

ARTICLE XX - EMERGENCY FINANCIAL MANAGER

An emergency Manager appointed by law may reject, modify or terminate the Agreement as provided by law. This clause is included in this agreement because it is legally required by state law. By signing this Agreement, the Association does not waive any right it may have to challenge whether this clause is binding upon the Association or the employer. The Association reserves all rights to assert that this clause is unenforceable.

ARTICLE XXI - MERIT PAY

The Board will determine merit pay.

SCHEDULE A - SALARY SCHEDULES

2012-2013
0% Increase

STEP	BA	BA+18	MA BA +35	MA+ 15	MA+30
1	33630	35279	36923	38569	40218
2	35550	37294	39038	40778	42519
3	37472	39313	41150	42988	44826
4	39394	41331	43263	45201	46782
5	41316	43348	45378	47409	49440
6	43242	45370	47496	49622	51750
7	45166	47391	49611	51835	54057
8	47089	49409	51729	54047	56365
9	49008	51424	53841	56253	58670
10	50933	53440	55952	58464	60976
11	52855	55462	58070	60676	63281

2013-2014

0% Increase

STEP	BA	BA+18	MA BA +35	MA+ 15	MA+30
1	33630	35279	36923	38569	40218
2	35550	37294	39038	40778	42519
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9	49008	51424	53841	56253	58670
10	50933	53440	55952	58464	60976
11	53015	55622	58230	60836	63441

Step 11: Teachers will receive \$540. off schedule for 2012-2013 and \$160 on schedule for 2013-2014.

Teachers who are stepping will receive a ½ (half) step for each year of this contract.

Full movement to a higher rail will be granted if earned. (Ex: BA to BA+18)

In addition to the Schedule A salary, teachers with at least 15 years of service to the District, will receive longevity pay in accordance with the following schedule:

YEARS	AMOUNT
15 but less than 20	\$400
20 but less than 25	\$750
25 but less than 30	\$1,000
30 years and over	\$1,250

Time on unpaid leaves, layoff, service outside of the bargaining unit (including substitute service) and prior service for those who are rehired, will not be credited.

- B. Changes in degree lane placement will be made at the start of year and second semester.
- C. All degrees must be conferred by an accredited degree-granting institution as approved by the Michigan Department of Education.

- D. Any newly hired teacher, or any teacher returning to the system who has five (5) years or less experience, shall receive up to five (5) years outside teaching experience. This makes the 6th step the maximum step for these teachers. Any rehired teacher with more than seven (7) years experience shall return to the same step as their last teaching step in this school system. In case the last teaching step was the maximum step of the schedule, said teacher shall return one (1) step below maximum. The teacher shall provide the Board with affidavit(s) of previous teaching experience. Up to one (1) year of teaching experience credit may be allowed if a newly hired teacher has completed over ninety (90) days of substituting after obtaining a Provisional Certificate. For vocationally certified newly hired teachers, four (4) years of work experience may be considered as one (1) year of teaching experience. All conditions of Paragraph F, Schedule A also apply. If employed for an extended day or extended year, compensation will be pro-rated.
- E. Active military experience will be accepted for one (1) year teaching.
- F. Hours that are to be counted toward salary schedule improvement shall be only those classes that directly count toward a degree or certified program, or are used to improve the teacher's skills in the teaching assignment he/she at that time holds. Courses shall be approved by the Superintendent.

The credits for advancement on the BA or MA "plus" columns must be earned after the BA or MA degree.

SCHEDULE B - REGULAR SUPPLEMENTAL PAY SCHEDULE

For the contract 2012-2014, this pay schedule is frozen at the 2008-2009 Schedule A-Salary Schedule.

