when school policies and procedures are followed.
- F. Association members shall not be prevented from wearing insignia, pins, or other identification of membership providing the wearing of same is not disruptive to the school's educational program.
- G. The Board shall not recognize any complaint against any teacher by a parent or guardian unless the following procedures are followed:
 - 1. The complaining party shall first attempt to resolve the problem with the teacher involved, or as an alternative, will confer with the building principal. At the request of either or both the complainants and teacher involved, the principal shall attempt to arrange a conference between all parties concerned in order to resolve the problem. If, however, either s/he or the complainant or the teacher objects to a conference of all parties, the principal shall discuss the matter with the parties involved separately. In any event, the teacher shall be notified of the problem as soon as possible.
 - 2. Should the problem be placed on the agenda of the Board of Education, the teacher involved shall be furnished a written statement containing the details of the complaint. This written statement shall be provided by the building principal(s) at least five (5) days in advance of the meeting with the Board to which meeting the parties are invited to attend. The Association shall be notified of this meeting and shall have the right to be represented.
 - 3. No action under this Section shall be taken upon any complaint directed toward a teacher nor shall any notice thereof be included in said teacher's personnel file, unless the matter is promptly reported in writing to the teacher concerned. If any questions or professional ethics is involved, the Association shall be notified.
- H. Assistance in Assault Cases:
 - 1. Teachers shall be required to report all cases of assault suffered in connection with their employment to their immediate supervisor who shall acknowledge receipt of such report in writing to the teacher.

Article 4

Board Rights

The Board retains all rights, responsibilities, powers, and authority vested in it by the laws and Constitution of Michigan and the United States. All existing policies of the Board shall remain in effect unless they are in conflict with the terms of this Agreement. Rights of the Board shall include by way of illustration and not by way of limitation, the right to:

1. Assign and direct all personnel limited only by the terms of this Agreement.
2. Adopt reasonable rules and regulations not inconsistent with this Agreement.
3. Determine the qualifications of employees.
4. Determine the location or relocation of its facilities and programs.

Article 5

Procedure for Handling Grievances

A. DEFINITION

A grievance shall be defined as claim or complaint by a bargaining unit member or group of bargaining unit members or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.

- B. A grievance must be filed within ten (10) working days of its occurrence or reasonable knowledge thereof.

C. INFORMAL LEVEL

If a unit member or the Association believes a grievable incident has occurred, the member or the Association shall request a meeting with the Principal of Alternative Education within ten (10) days of its occurrence. If the grievant is not satisfied with the result of the meeting or the meeting is not held within five (5) days of the request, the grievance may be formalized in writing as provided hereunder.

D. FORMAL LEVEL 1

If a complaint is not resolved at the informal level between the affected grievant, the Principal of Alternative Education, the complaint may be formalized as a grievance. A formalized grievance

shall be submitted, in writing, within five (5) days of the meeting between the supervisor and the affected bargaining unit member(s). A copy of the grievance shall be sent to the Association, appropriate administrator and, for informational purposes, to the Superintendent or designee. The appropriate administrator shall, within five (5) days of the receipt of the grievance, render a written decision. A copy of this decision shall be forwarded to the grievant(s), Association, and the Superintendent or designee.

E. FORMAL LEVEL 2

If the grievant is not satisfied with the disposition of the grievance at Level 1 or if no disposition has been made within five (5) days of receipt of the grievance, the grievance shall be transmitted to the Superintendent or designee. Within seven (7) days after the grievance has been so submitted, the Superintendent or designee shall meet with the Association regarding said grievance. A written decision shall be rendered within five (5) days after the conclusion of said meeting, with copies to the Association and the grievant(s).

F. FORMAL LEVEL 3

If the Association is not satisfied with the disposition of the grievance at Level 2 or if no decision is rendered within the required time period, the grievance shall be transmitted in writing within five (5) days to the Superintendent of Carman-Ainsworth School Districts. Within seven (7) days after the grievance has been so submitted, the committee shall meet with the grievant. A written decision shall be rendered within five (5) days after the conclusion of said meeting with copies to the Association and the grievant(s).

G. FORMAL LEVEL 4

If the grievant is not satisfied with the disposition of the grievance at Level 3 or if no disposition has been rendered within the required time period, the Association may within 15 days submit the grievance to arbitration before an impartial arbitrator. If the parties cannot agree as to the arbitrator, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules, which shall likewise govern the arbitration proceeding. Neither the employer nor the Association shall be permitted to assert in such arbitration any ground or to rely on any evidence not previously disclosed to the other party. Both parties agree to be bound by the award of the arbitrator, and that judgment thereon may be entered in any court of competent jurisdiction. The fees and expenses of the arbitrator shall be the responsibility of the losing party.

