

Fenton Area Public Schools  
FEA Proposal  
April 30, 2020  
Two Year Contract 2019-20 and 2020-21 School Year  
Contract will run through June 30, 2021

Dayton M. Izench  
5-5-2020

C. H. H. H.  
5/5/20

M. J. Jones  
5/5/20

P. H. H.  
5/5/2020

**Financial 2019-2020**

- 1% increase to the salary grid at all steps and lanes.
- 1 step advancement for the staff on steps.
- Full amount to be spread in remaining pays.

**Financial 2020-2021**

- No increase to the salary grid.
- No step advancement for the staff on steps.

**Calendar 2019-2020**

- Once governmental restrictions are lifted, the district will work with the FEA to provide a flexible schedule for staff to enter school buildings to clean out their classroom and check out for the 2019-20 school year.
- Friday, June 5, 2020 will be the last day of school which reflects 179 instructional days. The parties agree that the 179 instructional days is an exception due to the COVID-19 crisis and does not set a precedent. The 2020-21 calendar, when completed, will return to 180 instructional days.
- Due to the COVID-19 crisis the 2019-20 school year will reflect 183 teacher work days and not 184 days as usual. The parties agree that the 183 teacher work days is an exception due to the COVID-19 crisis and does not set a precedent. The 2020-21 calendar, when completed, will return to 184 teacher work days.

**Calendar 2020-2021**

- Monday, August 10, 2020: Buildings open for a floating teacher workday.
- Tuesday, August 18, 2020: 8am-10am District wide breakfast and meeting.  
10am-12pm Building staff and or departmental meetings.
- Wed, August 19, 2020: 8am-1pm professional development training on virtual learning\*
- Thursday, August 20, 2020: 8am-1pm professional development.\*

\*Indicates PD counted as instructional day.

The district establishes Tuesday, August 25, 2020 as the first day of school which will be a half day for elementary and a full day for secondary.

- There will be no school for teaching staff or students on the following dates:
  - Friday, August 28, 2020
  - Friday, September 4, 2020
  - Monday, September 7, 2020 due to Labor Day
- The remainder of the 2020-21 calendar will be completed through the traditional bargaining process by August 1, 2020.

**Should the current existing rules for days and hours for pupil instruction change for the 2020-2021 school year, the calendar will be reopened to be renegotiated.**

**Should 2020-2021 begin virtually, or in a matter that dictates the need for further technology use at home, the district and FEA will work together to provide adequate means to deliver instruction including, but not limited to, stipends for internet, hardware, and/or software.**

**Annuity (Effective 7/1/2020)**

- Individuals who opt out of the district health program will receive a board paid annuity through MEA Financial in the amount of 65% of the highest chosen single subscriber rate health care plan in the district. The district will pay for implementation costs to the extent allowed by law.

**Sick Day Accrual**

- Effective with the 2019-20 school year the sick day accrual cap will be increased to 135 from 120 days.

**New Sick Day Donation Form**

- Agreement on the form established at the May 28, 2019 CMC meeting. A copy of the form is pasted below:

**Employee Donation of Sick Time**

The following criteria shall govern FEA sick time donations:

1. Time donated counts against contractual Sick Leave allotment as outlined in the contract.
2. If donated time is not used, it is not returned to the donor.
3. The unit of donation is one teacher workday.
4. Only sick time may be donated.
5. Any FAPS employee, regardless of building, may donate sick time.
6. The recipient must be out of sick days before receiving sick day donation(s).

Employee recipient of sick time donation: \_\_\_\_\_

Each line represents one staff member workday donation. If donating more than one day, fill out more than one line.

