

MASTER AGREEMENT
BETWEEN THE
BOARD OF EDUCATION OF
WHITEFORD AGRICULTURAL SCHOOLS
AND THE
MONROE COUNTY EDUCATION ASSOCIATION
WHITEFORD

AUGUST 1, 2015 - July 31, 2017

AUTHORIZATION

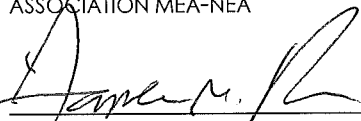
This Agreement is authorized by the Public Employment Relations Act, as amended.

**ARTICLE I
DURATION OF AGREEMENT**

This Agreement will be effective as of August 1, 2015 and will continue in effect until July 31, 2017. This Agreement and all its terms, conditions, and effects will expire on the date indicated. Arrangements for negotiations between the parties for a new Agreement will begin sixty days before the expiration date. This Agreement may be extended by mutual written consent of the parties.

MONROE COUNTY EDUCATION
ASSOCIATION MEA-NEA

BOARD OF EDUCATION
WHITEFORD AGRICULTURAL SCHOOLS

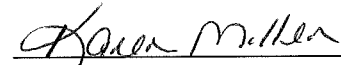


President

President



Secretary

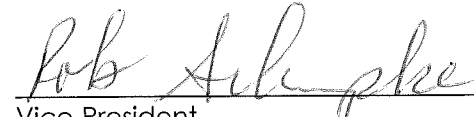


Secretary

Chairperson, Negotiating Committee

Treasurer

Negotiating Committee Member



Vice-President

Negotiating Committee Member



Trustee

Negotiating Committee Member



Trustee

Trustee

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**ARTICLE II
RECOGNITION**

The Whiteford Board of Education recognizes the Monroe County Education Association, MEA-NEA, to be the exclusive bargaining representative for all full-time and regular part-time certified teachers under contract to the Board, including classroom teachers, guidance counselors, librarians, substitute teachers employed for one hundred fifty (150) or more consecutive days, certified classroom teachers employed under federal Title I programs, speech therapists, but excluding administrators, director of guidance, substitutes, teachers' aides, adult and community education teachers and coaches who are not otherwise members of the bargaining unit as teachers, and all other employees.

The Association recognizes that the Board is the representative of the citizens of the School District and has the responsibility and authority to manage and direct the operations and activities of the district under the School Code of the State of Michigan.

All references to the male gender shall include the female gender.

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**ARTICLE III
BOARD'S RIGHTS**

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- A. Nothing contained herein shall be considered to deny or restrict the Board of Education of its rights, responsibilities, and authority under the Michigan General School Laws or any other laws or regulations.
 - B. Except as expressly abridged by the provisions of this Agreement, it is agreed that all rights which ordinarily vest in and have been exercised by the Board shall continue to vest exclusively in and be exercised exclusively by the Board. Such rights shall include by way of illustration and not by way of limitation, the right to:
 - 1. Manage and control its business, equipment, and operations.
 - 2. Continue its rights, policies, and practices of assignment and direction of its personnel and scheduling.
 - 3. Direct the working forces, including the right to hire, assign, promote, evaluate, discipline, transfer, layoff, and determine the size of the work force.
 - 4. Determine the services, supplies, and equipment necessary to continue its operation, and to establish standards for their use and operation.
 - 5. Adopt reasonable rules and regulations pertaining to the operation and administration of the school system and to define the descriptions and requirements of all jobs.
 - 6. Determine the qualifications of employees, including job descriptions and the essential job functions of employees.
 - 7. Determine overall goals and objectives, as well as all policies affecting the educational programs.

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8. Determine the number and location or relocation of its facilities, including the establishment or relocations of new schools, buildings, departments, divisions or subdivisions thereof, and the relocation or closing of offices, departments, divisions or subdivisions, buildings, or other facilities.
 9. Determine the size of the management organization, its functions, authority, amount of supervision and the table organization.
 10. Determine all financial policies, including all accounting procedures, and all matters pertaining to public relations.
 11. Determine class scheduling, as well as the duties and responsibilities of the teaching staff and other employees with respect to such scheduling.

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- C. The exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement.

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The listing of specific management rights in this Agreement is not intended to be, nor shall it be restricting of, a waiver of any rights of management not listed and specifically surrendered herein, whether or not such rights have been exercised by the Board in the past.

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ARTICLE IV TEACHERS' HOURS

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- A. Normal Teacher Duty Hours

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1. Elementary teachers, grades K-5, will be in assigned places of duty no later than 7:45 a.m. Middle/high school teachers, grades 6-12, will be in assigned places of duty no later than 7:45 a.m.
 2. Teachers will remain on duty for ten (10) minutes after the student day ends except on days preceding holidays, vacations/breaks. However, when the Superintendent of Schools determines there is an emergency situation, the Superintendent may require teachers, except those that must leave, to stay until school buses have loaded and left each respective building. Duty periods after normal classroom hours will be spent preparing lessons, correcting papers, and being available for conferences with students, parents, counselors and administrators.
 3. Instructional time will be scheduled by the Administration during normal teacher duty hours to ensure a minimum of 1098 instructional clock hours required by the State of Michigan are held. These instructional clock hours will be achieved by scheduling 1112 instructional clock hours at the elementary level and 1124 instructional clock hours at the middle/high school level. The building principals will be responsible for making the necessary adjustments in the class/period schedules to reflect the instructional time in the school day schedule for each of

1 the school years. The elementary school day for students will be 7:55 a.m. to 3:10
2 p.m. and the school day for middle/high school students will be 7:55 a.m. to 2:55
3 p.m. Half days of school (other than the first day of school) will be 7:55 a.m.–12:10
4 p.m. for elementary and 7:55 a.m.–12 p.m. for middle school/high school.
5

6 B. Duty-free lunch period
7

- 8 1. Teachers in grades kindergarten through five will be entitled to an uninterrupted
9 lunch period of thirty minutes daily.
10
11 2. Teachers of secondary grades six through twelve will be entitled to an
12 uninterrupted lunch period of twenty-six minutes daily.
13

14 C. Conferences and Relief Periods
15

- 16 1. All elementary teachers in grades kindergarten through five will have no less than
17 three hundred (300) minutes of preparation time per week which may include the
18 time their classes are receiving instruction from teaching specialists. This shall
19 include at least one (1) thirty (30) minute period per day. *(This section is subject to*
20 *old letter of agreement. Letter attached.)*
21
22 2. Teachers in grades six through twelve will have at least one class period daily
23 scheduled for a conference or preparation period.
24
25 3. Conference or preparation periods will be duty periods in which the teacher will
26 prepare lessons, correct papers, and be available for conferences with students,
27 parents, or administrators.
28
29 4. The Board of Education will grant each special education teacher eleven (11)
30 one-half (1/2) days (total 5 1/2 full days) off each year for the purpose of planning
31 and reports. Such time off must be in not less than 1/2 day increments to be
32 scheduled by mutual agreement with the principal.
33