H. Miscellaneous Conditions

1. The term "days" when used in this Article shall mean work days. Time limits may be extended by mutual written agreement.
2. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution.

3. All parties shall have access to the information necessary to the determination and processing of the grievance.
4. A teacher who must be involved in the grievance procedure during the work day shall be excused with pay for the purpose if a time cannot be scheduled during non-working hours as determined by the employer.

Article 6

Seniority

- A. All seniority lists shall be prepared by the employer and verified by the Association in September of each year. Bargaining unit seniority is defined as length of active service within the bargaining unit, subject to exceptions and/or restrictions within this Agreement. Date of hire is defined as the first day of work as an employee covered under this Agreement.

All paid leave, sabbatical leave, Worker's Compensation leave, and military leave shall count toward seniority. Approved personal leave and any other leaves, after which allowable use of accrued time has ceased, will not count toward seniority.

- B. If two (2) or more employees have the same date of hire, the last four (4) digits of each employee's social security number shall determine who is placed first on the bargaining unit and/or Program seniority list, *i.e.*, the lower the number, the higher the seniority.
- C. Seniority shall be lost when employment is severed by resignation, retirement, discharge that is not resolved or overturned, or transfer to a non-bargaining unit position. Seniority shall be retained if severance of employment is due to layoff. Laid-off employees retain all seniority accumulated as of the effective date of layoff.
- D. Employees laid off may elect to continue insurance benefits at their own expense subject to the rules of the insurance carrier. Any and all accumulated leave time and/or benefits that are not paid at the time of layoff shall remain intact and credited to the employee upon recall.

Article 7

Assignments, Vacancies, and Transfers

- A. A vacancy is defined as any new or existing position to which no current employee is assigned.
- B. All vacancies shall be mailed to all members and posted internally and externally for a period of seven (7) days before being permanently filled.

- C. As a courtesy, posting for certified educational position vacancies in the regular program of the Carman-Ainsworth school district shall be made available to bargaining unit members whenever possible.
- D. A split class is defined as a class that has two different subjects being taught simultaneously by one instructor. This does not apply to the following:
 - 1. An independent study that a teacher is supervising
 - 2. Computer-based instruction.

Teachers will be paid a stipend of \$250.00 for a .50 credit split class.

- E. A teacher who works between two or more buildings during a semester will be reimbursed at the Internal Revenue Service rate for travel between buildings. In addition, the teacher will receive a stipend of \$75.00 per eight week block.

Article 8

Working Conditions

- A. Teachers shall have access to rest rooms, separate from those used by students when possible. Teachers shall also have a separate lunch/break room when possible.
- B. Teachers shall have a mailbox in each building in which they teach or a designated location to pick up materials and communications.
- C. The Board recognizes that such things as appropriate texts, reference materials, supplies, audio-visual and other equipment, and proper facilities are necessary to run an effective educational program. The Board, therefore, agrees to keep the schools reasonably and properly equipped.
- D. The Board will make an effort to make library facilities available for student use.
- E. Bargaining unit members are requested to report to the Principal any physical aspect of their classroom such as lights, ventilation, heat, which are not conducive to a high quality of education in order that attention can be given to any such deficiency.
- F. Storage space will be available to teachers in each building where classes are held.
- G. Whenever the administration has knowledge of any student with a violent/unstable history, teachers who have contact with said student shall be notified and provided assistance as needed.
- H. Teachers are workplace role models for students. Teachers set an example for students and a tone for learning.

- I. No employee covered by this Agreement shall be required to change any document in violation of program rules and regulations or policies and procedures.

Article 9

Loads, Contact and Preparation Time

- A. Class periods will be scheduled to meet at least the minimum number of days and hours (traditional K-12 calendar) as required by the State Aid Act to receive funding. The Board and the Association will meet to work out problems of implementation. The Board and the Association will meet annually (or as needed) to discuss and mutually agree on schedule and calendar.
- B. Preparation time shall be used for responsibilities related to the preparation of classroom materials, evaluation of student papers, student conferences, and other activities related to the teacher's classroom responsibilities.
- C. Counselors will not be eligible for contact and preparation time. Counselors will work three (3) days within the week before the beginning of school and three (3) days within the week after the last day of the year.
- D. Teachers will be paid for the following time at the accompanying rates after approval from the Superintendent or designee:
 - 1. Registration \$17 per hour
The counselor and/or academic advisor shall have first refusal for registration. Additional hours shall be filled by teachers.
 - 2. Moving (packing and unpacking) and set up \$10 per hour
time for moving to another building or site.
 - 3. Extracurricular Clubs \$100 per eight (8) week
Block
Extracurricular clubs shall be defined as an organized student activity facilitated by a teacher that:
 - i. Has received approval from the building administrator.
 - ii. Meets before or after school or during a time the teacher would not normally be paid.
 - iii. Meets for a minimum of thirty (30) minutes, face-to-face, with the club each week.
 - 4. Curriculum Rate and sub rate for current bargaining unit employees shall be \$25.00 per hour

