

MANISTEE AREA PUBLIC SCHOOLS

AND

MANISTEE TEACHER'S ASSOCIATION

LETTER OF AGREEMENT

In order to address financial constraints imposed upon the Manistee Public School District by the actions of the Michigan Legislature, the Manistee Board of Education (hereinafter "District") and the Manistee Teacher's Association (hereinafter "Association"), agree as follows:

- 1) That the District and the Association are parties to a Master Agreement expiring July 31, 2012 and agree to extend said contract to July 31, 2013 and implement the following changes upon execution of this letter of agreement, and that such execution by the District and the Association shall constitute a reopener for the express purposes of implementing and ratifying this letter of agreement.
- 2) That the Association shall have the option of Choices II 10/20 RX, 200/400 (Quote ID # 314932) or Super Care (Quote ID # 314938).
- 3) The Association members shall pay as a contribution of 10% of the cost of the plan they select (Choices II or Super Care) beginning September 1, 2011.
- 4) That the Association members shall pay an additional 10% of the cost of the plan they select beginning March 1, 2013, only if employees are required by law to contribute 20% of the cost of insurance coverage.
- 5) That Association members shall continue to advance on salary steps for the 2011-12 and 2012-13 school years.
- 6) That the Association agrees to reduce the bargained 2.8 salary increase to 2.0 and to freeze that 2.0 increase until the first paycheck of September, 2012.
- 7) That the parties shall enter into discussion on alternative insurance coverage in the Spring of 2012 and/or as soon as an alternative MESSA policy becomes available, that would result in a cost savings to the parties.
- 8) That when/if the association changes insurance coverage in the 2011-12 or 2012-13 school year and such change recovers the cost of the 0.8 reduction on salary, that 0.8 percent shall be added to the salary schedule.
- 9) That sick days shall remain at 90 per year but the following practice shall be followed per contract year:
  - a) First 9 days per school year of sick leave paid in full from available days;
  - b) 10<sup>th</sup> day of sick leave is unpaid
  - c) 11<sup>th</sup> day forward pay in full from accumulated days

d) The unpaid day shall be waived if the employee is under a physician's order for work absence, is the result of a diagnosed chronic condition, or has a long-term health care condition requiring such ongoing absence.

10) That employee(s) who provide irrevocable notice of retirement to the district by no later than April 1, 2012, shall be compensated for the frozen 2.0 salary.

The above constitutes the whole and complete agreement of parties for extension of the contract.

FOR THE MANISTEE AREA PUBLIC SCHOOLS

FOR THE MANISTEE TEACHER'S ASSOCIATION

BY: John Chandler  
John Chandler, Superintendent

BY: Stacey A. Ramsey  
Stacey Andrews-Ramsey, President

BY: Thomas S. Williams  
Tom Williams, Manistee Board President

BY: Karen A. Kolb  
Karen A. Kolb, MEA UniServ Director

Dated: June 22, 2011