34 D. Staff Meetings and Other Activities
35

36 Teachers will participate in the following professional activities as a contractual
37 duty:
38

- 39 1. Not more than 9 hours annually (in addition to the regular work schedule) will be
40 required for staff meetings.
41
42 2. The day of the week and the week of the month on which the staff meetings are
43 held will be determined by a vote of the faculty and will be scheduled for one
44 hour after-duty hours, unless otherwise mutually agreed. In the event a particular
45 date will not work, an alternate date will be scheduled. The vote will occur on
46 the first day of the school year with students. If a teacher is at work on the
47 scheduled staff meeting day and does not attend the meeting, except for a
48 reason pre-approved by the Administration or an emergency, the teacher may
49 be subject to disciplinary action. Teachers will typically not be excused from
50 attendance at staff meetings for matters which could have been prearranged or

1 scheduled at other times, such as doctor appointments, absent extenuating
2 circumstances.

- 3
4 3. A cancelled meeting will count as one hour and one meeting unless cancelled
5 for reasons beyond the control of the Administration.
6
7 4. At a parent's request, teachers shall conduct individual parent/teacher
8 conferences (in addition to the formal parent/teacher conferences referenced in
9 Section E below) as necessary to confer with parents at mutually convenient
10 times.
11
12 5. Teachers shall attend one Open House activity per year which shall be jointly
13 scheduled with the Superintendent and the WEA President when developing the
14 calendar. Open House will be scheduled for the first week of school and will be
15 held when scheduled, unless a situation arises which prevents holding it then, in
16 which case, it will be rescheduled to the next week.

17
18 E. Parent/Teacher Conferences/In-Service

19
20 Teachers will be required to participate in a total of six (6) hours of parent/teacher
21 conferences in the first semester, and three (3) hours in the second semester.
22

23 F. Teachers and a guest will be admitted to all extra curricular activities without charge that
24 are sponsored by the Whiteford Board of Education.
25
26

27 **ARTICLE V**
28 **SALARIES & OTHER COMPENSATION**
29

- 30 A. Scheduled salaries, stipends and fringe benefits for teachers are appended to the
31 Agreement. Schedule "A" contains teacher base salaries according to experience and
32 training. Schedule "B" sets forth stipends for extra duty assignments. Schedule "C" is a
33 statement of fringe benefits provided by the Board of Education.
34

35 Teachers shall be paid on one of the following schedules:

- 36
37 1. Twenty-one (21) equal pay periods between September and June.
38
39 2. Twenty-one (21) pay periods based upon twenty-six (26) pays with one lump sum
40 payment.
41
42 3. Twenty-six (26) equal pays for twelve (12) months beginning in September.
43

44 The teacher will notify the Superintendent's office three weeks prior to the first
45 September payroll date if he/she wishes to make a change.
46

- 47 B. Direct Deposit of Pay. Teachers' pay shall be electronically direct deposited to financial
48 institutions as mutually approved by the teachers and the District.
49
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1 C. Stipends for Advanced Training

2
3 Certified teachers who earn at least 3 term or 2 semester graduate credits which must be
4 pre-approved by the Superintendent will receive a stipend of \$250 or a sum equal to the
5 cost of tuition not to exceed a total of \$450 per fiscal year (July 1 - June 30). This will be
6 paid within thirty (30) days after submission of proper documentation for teachers who
7 qualify. Criteria for approval will include: accredited institution; advance degree
8 program in education or relevant to teaching assignment; within the annual stipend
9 amount; any online course must meet criteria acceptable to the Superintendent.

10
11 The above stipends may be claimed by filing graduate reports for credits earned in the
12 previous twelve month period at the Superintendent's office prior to September 11
13 and/or February 1.

14
15 Teachers who advance from the bachelor's to master's schedule are not eligible to
16 receive the stipend for advanced training for the contractual year.

17
18 D. Determination of Experience, Training & Certification

19
20 1. A teacher's experience level for Schedule "A" will be the total number of full years
21 of experience claimed by the teacher on the first day of the school calendar
22 year. Teachers employed for the first time on or after the effective date of this
23 Contract will receive credit on the salary schedule as determined appropriate by
24 the District for teaching experience in Michigan or in any other state. The
25 teaching experience must be in a state-approved school. Teachers may be
26 asked to submit documentary evidence of experience in other school districts.

27
28 2. The teacher's training level for salary purposes will be determined by the
29 teacher's degree status on the first day of the school calendar year and the first
30 day of the second semester. The teacher must provide the Superintendent with
31 documentary evidence of degree status on or before the Monday preceding the
32 first payroll of the year and second semester. Such evidence may be in the form
33 of a letter from an appropriate official of the degree granting institution
34 indicating that the requirements for the degree have been completed. Prior to
35 the end of the respective semester, the teacher should file with the
36 Superintendent a copy of supporting transcripts.

37
38 3. Each teacher must file with the Superintendent prior to September 1st a valid,
39 notarized Michigan Teacher's certificate upon employment or re-certification.

40
41 E. Definition of School Year & Normal Teaching Schedule

42
43 The school year will consist of 175 days of instruction. One-half of a day at the beginning
44 of the school year, and one-half of a day at the end of the school year will be used for
45 teacher orientation, preparation, and records. Scheduled days of student instruction
46 which are not held because of conditions not within the control of school authorities such
47 as inclement weather, fires, epidemics, mechanical breakdowns, or health conditions as
48 defined by the city, or county or state health authorities, shall be rescheduled to insure
49 that there are the minimum number of days and/or hours of actual student instruction
50 required by law. Teachers will receive their regular pay for days which are canceled but
51 shall work on any rescheduled days with no additional compensation.