- E. Teachers shall receive a stipend of \$75.00 per semester for a three (3)-hour parent-teacher conference. Teachers not participating in the parent-teacher conferences will not receive the stipend. Teachers shall have a thirty (30) minute break between the end of classes and the beginning of conferences.
- F. Teachers shall report to their classroom or area outside of their classroom five (5) minutes prior to the start of their first class. Teachers shall remain in their classroom area five (5) minutes after classes are dismissed, except in cases of emergency as communicated to the building principal.

Article 10

Employee Conduct and Protection

- A. All teachers are expected to comply with the terms of this Agreement and with reasonable rules and regulations adopted by the Board, which are not in conflict with this Agreement.
- B. A bargaining unit member shall be entitled to have present a representative of the Association during any meeting, which will or may lead to disciplinary action by the Employer. When a request for such representation is made, no action shall be taken with respect to the bargaining unit member until such representative of the Association is present. Should disciplinary action be likely to occur at a given meeting, the bargaining unit member shall be advised immediately of said possibility and be advised by the Employer of the right to representation under this provision of the Agreement.

Article 11

Personnel File

- A. Teachers will be evaluated as required by the state.
- B. Each teacher shall have the right, upon request, to review the contents of his/her personnel file as provided by law.

Article 12

Unpaid Leaves

- A. Any teacher whose illness or injury results in his/her absence beyond the period covered by his/her paid leave allowance shall be granted an unpaid medical leave for the duration of his/her illness or injury.

- B. Uniformed service leave shall be granted to any teacher, in conformity with State and Federal statutes. During said leave, any teacher who was receiving insurance benefits may elect to continue insurance benefits by paying premiums through the central office contingent upon approval of the respective insurance carrier.
- C. A teacher who has been employed for four (4) years or more may be granted, upon written request to the Board, a leave of absence for up to one (1) year, without pay and fringe benefits, for personal reasons. During said leave, a teacher who was receiving fringe benefits may elect to continue insurance benefits by paying premiums through the Carman-Ainsworth central office contingent upon approval of the respective insurance carrier.
- D. All teachers returning from a uniformed service or personal leave of absence granted by the Board shall be placed in a position based on the Administrative Regulations.
- E. A leave of absence of up to one (1) full year may be requested under the Family and Medical Leave Act of 1993. All requirements of the FMLA shall apply.
- F. A teacher who does not return at the end of an approved leave shall have his/her employment terminated.

Article 13

Paid Leaves

- A. Full time teachers will receive ten (10) paid leave days per school year. Leave time will be converted from hours to days as follows:
 - 1. For employees at Carman Park 7 hours = 1 day calculated to the nearest quarter (.25).
 - 2. For teachers at Atlantis 6.75 hours = 1 day calculated to nearest quarter (.25).
 - 3. Paid leave will be charged on the basis of the number of hours the teacher was scheduled to work on the day of absence.
 - 4. Unused paid leave will accumulate to an unlimited amount.
- B. Paid leave time will be used as follows:
 - 1. Personal illness or injury to the teacher or the teacher's immediate family.
 - 2. Pregnancy related disability shall be treated as any other illness.
 - 3. Personal business that cannot be conducted outside of regular school hours.

- C. A teacher may be required to submit verification of illness and/or ability to return to work for any absence caused by an illness or injury, which exceeds five (5) consecutive workdays.
- D. A teacher called for jury duty or to give testimony before any judicial or administrative tribunal shall be compensated at his/her regular daily rate, and shall sign over any pay received for the performance of such obligation to the school district. Such duty of giving of testimony shall not be charged to the teacher's paid leave allowance. Teachers may be required to give documentation to their immediate supervisor of their requirement to perform such duties. Teachers, teaching full time, performing the aforementioned duties for eight (8) hours of court time per day shall not be required to teach on the day or days these duties are being performed.
- E. Any teacher who is absent because of an injury or disease compensable under the Michigan Worker's Compensation Act shall receive his/her regular salary from the Board for a period not to exceed one (1) year. However, a teacher so affected shall sign over to the Board all compensation checks received for Worker's Compensation. If, at the end of one year, the teacher is still unable to effectively assume a teaching position, said teacher may request an extended health leave.
- F. Teachers will receive up to five (5) days of bereavement time, not to be deducted from leave time, for the death of an immediate family member, defined as: spouse, child (natural, step, adopted, and foster), sibling, parent (natural, step, adopted, and foster), and parents-in-law.

