

TENTATIVE AGREEMENT

This extended agreement has immediate effect upon ratification and expires August 31, 2016, except where otherwise noted in this T.A. and attached Letters of Agreement. The July 1, 2016 insurance increases will be shared by the parties 50/50 until a new agreement is reached.

T.A.
L Olson
3-23-2013
T.A.
J. Squamish
3-23-2013

Salary

- 2013/14 Teachers will remain on same step as 4th quarter of 2012/13.

½% Annuity payment off schedule for teachers at the top of the schedule who did not receive the step increase in 2012-13.
- 2014/15 Teachers move ½ step.
- 2015/16 Economic Reopener (including health insurance)

Other Economic

- Continue 3 Furlough Days, 2 Snow Days
- Continue 20% reduction in Schedule B
- Continue suspension of 1% Annuity payment except as otherwise noted in Salary
- Continue suspension of Longevity

Insurance

- Current coverage.
- The parties may meet to discuss alternative coverages and review bids. Any changes will be by mutual agreement and ratification for a cost savings to both parties.

Calendar—see attached 2013/14. The parties will mutually develop the 2014/15 and 2015/16 calendars before June 1 of each year.

Public Act 103—see attached LOU (effective September 1, 2013)

TAT. Spenswale
L. Abm

Article II

J. No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage **for a reason which is arbitrary and capricious** ~~without just cause~~. All charges will be made in writing (and subject to a hearing). **Employees who are in positions which do not require certification, therefore not subject to the Tenure Act, shall only be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage for just cause.**

Miscellaneous Provisions

New E.

Arbitrary and Capricious, as used in this Agreement and Board Policies/Administrative Guidelines, shall be determined on the following factors: the adequacy of the evidence derived from the investigation, the seriousness of the offense or misconduct, the teacher's prior record, the treatment of similarly situated teachers, the existence of aggravating or mitigating factors. Grievances regarding board policy violations which rely on this definition are not subject to the arbitration procedure, unless mutually agreed upon by both parties.

New F.

The parties agree that this 3 year agreement, which was to expire August 31, 2013, occurred in the normal course of negotiations and does not constitute a long term agreement or longer than what has been typical in the District in the past. If the law changes such that extension of this collective bargaining agreement which includes Agency Shop causes a financial penalty to the District based solely on the ratification and/or length of this agreement, then parties will meet and do one of the following: (1) Rectify the financial penalty or (2) Nullify or modify parts of Article IV.

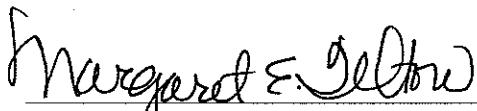
LETTER OF AGREEMENT

Between Richmond Community Schools and

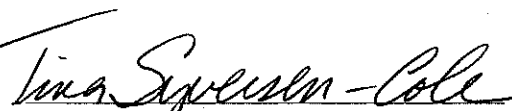
MEA/NEA Local 1--Richmond Education Association

Public Act 103 of 2011

- 1) Public Act 103 of 2011 made specific items related to layoff and recall, discipline, assignment, evaluation, and merit pay prohibited subjects of bargaining for certificated bargaining unit members in positions requiring certification and whose employment is regulated by the Michigan Tenure Act, being 1937 (Ex Sess) PA a, MCL 38.71 to 38-191.
- 2) There are members of the Association who are not in positions requiring certification and whose employment is not governed by the Teacher Tenure Act.
- 3) Public Act 103 of 2011 did not limit the ability of those members who are in positions not requiring certification and whose employment is not governed by the Teacher Tenure Act to bargain the items listed in Public Act 103 as prohibited subjects of bargaining.
- 4) The parties agree that the above provisions shall be incorporated in the 2013-2016 collective bargaining agreement between the Parties as an appendix.
- 5) If in the event Public Act 103 is repealed or amended or declared illegal, unconstitutional or unenforceable for any reason, the provisions of the parties agreement that are now inapplicable to those placed in positions requiring certification will again become applicable to such bargaining unit members.