1
2 The actual day(s) on which any makeup day(s) will be scheduled will be negotiated by
3 both parties and will be part of the negotiation process to determine the school
4 calendar as outlined in Article X, Section G.
5

6 In the event the District exceeds the maximum time allowable by the State for Act of
7 God occurrences prior to February 1st, upon mutual agreement between the
8 Administration and Association, Presidents Day may be used as a make-up day.
9

10 In addition to the specified days of instruction, there will be the equivalent of five
11 professional development days. Total annual salary is based upon 180 days of work
12 during the entire school year regardless of whether the days actually worked are the
13 same as originally scheduled or are different from those originally scheduled due to
14 rescheduling by the Board.
15

16 The standard weekly teaching load in the secondary school will be thirty (30) periods of
17 teaching or supervision and five (5) conference/preparation periods. The standard
18 weekly teaching load in the elementary school will be twenty-five (25) teaching periods.
19

20 F. Computing Daily and Hourly Rate
21

22 When necessary for computation of salary deduction or in determining compensation for
23 teacher work days in excess of 179, the teacher's daily base rate will be determined by
24 dividing his/her total Schedule A salary and longevity excluding stipends by 179.
25

26 To determine compensation for teaching an extra class on a conference period, the
27 teacher's Schedule A salary and longevity excluding stipends will be divided by total
28 number of periods in the school day (7). If teaching an extra class on a conference
29 period for one semester, the payment will be prorated accordingly.
30

31 Hourly rates will be determined by dividing the teacher's daily rate by 6.5.
32

33 G. Compensation for Extra Teaching Days
34

35 Teachers who are employed by the Board to provide services in addition to the 179 day
36 school calendar will be compensated for the additional service at their appropriate daily
37 or hourly rates as scheduled for the term of the collective bargaining agreement.
38

39 Any teacher who is paid for more than the normal daily teaching assignment will be
40 given the option of choosing to request the prorated services of an adult teacher aide in
41 lieu of additional compensation.
42

43 H. No teacher will be required to teach as a substitute during a regular scheduled
44 conference period. If a teacher chooses to teach as a substitute during his/her
45 conference period, the teacher will be paid \$25.00 for a conference period of
46 approximately 60 minutes.
47

48 I. Reimbursement For Mileage and Other Expenses
49

1 The Board will reimburse teachers for reasonable expenses incurred in connection with
2 attendance at meetings, conferences or workshops as approved by the principals and
3 the Superintendent. Teachers who are required to use their personal automobiles in their
4 work will car pool whenever possible and will be reimbursed at the current IRS mileage
5 rate. Itemized statements of such expenses must be submitted on Board of Education
6 form 4132. The Board will provide nonowned auto liability insurance when teachers'
7 personal autos are used as provided in this Section. However, neither mileage
8 reimbursement nor lunch (or lunch reimbursement) will be provided on any county or
9 District-wide professional development day held in Monroe County.

10
11 J. Each full time teacher who does not have two hundred (200) sick days accumulated at
12 the end of the prior school year will be credited up to a maximum of thirteen (13) days of
13 sick leave on the first day of the contract year. Unused sick days shall accumulate from
14 year to year with a cap of accumulated days at two hundred (200) days. For those
15 teachers having more than two hundred (200) days accumulated as of June 30, 2014,
16 they will be capped at the amount of days they have accumulated as of June 30, 2014.
17 In the event the teacher's sick leave allowance is exhausted, a leave of absence without
18 pay up to one year will be granted and will be renewed. Sick leave pay chargeable
19 against the teacher's accumulated allowance will be granted for the following reasons:

- 20
21 1. Family illness. Family is defined as spouse, child, stepchild, parents, and parent-in-
22 law. Family sick leave will be granted for thirteen (13) days per year.
- 23
24 2. Bereavement leave will be granted, up to three days per occurrence without
25 limit, in the event of a death of an immediate family of the employee. Immediate
26 family will be defined as spouse, child, parents, siblings, Parent-in-law, brother-in-
27 law, sister-in-law, grandparents and grandchildren. The Board may require proof
28 of relationship. This leave will not be charged to the employee's sick leave
29 account. Two (2) additional days charged against the teacher's personal
30 business leave, if available then sick leave allowance, may be approved by the
31 Superintendent if conditions warrant.

32
33 The Board will notify each teacher of his/her accumulated sick leave by
34 September 15 of each school year. Teachers may examine their sick leave
35 records at any time. The Board will at the same time provide a statement of
36 family illness days left and personal/emergency leave days.

37
38 Teachers reporting absences chargeable to sick leave will use the substitute
39 teacher notification system before 6:30 a.m. on the day of absence.

40
41 Sick Days and personal days will be granted on either a half day or whole day
42 basis.

43
44 Professional Courtesy: The parties endorse the concept of Professional Courtesy
45 which is defined as duties performed by a teacher during released or non-
46 instructional time for another teacher who is indisposed by circumstance either
47 by or beyond his/her control. The absent teacher may be absent for no more
48 than 2 periods per day (preparation period counts as one period); this practice is
49 for occasional and infrequent absences and as monitored by the building
50 administrator. The absent teacher will not be assessed sick time and the covering
51 teacher will not be paid for extending professional courtesy. In any case,

1 professional courtesy shall be extended only with the consent of both the teacher
2 extending the courtesy and the teacher receiving the courtesy. This coverage is
3 only to be extended with prior knowledge and notification to the building
4 administrator.
5

6 A teacher using ten consecutive days of sick leave will provide the Board upon
7 request, with a physician's statement on his/her condition which will include the
8 anticipated date of return. Physician's statements will be required for each
9 subsequent thirty day period.
10

11 K. Compensation for Unused Sick Leave Upon Termination of Employment
12

13 Teachers resigning with at least ten (10) years of service in the Whiteford Schools or
14 retiring at age 54 or older will be compensated for unused sick leave at the rate of \$35.00
15 per day. This sum will be paid in monthly installments of \$500.00. The monthly installment
16 payment will be paid to the Whiteford Agricultural Special Pay Plan (403b).
17

18 Teachers resigning their positions at the Whiteford Schools after serving for five years as
19 teachers in the Whiteford Schools will be compensated for unused sick leave days 01 to
20 75 at \$10.00 per day (\$750).
21

22 In the event of the death of a teacher in service or of a former teacher receiving
23 terminal reimbursement payments, the beneficiary or estate of the teacher may elect
24 one of the following options through the Whiteford Agricultural Special Pay Plan (403b):
25

- 26 1. In monthly installments of \$400.
- 27 2. In a lump sum which will be issued within (30) days of the teacher's death.
28
29

30 Teachers who are discharged from service in the Whiteford Schools under the provisions
31 of the Michigan Teacher Tenure Act will not be entitled to compensation for unused sick
32 leave days.
33

34 A teacher placed on an involuntary leave of absence by the Board, who resigns during
35 that leave of absence may elect to receive payment for unused sick leave days at
36 either 1) one half (1/2) of the teacher's daily rate of pay or 2) the rate of pay established
37 by the Board for substitute teachers. The election by the teacher shall be in writing and
38 must be received by the superintendent within eight (8) calendar days following receipt
39 by the School District of the teacher's resignation.
40