ATHLETICS (See Schedule B Misc. No. 4)

1. Head Varsity - Football, Basketball	11.0
2. Assistant Varsity - Football, Basketball	7.5
3. JV Coach - Football, Basketball	7.5
4. Assistant JV Coach	5.5
5. M.S. Coach - Football, Basketball, Track & Cross Country	5.0
6. Freshman: Football, Basketball, Volleyball	5.5
7. Varsity - Baseball, Softball, Volleyball, Track, Wrestling and Cross Country	9.0
8. JV Coach - Baseball, Softball, Volleyball & Wrestling	6.0
9. Assistant Varsity - Baseball, Track & Softball	5.5
10. Golf	5.0
11. Cheerleading	6.5
12. Middle School Cheerleading	2.5
13. Assistant Middle School Track	2.5
14. Middle School Volleyball	4.5
15. Athletic Trainer	12.0

ACADEMICS

1. Music	
a. Band Director	11.0
b. Choral Director	7.0
c. Choral Accompanist	\$6.50/hr - up to \$850 per year
d. Festival Accompanist	\$75/festival
2. High School Play Director	4.0
3. Counselor and Voc. Ag. (summer) per week up to three weeks	3.0
4. H.S. Student Council Advisor	3.5
5. Middle School Student Council Advisor	2.5
6. Advisor of School-Approved Clubs (other than those specifically mentioned)	2.0
7. Teachers of Drivers Education	\$20.50/hr.
8. Class Advisors	
a. Senior Class	5.6
b. Junior Class	5.6
c. Sophomore Class	1.7
d. Freshman Class	1.7
9. FFA, FHA, BPA, Ecology Club	4.0
10. Summer School, Night School, Vocational Education, High School Completion and Adult Enrichment, Student Enrichment and After School Detention	\$19.00/per Clock hour
11. Academic Games	
a. Social Studies	1.0
b. Science	1.0
c. English	1.0
d. Math	1.0
12. Science Olympiad	1.0
13. High School Yearbook	4.0

Miscellaneous Provisions

1. All supplemental pay schedule positions are indicated for the team or activity. If two (2) persons are sharing the responsibility, the dollar or percentage amount shall be divided between the two (i.e., if two coaches handle the 8th grade team, the amount would be split).
2. In as much as teacher attendance at extracurricular events is desirable, the Board will provide all teachers with an extracurricular pass at no cost to the teacher. Teachers attending these events will be expected to assist in supervisory activities when necessary or requested. All such passes are strictly nontransferable. Abuse of passes shall result in loss of this privilege.
3. All Schedule B positions shall be posted yearly. The position will not be denied to an incumbent bargaining unit member who previously held the posted position, unless the incumbent has received an unsatisfactory evaluation during the prior year's service.

If an existing student organization does not have an advisor, the administration will request that a teacher assume that position. If there are not interested members of the instructional staff, the administration may seek advisors from outside the instructional staff.

The Board shall not be required to appoint a bargaining unit member to a vacancy in any Schedule B position from which he or she has been removed or not re-appointed for cause.

4. The appropriate step shall be based on the number of years of experience in Mayville as a coach in the sport involved and as the director, sponsor, and/or advisor of any academic activity. Maximum level shall be the seventh (7th) step of the BA level.

Advanced credits may be granted at the discretion of the District for such experience outside of the District. Such decisions are not subject to review through the grievance procedure.

5. Any teacher who volunteers to substitute for a class during their prep period or tutoring will receive \$19.00 per class period.

A tutor teacher will receive one (1) hour of preparation time pay at the above rate for each two (2) hours of scheduled tutoring time in a week.

6. Any non-association member filling a supplemental position shall be employed through an outside vendor contracted with the District. Association members having supplemental positions may voluntarily choose to be employed through an outside vendor contracted with the District. The rate of pay in either instance shall be as indicated in Schedule B. Any teacher in a supplemental pay position shall be given a supplemental contract indicating amount of salary and any other conditions of employment.