Teachers will receive three (3) days of bereavement time as above for the death of grandchild, grandparents, or siblings-in-law. The above definitions shall also include step, foster, or adopted family, close friend or dependant living in the same household, or any person who has or is acting in loco parentis of the member or vice versa. Time must be taken at the actual time of loss or memorial service.

- G. Teachers who have completed seven (7) years of service to the Bendle/Carman-Ainsworth Alternative Education Program will be paid \$50 per day for unused leave time to a maximum of 164 days upon their retirement or severance from employment in the Program.

Article 14

Negotiation Procedures

- A. The Board and the Association agree that neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the District. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board and the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to ratification by both parties.

- B. At least sixty (60) days before the expiration of this Agreement, the parties will begin negotiations for a new Agreement covering wages, hours, terms and other conditions of employment of employees recognized by this Agreement.
- C. Any teacher engaged during the school day in negotiations on behalf of the Association shall be released from regular duties without loss of salary.

Article 15

School Closings

- A. In the event that conditions beyond the control of the administration make it unsafe or impossible to maintain normal operations, employees will be notified not to report to work, but will be paid for work lost; however, teachers will report to work if school is in session in the building or district in which they are scheduled to work.
- B. Should the State not allow for hours in A above to be counted for hours and/or days of instruction with full school state aid payment, teachers will be required to make up hours lost.

Article 16

Fringe Benefits

- A. The employer agrees to provide to teachers who teach full time:
 - 1. \$50,000 term life insurance
 - 2. Health care insurance (MESSA ABC PLAN 1 EFFECTIVE 10/1/15.)
 - 3. Long-term disability (\$3,000 maximum per month, 120-day wait)
 - 4. Humana Dental 80-80-80 non coordinating & 50-50-50 coordinating
 - 5. Humana Vision (VSP II equivalent)
 - 6. Those eligible but choosing not to take health care insurance shall receive \$175 per month cash benefit in lieu of insurance. The Board shall provide a qualified IRS code section 125 salary reduction agreement to cover this benefit.

For 2013-14, the employer will pay 80% of the health insurance premium for Health Plus. Employees will be responsible for 20% of the health insurance premium and for all deductibles and co-pays.

For 2014-15, the parties will meet to review the 2014-15 insurance rates and negotiate which insurance plans will be offered to employees for the 2014-15 year. The employer will pay 80% of the health insurance premium. Employees will be responsible for 20% of the health insurance premium and for all deductibles and co-pays.

- B. Teachers who work full time for both semesters for that respective school year shall be entitled to fringe benefits for a twelve (12) month period.
- C. Teachers working full time during one semester shall be entitled to six (6) months of coverage.
- D. Teachers working full time for one semester and unable to work full time the following semester due to no fault of the teacher will be paid full fringe benefits for that semester.
- E. Teachers who are working half time may purchase the above-mentioned fringe benefits plus short-term disability based upon approval from the carrier.
- F. Full time shall be defined as: Teachers who are annually working the number of hours (including preparation time) needed to meet the state mandated hours for pupil instruction.
- G. Teachers who have exhausted all of their leave time will continue to have their benefit package paid for by the employer for two (2) months past the end of the month in which the leave expires.

Article 17

Professional Development Responsibilities/Mentor Teachers

The Bendle/Carman-Ainsworth Alternative Education program is committed to providing educational programs which reflect best practices supported by research; therefore, a continual process of individual professional development and staff development are essential to insuring continued high quality educational programs.

A. Professional Development

1. The District will provide at least the minimum number of professional development hours required by the State. This time shall be part of the school calendar. These professional development activities shall be developed with input from the Association. Part-time employees shall have their professional development time prorated.
2. Part-time employees are required to complete the appropriate proportion (based on the amount of time they work) of professional development time that is built into the school calendar. Part-time employees may participate in additional professional development activities (those built into the school calendar) with the approval of the Superintendent or designee, and shall be paid at the bargaining member substitute rate.

3. Teachers may engage in additional professional development (beyond the hours built into the school calendar) at any time at their own expense or request prior approval/compensation from the Superintendent or designee.
4. Employees may be required to attend one staff meeting not to exceed two (2) hours of meeting time before each semester. Other staff meetings may be necessary during the school year; participation is considered a professional responsibility.
5. Teachers shall be responsible for filing an annual report of their professional development activities by the end of each academic year (June 30).
6. The Association shall be given one day (7 hours) per year to be used for Association business at the discretion of the association. Notice of one (1) week shall be given for the use of said day.