41 L. Other Paid Leaves of Absence
42

- 43 1. At the beginning of each school year a total of three (3) paid
44 personal/emergency leave days will be credited to each teacher for use at the
45 teacher's discretion. A teacher planning to use personal leave days will notify the
46 principal at least one day in advance except in emergencies. No deduction in
47 the teacher sick leave allowance will be made under this provision. Any unused
48 personal/emergency days will be credited to the teacher's accumulated unused
49 sick leave at the end of the school year. A teacher may not use a personal day
50 the day before the beginning of a vacation or holiday nor on the first day at the
51 conclusion of a vacation or holiday without obtaining approval from the Principal

1 and/or Superintendent and following the criteria below. The District reserves the
2 right to limit the number of personal days taken on any one day to not more than
3 seven (7) personal days District wide except for approved emergencies. If a
4 substitute is not needed for a personal day absence, that personal day would not
5 count as one of the seven (7). Partial days of one-half (½) day or less will not be
6 counted either.
7

8 The following criteria shall apply to the use of personal days immediately
9 preceding or following a scheduled school holiday closure:
10

- 11 a. No one will avail themselves of this option more than once per year.
- 12
- 13 b. Written notification must be made to the WEA secretary at least one week
14 prior to the requested personal day.
- 15
- 16 c. Usage of these days shall be on a rotating basis and be limited to four
17 persons per day preceding and four persons per day following the holiday
18 closure. In the event the number of applicants exceeds four per day
19 preceding or four per day following the scheduled holiday closure, the
20 personal days shall be awarded based on the following:
21

- 22 1. Anyone never having used this option shall be considered first.
- 23
- 24 2. Should the above-mentioned criterion not reduce the applicants
25 to four days preceding or four days per day following, a lottery
26 shall be utilized.

27 Should a fifth application be submitted due to extenuating
28 circumstance, that request shall be referred to the Superintendent
29 for approval.
30

- 31 2. When a teacher is subpoenaed for jury duty, leave pay will be granted in a sum
32 to equal the difference between the teacher's jury stipend and the teacher's
33 regular salary providing:
34
- 35 a. The teacher notifies the principal immediately upon being notified that he
36 or she will have jury duty.
- 37
- 38 b. The principal or the Superintendent cannot arrange to have the teacher
39 excused.
40
- 41 3. The Association shall be granted up to eight (8) days to be used by officers or
42 agents of the Association to attend local, county, state, and national meetings of
43 the MEA and its affiliates provided the principal is notified five (5) school days in
44 advance. The Association shall reimburse the Board for salaries of substitute
45 teachers contracted under this Article.
46

47 M. Leave For Professional Business
48

49 Each school year a teacher may request up to three days of paid leave for professional
50 business. The objective of the professional business day will be related to the
51 improvement of the teacher's professional competence and teaching assignment.

1 Requests will be submitted in writing to the principal and the superintendent. If the
2 principal and the superintendent approve the request, professional business days shall be
3 used for the purpose of:
4

- 5 1. Visitation to view other instructional techniques or programs.
- 6
- 7 2. Conferences, workshops, or seminars conducted by colleges, universities, or
8 professional organizations.
9

10 The teacher will be requested to file a written report on each visitation,
11 conference, workshop or seminar, within one week.
12

13 N. Sabbatical Leave
14

15 Sabbatical leave may be granted to tenure teachers under the following conditions:
16

- 17 1. The teacher will have been employed by the Board for not less than seven years.
- 18
- 19 2. The Board will have declared a budgetary surplus in excess of its needs at the
20 close of the preceding fiscal year.
21
- 22 3. If continuation of salary is requested the teacher will agree by contract with the
23 Board:
 - 24 a. To use the Sabbatical Leave solely for additional formal study at a college
25 or university.
26
 - 27 b. To engage in no other gainful employment during the Sabbatical Leave.
28
 - 29 c. To return, at the option of the Board, to the teaching assignment with the
30 Whiteford School District for a minimum of three years following the
31 Sabbatical Leave.
32
 - 33 d. Provide for pro-rated reimbursement for each year not taught after
34 returning from sabbatical.
 - 35 1. A teacher who does not return must reimburse the School District
36 the full amount of the stipend.
37
 - 38 2. A teacher who leaves after one (1) year must reimburse the
39 School District two-thirds (2/3) of the stipend.
40
 - 41 3. A teacher who leaves the School District after two (2) years, must
42 reimburse the District one third (1/3) of the stipend.
43
 - 44 4. A teacher leaving before a school year is complete will not be
45 given credit for that year and will reimburse the School District for
46 his/her stipend up to the previous completed year according to
47 the pro-rated schedule.
48
 - 49
 - 50

1 O. Pursuant to the Family and Medical Leave Act of 1993, an employee who has been
2 employed at least twelve (12) months and worked at least 1,250 hours during the prior
3 twelve-month (12) period is entitled to twelve (12) work weeks of leave during any
4 twelve-month (12) period without pay but with group health insurance coverage
5 maintained for one or more of the following reasons:

- 6
- 7 1. due to the birth of the employee's child in order to care for the child;
- 8
- 9 2. due to the placement of a child with the employee for adoption or foster care;
- 10
- 11 3. to care for the employee's spouse, child, or parent who has a serious health
12 condition; or
- 13
- 14 4. due to a serious health condition that renders the employee incapable of
15 performing the functions of his or her job.
- 16

17 A "serious health condition" is defined by the law as an illness, injury, impairment,
18 or physical or mental condition that involves (1) inpatient care in a hospital,
19 hospice or residential medical care facility or (2) continuing treatment by a
20 health care provider. Other mandated conditions of the Family and Medical
21 Leave Act shall apply to leaves in this section.
22
23

24 **ARTICLE VI** 25 **CONDITIONS OF EMPLOYMENT**

26
27 A. Association Rights

- 28
- 29 1. The Association has the right to have a representative present at the adjustment
30 of a grievance submitted by an individual teacher.
- 31
- 32 2. The Association may use school buildings for meetings under the same conditions
33 applying to other community groups.
- 34
- 35 3. School equipment and supplies may be used on the premises by the Association.
36 Unless rental arrangements are made, the Association will not use school
37 equipment or supplies for preparing, supporting or carrying on collective
38 bargaining activities. Faculty room bulletin boards and teacher mailboxes may
39 be used by the Association for posting and distributing materials. The Association
40 will be responsible for all materials so posted or distributed.
- 41
- 42 4. The Board acknowledges the Association's rights of access to the public records
43 of the District including those dealing with financial resources and budgeted
44 expenditures and will provide the Association with copies of these materials in
45 response to reasonable requests.
- 46
- 47 5. The Board acknowledges the Association's right to recite the provisions of this
48 Agreement to its members as well as other rights of the teachers set forth in the
49 statutes of the State of Michigan and of the United States.
50