Richmond Board of Education

Date: 3/23/13


Richmond Education Association

MEA/NEA Local 1

Date: 3-23-13

MEA/NEA Local 1

Date:








2013-2014 RICHMOND COMMUNITY SCHOOLS CALENDAR (DRAFT)

TA Johnson
3-23-2013

TA Speer in Col
3-23-2013

Rev. Date
1/28/2013

	Staff	Elem	M.S.	H.S.	AD	MON	TUES	WED	THURS	FRI	
	3	0	0	0	0	26-Aug		28	29	30	Labor Day Weekend Professional Development (Teachers Only)
	4	3.5	3.5	3.5	4	2-Sep		4	5	6	
	5	5	5	5	5	9	10	11	12	13	
	5	5	5	5	5	16	17	18	9	20	
	5	4.5	4.5	4.5	5	23	24	25	26	27	PLC day - 1/2 day for students
	5	5	5	5	5	30-Sep	1-Oct	2	3	4	
	5	5	5	5	5	7	8	9	10	11	
	5	5	5	5	5	14	15	16	17	18	
9 wks	5	4.5	4.5	4.5	5	21	22	23	24	25	Early Release 1/2 Day for students - Teacher PLC
	5	5	5	5	5	28	29	30-Oct	31	1-Nov	End of 1st Marking Period
	4	3.5	3.5	3.5	4	4-Nov	5	6	7	8	Conferences - Half Day for students 11/7 No School for Staff/Students 11/8
	5	5	5	5	5	11	12	13	14	15	
	5	4.5	4.5	4.5	5	18	19	20	21	22	Early Release 1/2 Day for students - Teacher PLC
	2	2	2	2	2	25	26	27	28	29-Nov	Thanksgiving Day Common Thanksgiving Recess
	5	5	5	5	5	2-Dec	3	4	5	6	
	5	5	5	5	5	9	10	11	12	13	
	5	5	5	5	5	16	17	18	19	20	Christmas Break Begins at end of day 12/20
	0	0	0	0	0	23	24	25	26	27	Christmas Break - Macomb Common Calendar Days
	0	0	0	0	0	30-Dec	31	1	2	3	Christmas Break - Macomb Common Calendar Days Days Off
	0	5	5	5	5	6-Jan	7	8	9	10	
10 wks	5	5	5	5	5	13	14	15	16	17	Professional Development - No School for Students on Jan 20th
	5	2.5	2.5	2.5	4	20	21	22	23	24	Exams-End of 2nd Qtr 1/2 day Stud-22-23th 1/2 day
	5	5	5	5	5	27	28	29	30-Jan	31	
	5	5	5	5	5	3-Feb	4	5	6	7	
	4	4	4	4	4	10	11	12	13	14	Winter Break
	4	4	4	4	4	17	18	19	20	21	Winter Break- Presidents Day
	5	5	5	5	5	24	25	6	27-Feb	28	
	5	3	3	3	4	3-Mar	4	5	6	7	Prof Dev- District 4th - 11th grade only report for AGI
	5	5	5	5	5	10	11	12	13	14	March 5th & 6th 1/2 for students - 1/2 day PLC's
9 wks	5	5	5	5	5	17	18	19	20	21	
	4	4	4	4	4	24	25	26	27	28	End of 3rd Qtr
	5	5	5	5	5	31	1-Apr	2	3	4	
	0	0	0	0	0	7	8	9	10	11	Spring Break - Macomb Common Calendar Days
	5	4.5	4.5	4.5	5	14	15	16	17	18	Lee Conferences- 16th - 1/2 Day for all students- 16th- PLC MS&HS only- 16th
	5	5	5	5	5	21	22	23	24	25	Easter April 20 (Good Friday-18th)
	5	5	5	5	5	28	29-Apr	30	1-May	2	
	5	5	5	5	5	5-May	6	7	8	9	
	5	5	5	5	5	12	13	14	15	16	
	4	4	4	4	4	19	20	21	22	23	Memorial Day Weekend
	4	4	4	4	4	26	27	28	29	30-May	Common Holiday- Memorial Day
9 wks	5	3.5	3.5	3.5	5	2-Jun	3	4	5	6	Exams/Records- 1/2 day students 6th 1/2 day
TOTAL	178.0	166	166	166	173						

-  Common Calendar Holidays
-  Prof. Dev. Days-No School For Students
-  Exams/Records/PLC/Conf.
-  Days off for students and staff
-  ACT/MME
-  Half Day for Students and Staff
-  Honors Work Day

166 x 6.4 = 1062
 PD days = 38 PD hrs - 38 is the most we can claim)
 Added time = 4.6 (20 min. added to 14 half days)
Total Hours= 1105 (Required Hrs = 1098)
(Required Instructional Days = 172)
 Nov. 6 Conferences 4-7 p.m.
 Nov. 7 Conferences 1-3 p.m. and 5-8 p.m.
 April 15 Conferences for Lee Only 4-7 pm
 April 16 PLC for MS & HS teachers only (Lee teachers may leave pm)