

Tentative Agreement between Montague Area Public Schools and
the Montague Teacher's Education Association (MTEA) – July 27, 2015

Handwritten notes and signatures in the top right corner, including a large checkmark and dates: 7-27-15, 7-27-15, 7-27-15.

Handwritten notes and signatures in the middle of the page, including a signature and dates: 7-27-15, 7:55 pm, 7-27-15, 7:45 pm.

ARTICLE II

I. Cameras will be used for the sole purpose of monitoring student behavior.

TENTATIVE AGREEMENT

ARTICLE IV

F. The faculty and administration will cooperate in covering the classes of absent teachers where the District is unable to secure the services of a per diem substitute teacher.

1. Teachers interested in voluntarily performing substitute service during their planning period shall notify the building principal at the beginning of the academic year.

a. Where feasible, such substitutions will be allocated on a rotational basis and among those volunteer teachers having a common planning period.

b. If there is an insufficient number of volunteers in a given building or if volunteers are not readily available at a time when a substitute is required, the administration has the right to assign needed coverage and shall attempt to do so on a rotational basis in inverse order of years of service among all teachers in a particular building having a common planning period. Teachers employed in a contained classroom (R.R.O. and MACC), may agree to add students to their classrooms for the day and will be compensated by multiplying the R&D rate by 5 and dividing by the number of teachers who will be splitting the students.

TENTATIVE AGREEMENT

ARTICLE VII

1. Long term substitutes will be paid on the B.A. base after 15 days in the same assignment.
2. Long Term Substitutes will not have rights to join the bargaining unit.
3. Long Term Substitutes will be not eligible for the benefit package as covered in Article XX

TENTATIVE AGREEMENT

ARTICLE XXI

G. **Counselor Days.** School counselor shall be given additional days to perform necessary scheduling duties prior to the start of the school year and after the year is over. It is the determination of the counselor, with approval from the building administrator, to decide how many of the days they need to work. Counselors will be paid at their salary per diem rate for the days worked.

High School: Up to 10 days (5 days at the end of the calendar year and 5 days preceding teacher reporting days.)

Middle School and Elementary: Up to 5 days total.

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Schedule B

Golf coach - 7%

TENTATIVE AGREEMENT

CALENDAR

Parent Teacher Conferences: RRO/MACC

Teachers need flexibility to have conferences at times convenient for parents and will not be held to the specific time schedule. Although, every effort will be made to see parents during the designated time, teachers may switch their times for other days or evenings. Any changes will be limited to the week prior or week after the scheduled conference days. The total number of conference hours will not change.

TENTATIVE AGREEMENT

ARTICLE XX EMPLOYEE BENEFITS

Hard cap language – If the district elects to become a hard cap district; the district will contribute 100% of the published hard cap rate to the premium rate. Any deductible or premium not covered by the hard cap rate will be the responsibility of the member.

TENTATIVE AGREEMENT

Schedule A

No pay increases from the previous year.

No step increases from the previous year.

TENTATIVE AGREEMENT

Letter of Agreement for 2015-2016 between Montague Area Public Schools and the Montague
Teacher's Education Association.

The parties agree to the following as part of the 2015-2016 contract. These provisions will expire with the 2015-2016 contract. At that time, these provisions will be restored to the original language as found in the 2014-2015 collective bargaining agreement.

- In grades K-5 each full-time bargaining unit member shall be provided with no less than fifty (50) uninterrupted minutes per day 4 times per week for planning. This time will take place during the school day for conferences and planning. No block of time less than fifty (50) minutes will be considered planning time. Elementary teachers may use for preparation the time during which their classes are receiving instruction from various teaching specialists.
- The policy relating to district paid annuity will be suspended.

Handwritten notes:
RBM
TA
7-27-15
7:45 pm
7:55 pm
7-27-15
7:40 pm
7-27-15
7:40 pm