- 1 6. The Board will place on the agenda of any regular Board meeting as the first or
2 second item under new business any matter not subject to this contract brought
3 to its attention by the Association. The Superintendent will be apprised of these
4 matters in writing one week in advance of the meeting.
5

6 B. Teacher Rights - Protection of Teachers
7

- 8 1. Certain rights and responsibilities of teachers are prescribed by the laws and
9 constitution of the State of Michigan. The basic rights of all citizens are
10 guaranteed by the Constitution and Bill of Rights of the United States.
11

- 12 2. The Board of Education will furnish liability insurance coverage for their
13 employees. If a teacher is complained against or sued as a result of student
14 disciplinary action taken by the teacher which is consistent with Board policies,
15 the Board will support the teacher and provide for assistance as mutually agreed
16 upon.
17

- 18 3. Teachers exercising reasonable care with respect to the safety of pupils and
19 property will not be held by the Board to be individually liable except for unlawful
20 acts.
21

- 22 4. A teacher may examine his/her personnel record file in the office of the
23 Superintendent and may arrange for the presence of a representative of the
24 Association during such examination. These files will contain application of
25 employment, personal and family data, copies of correspondence, and copies
26 of evaluations. Confidential credentials received from placement offices will not
27 be open to teacher inspection.
28

29 After initial employment no materials will be placed in the teacher's personnel file
30 unless the teacher has had an opportunity to review the material or receive
31 copies. Teachers who take exception to materials contained in their personnel
32 files may submit written statements which will be attached to the questioned
33 material.
34

35 If the teacher is asked to sign material placed in the personnel file, such signature
36 will indicate only the teacher's awareness of the material and will not be
37 interpreted to mean agreement with the content of the material.
38

- 39 5. Teachers' personnel files will be considered confidential to the extent permitted
40 by law. When an inspection of a teacher's files is requested, the Board will notify
41 the teacher of said request. The teacher will then have three (3) business days to
42 review the file and to take any legal and/or contractual action pertaining to his
43 files.
44

- 45 6. At the beginning of the school year the teacher will be advised in specific terms
46 of teaching responsibilities.
47

- 48 7. If any person assaults a teacher in the course of his/her duties, the Board will
49 provide the teacher with assistance determined appropriate by the Board in
50 dealing with law enforcement and judicial authorities.
51

1 8. When a pupil on school premises deliberately damages or destroys the personal
2 property of a teacher on duty the Board will reimburse the teacher for any sum
3 related to the loss which is not covered by insurance policies of the teacher or
4 the District up to a maximum of \$125.

5
6 9. The teacher shall bring to the attention of the principal any undisciplined student
7 who continually disrupts the classroom. The teacher will keep an anecdotal
8 record of the student's disruptive behavior in the classroom. Action shall be taken
9 by the principal to remedy the situation before the educational process of the
10 rest of the class suffers. If the teacher feels the problem has not been resolved,
11 the teacher shall notify the Superintendent of the situation. The Superintendent
12 will take appropriate action.

13
14 C. Teacher Rights - Teaching Conditions

15
16 1. Teaching Load and Class Size

17
18 a. Normal class size will be 28 students in the elementary school (grades K-5)
19 and 180 students per teacher in the secondary school (grades 6-12) with
20 the exception of secondary music and physical education classes. In the
21 event there are self-contained classrooms at the sixth grade level, normal
22 class size will be 28 students. If an elementary class or a self-contained
23 sixth grade class exceeds 28 students, the teacher shall be paid an
24 amount of \$75 per student per marking period in excess of 28, but shall
25 under no circumstances be assigned a student load in excess of 33
26 students. Class size is based on the class enrollment on the last day of the
27 marking period. If a secondary teacher, with the exception of teachers of
28 music and physical education, is assigned a student load in excess of 180,
29 the teacher shall be paid an amount of \$75 per student per marking
30 period in excess of 180, but shall under no circumstances be assigned a
31 student load in excess of 195. Class size is based on the class enrollment
32 on the last day of the marking period.

33
34 b. A special education student who is officially assigned to a resource room
35 or a cross-categorical classroom, will be counted as one and one-half
36 students. However, this will not apply to students who have been
37 assigned an LRE aide, or a cross-categorical aide provided the aide is
38 with the student at all times.

39
40 c. Additional payment for excess students will be disbursed for each
41 semester no longer than thirty (30) days after the semester ends.

42
43 2. Providing that funds are available, textbooks will be furnished with edition dates
44 falling within the past five years. Personal copies of texts will be provided for
45 teachers' use but will remain the property of the District. Each classroom will be
46 furnished with a dictionary appropriate to the grade level of the pupils.

47
48 3. Adequate word processing and duplicating materials and equipment will be
49 made available in each school for preparation of instructional materials.
50

- 1 4. Each teacher will be furnished with a separate desk with lockable drawer and
2 closet space for coats, overshoes, and personal articles.
- 3
- 4 5. Each teacher will be furnished with class record books, plan books, and other
5 consumable items needed for daily classroom duties.
- 6
- 7 6. The Board will provide lunchroom and lavatory facilities for teacher use.
- 8
- 9 7. Personal long distance telephone calls must be recorded on forms provided by
10 the Administration.
- 11
- 12 8. Teachers will be provided with designated parking areas during regular school
13 hours.
- 14
- 15 9. All new file cabinets will be equipped with locks.
- 16
- 17 10. Teachers will not be required to post standard test score labels or, heights and
18 weights, or vaccination records in students' permanent record files.
- 19
- 20 11. Copies of catalogues of materials available from the Monroe County Library and
21 the Intermediate School District Office will be placed in each faculty room.
- 22
- 23 12. The Board will be reimbursed by the teacher for the cost of lost desk keys and for
24 desk locks which must be replaced when keys are lost.
- 25
- 26 13. A minimum of 42 sq. ft. of writing board space will be provided in each classroom.
- 27
- 28 14. Minimum classroom storage space of 27 cu. ft. will be provided for instructional
29 materials.
- 30
- 31 15. On an annual basis, elementary teachers will input attendance in the students'
32 CA-60 one time. If an appropriate computer generated document is available,
33 that will be an acceptable means of recording grades and attendance in a CA-
34 60.
- 35

36 D. Seniority

- 37
- 38 1. Seniority is defined as continuous length of service within the bargaining unit and
39 shall be pro-rated for regular part-time bargaining unit members and members
40 who work fractional years. All teachers will be ranked in the order of their
41 effective date of employment. When more than one individual has the same
42 effective date of employment they will participate in a drawing to determine
43 placement on the seniority list. The Association President and teachers affected
44 will be notified in writing of the date, place and time of the drawing. The drawing
45 will be conducted openly at a time and place that will allow affected teachers
46 and Association representatives to be present.
- 47
- 48 2. The seniority list will be published and posted conspicuously in all buildings of the
49 District by October 15 of each school year. Revisions and updates of the seniority
50 list will also be published and posted as they are made. A copy of the seniority list
51 and subsequent revisions and updates will be forwarded to the Association.