B. Mentor Teachers


1. A mentor teacher shall be assigned to each probationary teacher in accordance with the provisions of the Revised School Code.
2. Mentor teachers shall be selected by the administration from among bargaining unit members who volunteer and other qualified personnel as outlined in the Revised School Code.
3. As a condition of employment, mentees shall complete a minimum of fifteen (15) days of professional induction during the first three (3) years of classroom teaching. The mentor teacher may assist in preparing the IDP required by law. Administratively approved release time may be provided for the purpose of meeting some of the goals of the IDP.
4. The role of the mentor teacher shall be to guide and assist the mentee where needed. The mentor shall not perform any other duties that would be considered supervisory.

Article 18


Duration of Agreement

This Agreement shall be effective as of the date of ratification through June 30, 2017. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on June 30, 2017.

**Bendle/Carman-Ainsworth
Alternative Education Association**



President




Vice President



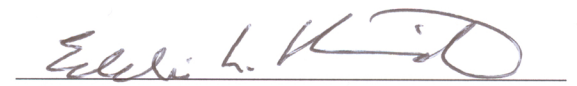
Michigan Education Association

**Bendle/Carman-Ainsworth
Alternative Education Association**

**Bendle/Carman-Ainsworth
Education Consortium**



President
Carman-Ainsworth Board of Education



Superintendent
Carman-Ainsworth Community Schools

**Bendle/Carman-Ainsworth
Education Consortium**

Appendix A

Salary Schedules

2015-2016 NO CHANGE IN SALARY SCALE (0%) WITH NO STEPS OR LEVEL CHANGES.

Level	BA	BA+18	BA 30/MA	MA+30
1	\$34,507	\$36,232	\$38,044	\$39,946
2	\$36,232	\$38,044	\$39,946	\$41,943
3	\$38,044	\$39,946	\$41,943	\$44,041
4	\$39,946	\$41,943	\$44,041	\$46,243
5	\$41,943	\$44,041	\$46,243	\$48,555
6	\$44,041	\$46,243	\$48,555	\$50,983
7		\$48,555	\$50,983	\$53,532
8		\$50,983	\$53,532	\$56,208
9		\$53,532	\$56,208	\$59,019
10		\$56,208	\$59,019	\$61,973

1. Salary rates apply to the regular semesters and the summer sessions.
2. Vertical advancement on the Salary Schedule shall occur at the beginning of the semester. Advancement is based on the number of hours taught during the semester divided by the number of hours needed to meet State mandated requirements. Summer sessions will not be included. Advancement will occur at the beginning of the semester following reaching 1. In the above equation Teachers on 26 pays will have their salary rate changed at the end of the first semester retroactive to the semester they were entitled to the advancement. For part-time teachers, advancement to the next step will occur after the completion of eight (8) classes. Hours will accumulate until enough hours have been earned to advance. Only one year's advancement may be earned for each year taught.
3. Horizontal movement on the Salary Schedule shall occur at the beginning of the semester following the completion of the required credits.
4. Previous experience may be granted up to level 3.
5. Part-time bargaining unit employees shall be calculated on a prorated, per class basis.
6. Grant funded programs and other programs similar to either Evenstart or Work First, which require certified teachers and receive state aid, shall have salary and benefits negotiated between the Board and Bargaining Unit.
7. Beginning in the 2014-15 school year, employees will receive an annual longevity payment of \$1,125 paid out over 18 pay periods beginning with their 11th year.

**Appendix B
Calendar**

- A. The school year will be divided into two (2) semesters.
- B. Teachers shall be responsible for one orientation session not to exceed two (2) hours before the fall semester.
- C. The calendar will be developed by the Superintendent or designee, after consultation with the Association.

**Appendix C
Attendance Incentive**

Beginning with the 2016-2017 school year, as an incentive to improve overall attendance, the District agrees to the following bonus payments to employees who meet the following guidelines for use of leave days:

Days Used	Bonus
0	\$600
.1 – 1.00	\$500
1.01 – 2.00	\$400
2.01 – 3.00	\$300
3.01 – 4.00	\$200
4.01 – 5.00	\$180

The above schedules are based on a full-year, full-time employment. Payment for less than a full-year or less than full-time employees will be prorated accordingly. Payment will be made in the last pay of the school year based on the number of sick and personal days used at that time. The effectiveness of this incentive will be reviewed annually and the program may be terminated at the discretion of the District upon written notice to the Association.