Name	Signature	Date

**Fenton Area Public Schools**

**Negotiated Salary Schedule for 2019-2020 and 2020-2021**

Step	BA	BA+20	BA+36/MA	MA+15	MA+40
0	\$37,450	\$39,316	\$42,721	\$43,970	\$46,169
0.5	\$38,131	\$40,229	\$43,711	\$44,989	\$47,241
1	\$38,810	\$41,140	\$44,702	\$46,009	\$48,311
1.5	\$39,517	\$42,094	\$45,739	\$47,075	\$49,430
2	\$40,222	\$43,047	\$46,773	\$48,143	\$50,551
2.5	\$40,952	\$44,045	\$47,858	\$49,259	\$51,723
3	\$41,685	\$45,043	\$48,942	\$50,374	\$52,894
3.5	\$42,650	\$46,086	\$50,078	\$51,541	\$54,119
4	\$43,618	\$47,131	\$51,211	\$52,708	\$55,346
4.5	\$44,628	\$48,222	\$52,398	\$53,930	\$56,629
5	\$45,639	\$49,314	\$53,587	\$55,153	\$57,912
5.5	\$46,697	\$50,458	\$54,828	\$56,432	\$59,255
6	\$47,757	\$51,602	\$56,069	\$57,709	\$60,597
6.5	\$48,862	\$52,798	\$57,368	\$59,048	\$62,001
7	\$49,969	\$53,994	\$58,669	\$60,385	\$63,406
7.5	\$51,126	\$55,245	\$60,028	\$61,784	\$64,876
8	\$52,284	\$56,497	\$61,388	\$63,184	\$66,347
8.5	\$53,496	\$57,806	\$62,812	\$64,649	\$67,885
9	\$54,711	\$59,117	\$64,235	\$66,113	\$69,421
9.5	\$55,977	\$60,486	\$65,723	\$67,647	\$71,029
10	\$57,247	\$61,856	\$67,212	\$69,179	\$72,639
10.5	\$58,571	\$63,292	\$68,770	\$70,783	\$74,323
11	\$62,178	\$67,187	\$73,003	\$75,138	\$78,898

**Fenton Area Public Schools  
2018-2019 Salary Schedule**

<b>Step</b>	<b>BA</b>	<b>BA+20</b>	<b>BA+36/MA</b>	<b>MA+15</b>	<b>MA+40</b>
0	\$37,079	\$38,927	\$42,298	\$43,535	\$45,712
0.5	\$37,753	\$39,831	\$43,278	\$44,544	\$46,773
1	\$38,426	\$40,733	\$44,259	\$45,553	\$47,833
1.5	\$39,126	\$41,677	\$45,286	\$46,609	\$48,941
2	\$39,824	\$42,621	\$46,310	\$47,666	\$50,050
2.5	\$40,547	\$43,609	\$47,384	\$48,771	\$51,211
3	\$41,272	\$44,597	\$48,457	\$49,875	\$52,370
3.5	\$42,228	\$45,630	\$49,582	\$51,031	\$53,583
4	\$43,186	\$46,664	\$50,704	\$52,186	\$54,798
4.5	\$44,186	\$47,745	\$51,879	\$53,396	\$56,068
5	\$45,187	\$48,826	\$53,056	\$54,607	\$57,339
5.5	\$46,235	\$49,958	\$54,285	\$55,873	\$58,668
6	\$47,284	\$51,091	\$55,514	\$57,138	\$59,997
6.5	\$48,378	\$52,275	\$56,800	\$58,463	\$61,387
7	\$49,474	\$53,459	\$58,088	\$59,787	\$62,778
7.5	\$50,620	\$54,698	\$59,434	\$61,172	\$64,234
8	\$51,766	\$55,938	\$60,780	\$62,558	\$65,690
8.5	\$52,966	\$57,234	\$62,190	\$64,009	\$67,213
9	\$54,169	\$58,532	\$63,599	\$65,458	\$68,734
9.5	\$55,423	\$59,887	\$65,072	\$66,977	\$70,326
10	\$56,680	\$61,244	\$66,547	\$68,494	\$71,920
10.5	\$57,991	\$62,665	\$68,089	\$70,082	\$73,587
11	\$61,562	\$66,522	\$72,280	\$74,394	\$78,117