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- 3. All seniority is lost when employment is severed by resignation, retirement, discharge, or transfer to a non-bargaining unit position. Seniority is retained if severance of employment is due to lay-off. In cases of lay-off, teachers so affected will retain all seniority accumulated as of the effective day of lay-off.
- 4. Seniority will continue to accumulate for up to two (2) years when teachers are on leaves of absence.

E. Unpaid Leaves of Absences

- 1. A leave of absence without pay for one year, subject to renewal at the will of the Board, may be granted to any teacher for the purpose of participating in exchange teaching programs in other states, territories, or countries.
- 2. A military leave of absence without pay will be granted to any teacher under the provisions of Michigan Act 145 of 1943.
- 3. A leave of absence without pay of one year, subject to renewal at the will of the Board, may be granted to any teacher to campaign for or serve in public office.
- 4. Maternity leaves will initially be approved for periods of up to twelve months. At the teacher's request an additional leave of up to twelve months may be approved providing the teacher is not employed by any other school district.
- 5. A leave of absence will be granted to any teacher for the purpose of child care. The leave will begin one month after the teacher's request unless an emergency exists.
 - a. Reinstatement will be to the teacher's former position or a similar position.
 - b. Leaves of absence for child care may be approved for periods of up to one (1) year. An additional year may be approved upon request.
 - c. A teacher on child care leave may return to duty only at the start of the school year unless a vacancy for which the teacher is certified or qualified occurs during the year.
- 6. Seniority Accrual:

Teachers returning from leaves of absence approved after the effective date of this contract will be credited with accrued seniority of up to two years.
- 7. On leaves of absence other than military, notice of intention to return to teaching duty must be given at least ninety days before the leave expires.

**ARTICLE VII
GRIEVANCE PROCEDURE & ARBITRATION**

A. Grievance Procedure

1. Any grievance which occurs outside the realm of the principal may be started at the Superintendent's level.
2. The term days as used herein shall mean days when school is in session. (During the summer recess, "days" shall mean week days, excluding weekends and holidays.)
3. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties.
4. The Board shall, upon request, provide all information, documents, and materials necessary to the determination of the grievance.
5. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article:
 - a. The termination of or failure to re-employ any probationary teacher.
 - b. The termination of services of, or failure to re-employ, any teacher to a position on the extracurricular schedule.
 - c. Any matter which is being pursued through the Tenure Commission, other administrative agency, or courts.

B. Grievance Steps

1. When a teacher, group of teachers, or the Association believes that there has been a violation, misinterpretation or misapplication of any provision of this Agreement, the teacher, group of teachers, or the Association will discuss the matter with the principal during non-teaching hours, to attempt to resolve it informally within five (5) days (as defined above) of the occurrence giving rise to the grievance, or within five (5) days of knowledge of the occurrence. The building representative will also be present, if requested. If the informal meeting does not resolve the problem, a written grievance will be filed with the principal within five (5) days of the informal meeting.
2. If the matter is not satisfactorily resolved, the written grievance shall contain:
 - a. A statement of the facts upon which the grievance is based.
 - b. A reference to the Articles or Sections of this Contract which have allegedly been violated.
 - c. A statement of the relief requested.

- 1 3. The principal shall submit an answer within five (5) school days in writing. One
2 copy of this decision will go to the grievant, one copy to the building
3 representative, and one copy to the Association.
4

5 Level Two: Within five (5) school days after reviewing the decision of the principal,
6 the aggrieved teacher may appeal to the Superintendent of Schools. The
7 appeal will be in writing, specify the Article and Section of the Agreement
8 allegedly violated and will contain the reason for the appeal, including a copy of
9 the principal's decision.
10

11 Within five (5) school days after receipt of the appeal, the Superintendent will
12 investigate the grievance, give the aggrieved teacher and the building
13 representative a reasonable opportunity to be heard, and render his/her decision
14 in writing. A copy of his/her decision will be delivered to the teacher involved,
15 the building representative, the Association and the school principal.
16

17 Level Three: Within five (5) school days after receiving the decision of the
18 Superintendent the aggrieved teacher or the Association may deliver an appeal
19 to the Secretary of the Board of Education. The appeal will be in writing and
20 contain the reason for the appeal and copies of the principal's decision and the
21 Superintendent's decision.
22

23 The appeal will be heard at the next regularly scheduled board meeting, after
24 receipt of the appeal or within ten (10) days, whichever is later. The Board or its
25 designated representative, will investigate the grievance, and give the
26 aggrieved teacher and the Association a reasonable opportunity to be heard.
27 The Board will render its decision in writing within ten (10) days after holding a
28 hearing on the appeal. A copy of the Board's decision will be delivered to the
29 teacher involved, the building representative, the Association, the principal and
30 the School Superintendent.
31

32 C. Arbitration
33

- 34 1. Any grievance which is not resolved through the procedures prescribed in
35 paragraph B may be submitted to arbitration provided that a notification of
36 intent to arbitrate is provided to the Board of Education no later than thirty (30)
37 days from the receipt of the written response at Level III.
38
39 2. Arbitration will be before an impartial arbitrator selected by the parties. If the
40 parties cannot agree on an arbitrator he/she will be selected by the American
41 Arbitration Association in accord with its rules, which will likewise govern the
42 arbitration hearing.
43
44 3. The powers of the Arbitrator will be limited to interpretation of the Articles and
45 parts of this Agreement unless mutually agreed otherwise. The Arbitrator shall
46 have no power to require back pay for more than ten (10) days prior to the date
47 a written grievance is filed.
48
49 4. Both parties agree to be bound by the award of the Arbitrator.
50

- 1 5. The fees and expenses of the Arbitrator will be shared equally by the Board and
2 Association, except postponement or cancellation fees will be paid by the party
3 requesting the postponement or cancellation unless agreed otherwise.
4
5 6. The Monroe County Education Association is the only party to this Agreement
6 who has the right to process a grievance to arbitration.
7
8

