

Willow Run Community Schools
Willow Run Education Association
Tentative Agreement
May 10, 2010

ARTICLE 13: PROFESSIONAL IMPROVEMENT

13.0400 A tenured teacher who continues his/her professional growth through enrollment in graduate courses related to subject areas taught in Willow Run Community Schools, teaching methodology, and/or the administration of grades K through 12, and who has prior approval of the Superintendent or his/her designee through the Office of Human Resources at least two (2) weeks before the course begins shall be reimbursed for his/her tuition upon submission of proof that the courses have been successfully completed. Any changes in courses already approved by the Superintendent will be submitted to the Superintendent for approval within two (2) days of course changes. Reimbursement shall be limited to \$75.00 per semester ~~hour applied to no more than ten (10) hours per school year~~, and shall not apply to hours taken through a program for which teachers receive subsidy from other sources such as NSF, NDEA, etc., except that when the subsidy is less than \$75.00 per semester hour, the balance shall be reimbursed by the Board. ~~Further, should the teacher accrue more than ten (10) hours in a calendar year, the balance shall be included for reimbursement in the following year.~~ Professional employees who are not certified shall have a minimum of a master's degree or equivalent and three (3) years successful experience in their specialty before being eligible for tuition reimbursement under this provision. Bargaining unit members who are not certificated teachers shall have a bachelor's degree and eighteen (18) credit hours with two (2) years of successful experience in their specialty before being eligible for tuition reimbursement under this provision

ARTICLE 20: PROFESSIONAL COMPENSATION

20.0100 The basic salaries of teachers covered by this Agreement are set forth in Schedule 1 which is attached to and incorporated in this Agreement. Such Salary Schedule shall remain in effect during the designated periods.

1. new salary relative to 2008-09 Schedule (see attached)
 - a. 2009-10: same as 2008-09 (100% of 2008-09 schedule 1)
 - b. 2010-11: minus four (4%) percent (96% of 2008-09 schedule 1)
 - c. 2011-12: minus three (-3%) percent (97% of 2008-09 schedule 1)
 - d. 2012-13: minus two and one half (-2.5%) percent (97.5% of 2008-09 schedule 1)
2. No seniority increments/ step increases (lateral / educational advances OK)

3. Off-schedule stipends paid re: fall enrollment
 - a. at least 1,768 but fewer than 1,950: \$ 500 per full time member
 - b. at least 1,950 but fewer than 2000: \$1,000 per full time member
 - c. at least 2,000 but fewer than 2,050: \$1,500 per full time member
 - d. at least 2,050 but fewer than 2,100: \$2,000 per full time member
 - e. at least 2,100 but fewer than 2,150: \$2,500 per full time member
 - f. at least 2,150: \$3,000 per full time member

payable the second payroll in December

20.0120 Insurance benefits provided to bargaining unit members covered by this Agreement are set forth in Schedule 3 which is attached to and set forth in this Agreement. no change in 2005-09 contract language

ARTICLE 29: DURATION OF AGREEMENT

This contract is effective as of the date it was ratified by the Board and Association and shall expire August 31, ~~2009~~ **2014 or the last day of the fiscal year in which the district's general fund fund balance exceeds zero – whichever occurs first.**

[Note: The test of fund balance rests in the formal independent audit of the district's financial record; Expiration / re-open date is July 1 – e.g. the day following -- a June 30 positive fund balance audit.]