7. Teachers interested in tutoring students may submit a letter to the Superintendent's office by the end of the second week of school. From the names of teachers submitting a letter, a list will be developed with names listed in seniority order. Tutoring positions will be filled according to the following:

- A. Subject to the provisions of section C below, the top teacher on the list will be asked first in all instances.
- B. If the teacher accepts the assignment, the teacher will be placed at the bottom of the list. If the teacher rejects the assignment, the teacher will be left in place on the list.
- C. Exceptions to the above rotation may be made where special certification (example special education) is needed.

8. If an existing student organization does not have an advisor, the administration will request that a teacher assume that position. If there are not interested members of the instructional staff, the administration may seek advisors from outside the instructional staff.

SCHEDULE C - FRINGE BENEFITS

A. Teachers shall have a choice of either MESSA Plan A or Plan B.

B. Plan A - For employees needing health insurance

Health	MESSA Choices II or MESSA ABC Plan 1
	\$10 office visit/ \$200/\$400 deductible
Delta Dental	80/80/80: \$1,300
Life	\$35,000 AD&D with disability rider
Vision	VSP-2 Silver
Long Term Disability	Benefits shall be paid at 70% of salary up to monthly maximum of \$4,000 and shall begin after the expiration of 90 calendar days. Pre-existing conditions will be waived according to underwriting requirements. Benefits shall continue to age 65 if disability occurs prior to age 61 and to age 70 if disability occurs after age 61.

Teachers will pay each month 10% towards this health coverage portion of the premium package.

This is effective September 1, 2011. Teachers will pay \$65 per month until September 1, 2011.

Plan B - For employees not needing health insurance

Delta Dental	100: 90/90/90: \$1,500
Life	\$35,000 AD&D
Vision	VSP-2 Silver
Long Term Disability	Same as above.

In addition to the foregoing, Plan B enrollees shall receive \$400 per month in cash under a qualified Section 125 Plan.

The contribution for part-time employees shall be prorated.

Any amounts in excess of the contribution levels for any employee will be payroll deducted as a condition of this agreement.

Administration will front load the deductible into a Health Savings Account for either plan. This amount will be deducted from the teacher's paycheck to be paid back at the end of the current school year. If the health premium is less than the hard cap, the difference in the cost would go into the Teacher HSA account without repayment.

For 2012-2014, the teachers will receive the hard cap maximum premium set by the State.

SCHOOL CALENDAR

The school calendar shall conform to the TISD calendar to the extent possible. It shall contain at least the number of days and hours required by the State School Code and the State School Aid Act for student instruction and teacher professional development for each year of the Agreement. Any deficiencies will be corrected by the Superintendent in conjunction with the Association Executive Board and such adjustments will not result in additional costs to the district.

LETTER OF UNDERSTANDING
BETWEEN
MAYVILLE BOARD OF EDUCATION
AND
MAYVILLE EDUCATION ASSOCIATION

In order to foster support for teachers to attend the High School Graduation, each teacher will receive \$100 for attending the ceremony. The Board agrees to pay for all the gowns, hoods, and caps of degree area expenses. Staff must be wearing the gowns and hoods and participate in the ceremony as directed.

FOR THE BOARD

FOR THE ASSOCIATION

Date:

Date:

LETTER OF UNDERSTANDING
BETWEEN
MAYVILLE BOARD OF EDUCATION
AND
MAYVILLE EDUCATION ASSOCIATION

Both the Mayville Education Association and the Mayville Board of Education agree that effective teachers should take precedence over ineffective teachers in areas of layoff and recall for the contract expiring August 20, 2014.

FOR THE BOARD

FOR THE ASSOCIATION

Date

Date

LETTER OF UNDERSTANDING
BETWEEN
MAYVILLE BOARD OF EDUCATION
AND
MAYVILLE EDUCATION ASSOCIATION

Both the Mayville Education Association and the Mayville Board of Education agree that the Administration has the right of assignment for the contract expiring August 20, 2014.

FOR THE BOARD

FOR THE ASSOCIATION

Date

Date