9
10 **ARTICLE VIII**
11 **NEGOTIATION PROCEDURES**

12 At the request of either party representatives of the Board and the Association's bargaining
13 committees will meet on the last school day of each month for the purpose of reviewing the
14 Contract and to resolve problems that may arise. These meetings are not intended to by-pass
15 the grievance procedure.
16

17 Each party will submit to the other forty-eight hours prior to the meeting, an agenda covering
18 what they wish to discuss.
19

20 Should such a meeting result in a mutually acceptable amendment to the Agreement, then the
21 amendment shall be subject to ratification by the Board and the bargaining unit members.
22

23 The Association will designate a teacher in each school building as Association Representative
24 (A.R.). On request of either party the principal and Association Representative will meet at least
25 once each month for the purpose of reviewing the administration of the contract and to resolve
26 problems which may arise. These meetings are not intended to by-pass the grievance
27 procedure.
28

29 When negotiations are conducted during regular school hours, released time shall be provided
30 for the Association negotiating committee.
31

32 Neither party in contract negotiations shall have any control over the selection of the
33 negotiating or bargaining representatives of the other party. The parties mutually pledge that
34 their representatives will be clothed with all the necessary power and authority to make
35 proposals, consider proposals, and make concessions in the course of negotiations.
36

37 There shall be three signed copies of any final Agreement. One hard copy and one electronic
38 copy shall be retained by the Board, one by the Association, and one by the Superintendent.
39

40 Copies of a new Master Agreement will be distributed to each teacher by the Board within thirty
41 (30) days from the time a proofread copy of the Agreement has been signed following
42 ratification by both parties.
43
44

45 **ARTICLE IX**
46 **LIMITS ON TEACHING**

47
48 The Board will place no arbitrary limits upon the study, investigation, or presentation of facts and
49 ideas concerning man, human society, the physical and biological world and other branches of
50 learning.
51

1
2
3 **ARTICLE X**
4 **MISCELLANEOUS PROVISIONS**

- 5 A. This Agreement may be amended by mutual consent of the parties.
6
7 B. Individual contracts between the Board and the teacher will be subject to and
8 consistent with this Agreement and Board policy.
9
10 C. No Board policy will contradict any terms or conditions of this bargaining Agreement.
11
12 D. Teachers will be issued keys to school buildings according to their needs as determined
13 by the principals.
14
15 E. Teachers will not be required to report on duty days when school is closed due to
16 inclement weather, but will make these days up as outlined by the provision in Article V,
17 Paragraph E.
18
19 F. When conditions permit, teachers will be advised of emergency school closing by radio
20 announcements prior to 7:15 a.m.
21
22 G. Prior to March 1 annually, representatives of the Administration and the MCEA/WEA, will
23 meet with representatives from other school districts of the county for the purpose of
24 developing a "common calendar". Consideration in developing the "common calendar"
25 will be given to obligations to other employee groups and special transportation
26 requirements. The MCEA\WEA president and one member of the negotiating team will
27 prepare two proposed calendars, based upon said "common calendar" for the
28 subsequent year. On or before April 1, members of the MCEA/WEA will approve one of
29 the proposed calendars to be presented to the Board of Education each year at the
30 regular April board meeting. The Board of Education reserves the right to recommend
31 changes to the Administration and MCEA\WEA.
32
33 If necessary, a revised "common calendar" will be considered by the Board of Education
34 at the regular May board meeting. If no agreement is reached on a revised "common
35 calendar" the Board of Education will adopt a calendar based upon that approved by
36 the Administration and the MCEA/WEA but with adjustments to reflect the Board's
37 obligations to other employee groups and special transportation requirements.
38
39 The calendar will include the pupil instruction time required by the state. The Contract
40 provisions relating to instructional time are subject to being reopened if state
41 requirements are changed. In addition, if changes can be made to starting/ending
42 times, days, and/or hours, the Board and Association will open discussion on this
43 possibility. When an agreement is reached, it will become a part of this Agreement.
44 One-half (½) of a day at the beginning of the school year, and one-half (½) of a day at
45 the end of the school year will be used for teacher orientation, preparation and records.
46
47 H. In the event that school is closed on a day for which a teacher had been granted
48 bereavement, personal or sick leave, the teacher will not be charged for that day's
49 leave.
50

- 1 I. Nothing in this Contract shall prevent the Board of Education from complying with
2 requirements mandated under the provisions of the Americans with Disabilities Act.
3
- 4 J. Due to the Teacher Access Center and the availability of parents to monitor student's
5 progress, no teacher will be expected to provide interim/progress reports at any time,
6 except for parents who request a copy.
7
- 8 K. An Emergency Manager appointed by law may reject, modify, or terminate this
9 Agreement as provided by law.
10

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3

SCHEDULE A

	2015-2016 (1% increase)		2016 -2017 (1% increase)	
	BA	MA	BA	MA
0	33,226	35,000	33,558	35,350
1	34,130	35,877	34,471	36,236
2	35,410	37,815	35,764	38,193
3	36,680	39,856	37,047	40,255
4	37,709	42,007	38,086	42,427
5	40,075	44,272	40,476	44,715
6	41,803	46,651	42,221	47,118
7	43,973	49,160	44,413	49,652
8	46,140	51,795	46,601	52,313
9	50,220	54,574	50,722	55,120
10	57,143	62,235	57,714	62,857

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For 2015 - 2016, a one per-cent (1%) increase in the pay scale; increment steps granted; lane changes granted; longevity steps granted.

For 2016-2017, a one per-cent (1%) increase in the pay scale; increment steps granted; lane changes granted; longevity steps granted.

Add \$500 for the master's degree plus 30 additional semester hours (or equivalent term hours in certified teaching field; \$250 for master's degree plus 15 additional semester hours (or equivalent term hours) in certified teaching field. (Teaching major/minor). Add longevity pay of \$600 every five (5) years beginning with the 15th year.

SCHEDULE B
STIPENDS FOR EXTRA DUTY ASSIGNMENTS

1
2
3
4 All school employees who are recipients of stipends under Schedules B-1 and B-2 who aren't
5 terminated by the June Board meeting will be considered re-hired for the same position for the
6 next school year without Board approval. It is understood that the Board may terminate any
7 sport or activity or dismiss any employee under Schedules B-1 and B-2 at their discretion. It is
8 further understood that a teacher may decline B-1 assignments, except for the positions of Band
9 Director, Choir director and Yearbook Advisor.

10
11 The Board will pay the stipends indicated below to teachers who are assigned extra duties. If an
12 activity is canceled after the start of its normal schedule, the employee's stipend will be pro-
13 rated.

14
15 All recipients of a stipend paid on a percentage basis will include information in their program
16 on the harmful affects of drug and alcohol use.
17
18
19

SCHEDULE B-1

Driver Education: \$25.00 per hour

		<u>Percent of BA Scale</u>
<u>Dramatics:</u>	Fall Play Director	4%
	H.S. Spring Musical Director	6%
	H.S. Spring Musical Asst. Dir. Music	2%
	H.S. Spring Musical Stage Manager	1.5%
	Elem. Spring Musical Director	2%
	Elem. Spring Musical Asst. Dir.	1%
<u>Athletic Staff:</u>		<u>6%</u>
	Head Football	J.V. Baseball (1)
	Head Basketball	J.V. Softball (1)
	Head Softball	J.V. Football (1)
	Head Volleyball	J.V. Volleyball
	Head Baseball	
	<u>8%</u>	<u>4%</u>
	Head Track	Golf
	Varsity Football Assistants (2)	Freshman Basketball
	J.V. Basketball	Middle School Basketball (2)
		Middle School Volleyball (2)
		Middle School Track (2)
		Middle School Football (2)
		H.S. Winter Cheerleading*
		H.S. Fall Cheerleading*
		*[For both J.V. and Varsity squads]
		<u>1.5%</u>
		Jr. High Fall Cheerleading*
		Jr. High Winter Cheerleading*
		*[For both 7th & 8th grade squads]
		Intramurals Elementary
Band Director	10%	
Choir Director	6%	
HS Journalism/Yearbook Advisor	8%	
<u>Faculty Game Manager</u>		\$10/hr., \$30 minimum

Each September members of the faculty will be asked to volunteer for class advisor.

The percentage in this schedule will be used to calculate the payment to the coach, advisor, or director, based on the contract year's salary for the B.A. degree with this percentage to be capped at step 10 on the salary schedule. The step will be determined by the total number of years of experience of the employee in that particular activity. This experience does not have

1 to be continuous, or in the Whiteford School System. All experience as an assistant or head
2 coach at the junior high school or high school level shall be included.
3

4 If no regularly employed Whiteford teacher is available and qualified, persons may be
5 employed in these extracurricular positions who are not employed as teachers in the Whiteford
6 School System and may have their salaries negotiated on an individual basis, but at no time will
7 the amount paid to them exceed the amount scheduled to be paid a regular staff member.
8

9 EXAMPLE: Mr. X coached football at a junior high school in another system 2 years. He
10 coached football as an assistant for 2 years at Whiteford before retiring from coaching. Mr. X
11 returned 1 year later to coach as an assistant football coach for 2 more years. This year, if he
12 would be hired as a head coach, he would be paid 10% of the teacher's salary on step 6 (7th
13 year) of the B.A. schedule.
14
15

1 **SCHEDULE B-2**

2 Percent of BA Base

3
4
5 Art: Two Exhibits 1.1%

6
7 The coordinator of art will arrange for a spring exhibit of student art work and
8 also be responsible for the exhibit at the Monroe County Fair.

9
10 School Improvement Chairperson (total of 3): 1.25% per person

11 Advisor of Student Organizations:

12
13 Class Advisor Two Senior - 1.1% ea. One Senior - 2.0%
14 Two Junior - 1.25% ea. One Junior - 2.25%
15 One Sophomore - 1.0%
16 One Freshman - 1.0%
17 One Eighth - 1.0%
18 One Seventh - 1.0%

19
20 Outdoor Education Advisor 1.0%

21
22 Science Fair Advisor Elementary – 1.0 %
23 Middle School – 1.0%
24 High School – 1.0%
25 (if two or more people, the
26 1.0% is split)

27
28 Club Advisors: For each group which requires an advisor as approved by the
29 administration and the Board of Education, the advisor will be
30 given a stipend of 1.0% per year. Advisors to groups who
31 through their leadership and the enthusiasm of their students
32 provide more than three activities a year will be reimbursed up
33 to 0.15% per activity with a maximum of three (3) activities in
34 addition to the 1.0% stipend.

35
36 The percentages above are of the B.A. base on the salary schedule.

37
38 Teacher Mentor: \$500 per year, per mentee. A maximum of two mentees per year.

SCHEDULE C

1
2
3 A. The Board will provide to each teacher the following insurance coverage, or District self-
4 insured coverage, as determined by mutual agreement by the Board and the
5 Association for the teacher and his/her eligible dependents, subject to the applicable
6 maximum Board contributions limits for major medical/health insurance, and subject to
7 the applicable teacher contribution requirements.
8

- 9 1. MESSA Choices II or generally comparable coverage as determined by mutual
10 agreement by the Board and the Association with a \$500/\$1,000 in-network
11 deductible; \$1,000/\$2,000 out-of-network deductible; the Saver RX prescription
12 drug card plan; \$20 office co-pay; \$25 urgent co-pay; \$50 emergency room co-
13 pay, or: MESSA ABC HSA Plan 1 with a \$1,250/\$2,500 deductible.
14

15 The Whiteford Education Association will be allowed to choose its healthcare
16 plan annually, as long as the hard caps under Public Act 152 are in effect.
17

18 Pursuant to Public Act 152 of 2011, the Board shall contribute the "hard cap"
19 amounts for medical/health insurance coverage (not including negotiated life,
20 vision or dental) which are currently (and will be adjusted annually consistent with
21 Public Act 152):
22

23 \$5,692.50 annually (plan year) for single coverage.
24 \$11,385 annually (plan year) for two-person coverage.
25 \$15,525 annually (plan year) for full family coverage.
26

27 For 2014 – 2015 plan year: Single: \$5,857.58
28 Two-person: \$12,250
29 Full family: \$15,525
30

31 All bargaining unit members taking medical/health insurance will be responsible
32 for paying any amount over the "hard cap" amounts. The employees premium
33 contribution will be payroll deducted in equal amounts the first two checks of
34 each month from the employee's paycheck. Such deductions shall be through a
35 qualified Section 125 Plan and, as such will not be subject to withholding to the
36 extent permitted by law.
37

38 All other non-medical benefits described in Schedule C shall be fully Board paid.
39

- 40 2. MESSA Delta Dental E/007 (80/80/80)
41
42 3. \$50,000 MESSA Group Term Life w/AD/D
43
44 4. VSP Platinum or its equivalent eye insurance. The Board at its option will be able
45 to select the carrier.
46

47 B. Employees who do not require health insurance will be provided a monthly cash sum
48 equal to the single subscriber "hard cap" for health insurance. The District will provide
49 employees with a qualified Internal Revenue Service Section 125 Plan and Salary
50 Reduction Agreement.
51
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