

Memorandum of Understanding

Between the

Albion Public Schools Board of Education

And the

Albion Education Association, MEA/NEA

September 10, 2015

*TA
LWB
9/10/15
JS
CS
JRW
9/10/15*

1. Agency shop provisions and payroll deduction of Association dues are deleted from the contract.
2. The Memo of Understanding, dated February 11, 2015, remains in effect through June 30, 2016 and is attached to this Memorandum of Understanding.
3. Maintain ABC Plan 1 and HSA option and increase hard cap, per PA 152, for medical benefit plan coverage to: \$5,992.30 single; \$12,531.75 2-Person; \$16,342.66 Family. Also, Choices II will be offered.
4. Board agrees to withdraw all proposals, including their 6/23/15 proposal and the Association will withdraw all proposals including their 7/1/15 proposal. However, beginning in October the administration and association will set up dates to begin updating the Master Agreement.
5. The 2015-2016 calendar will be utilized as proposed and agreed (attached). Article III, Letter B, number 2 and 3 regarding calendar, will be utilized. The parties will meet and seek to approve the 2016-2017 calendar by March 15, 2016.

FOR THE BOARD:

FOR THE ASSOCIATION:

DATE: _____

DATE: _____

DATE: _____

DATE: _____

2-12-15 TA
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G. S. Hays

Memorandum of Understanding

Between the

Albion Public Schools Board of Education

And the

Albion Education Association, MEA/NEA

February 11, 2015

RE: Deficit Elimination Plan (DEP)

The parties hereby agree to the following provisions to comply with the DEP:

1. Negotiations for a successor agreement to the 2010-2015 Master Agreement will begin by April 16, 2015.
2. 5% off-schedule pay decrease effective August 28, 2015 through June 30, 2016. No steps will be granted. At the end of the DEP, dependent on financial solvency, the Board and the Association will revisit the AEA salary.
3. Twenty-five percent (25%) of revenue resulting from increased student enrollment, above the February 2015 pupil count, will be added to the teacher salary pool to be distributed equally among teaching staff.
4. The Board and the Association will meet monthly to review the most current District financial information through an open and transparent process. A financial review/advisory committee shall be established for this purpose. Said committee shall be composed of the following:
 - a. District Superintendent
 - b. Business Manager
 - c. (2) Board of Education Designees
 - d. (4) Representatives of the AEA
5. The Responsible Thinking Classroom (RTC) will be reestablished as soon as financially possible to the extent consistent with the DEP.
6. Article (3), shall be modified to read: "One hour per ~~week~~ ~~month~~ ~~may~~ will be used ~~added to the teacher work day~~ for regular teacher meetings, ~~in-service meetings, professional development,~~ etc. This period shall not come on Friday or on days preceding holidays or vacations. The principal administrator and staff shall attempt to work out the day of the week for these meetings, but the principal may call these meetings upon twenty four (24) hour's notice."

The superintendent, schedule permitting, will hold office hours three (3) Mondays per month when teacher meetings and professional development do not occur.

Grade level teacher groups shall meet at least one (1) time per month. The meeting(s) will be scheduled at the discretion of the grade level teacher group. Minutes of meetings will be provided to the Superintendent.

7. If approved by appropriate agency, modify Article III B (2) (r), Miscellaneous to increase \$24.96 to \$35.00 per hour, or maximum approved (Title I), to be effective fall of 2015.
8. Teachers will be provided classroom management professional development and group lesson planning professional development to be scheduled in August 2015, during pre-school workshop.
9. Modify Article IV (B)(1) to read:

Teachers shall be allowed ~~fourteen (14)~~ fifteen (15) paid leave days per year for personal illness, injury, illness or injury in the immediate family, funerals or other emergency leave such as, but not limited to being subpoenaed as a witness in a court case.

10. Modify Article IV B (6) (a) to read:

During the first year of employment, all new probationary teachers who are teaching both full time and for the first time in Albion, shall be granted two (2) paid leave days per month for the months of September, October, and November. Said teachers shall receive the remaining ~~six (6)~~ nine (9) paid leave days plus the unused paid leave days mentioned in the preceding sentence on December 1 of the given year.

11. Modify Article IV (B) (7) (c) to read:

Beginning with the 2005-2006 school year the Board will provide an Attendance Incentive as follows:

Perfect Attendance	\$500
Absent 3 days or less	\$250

Attendance incentives will be awarded on a semester basis.

Should one (1) to five (5) teachers have perfect attendance per semester, \$1,500 will be divided equally among said teachers as an attendance incentive.

Should six (6) to ten (10) teachers have perfect attendance per semester, \$2,500 will be divided equally among said teachers as an attendance incentive.

Should eleven (11) or more teachers have perfect attendance per semester, \$5,000 will be divided equally among said teachers as an attendance incentive.

12. Article X (B) (2) (q) will be modified as follows:

One (1) Mentee Teacher Assigned

\$450

Two (2) Mentees Teachers Assigned*

\$600

*Per the approval of the superintendent.

Mentor teacher logs are to be turned in no later than the last day of the semester. Mentor payments will be made (2) times per year in the first pay period following the last day of the semester.

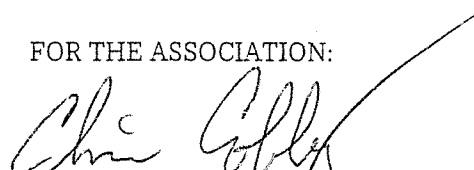
The following language will be suspended for the duration of the 2015-2016 Memorandum of Understanding, as indicated by the italicized language below:

13. This Memorandum of Understanding shall expire on June 30, ~~2016~~ ²⁰¹⁷ ~~2016~~ ~~21~~

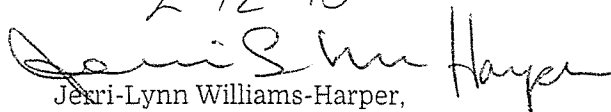
FOR THE BOARD:


Michael Bearman, Board President

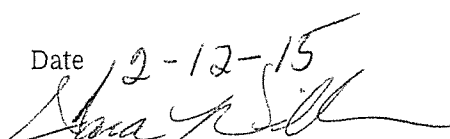
FOR THE ASSOCIATION:


Chris Cobley, AEA President

Date 2-12-13


Jerri-Lynn Williams-Harper,
Superintendent

Date 2-12-15


Tara Wilbur, UniServ Director
Michigan Education Association

Date 2/12/15

Date 2/12/15

**ALBION PUBLIC SCHOOLS
2015/16 CALENDAR**

1. Preschool Workshop (New and returning teachers) Aug 31, Sep 1, 2, 3

NOTE: Teachers shall have one of the four preschool in-service days for the exclusive use of room preparation and Association meeting. The Association will be allowed to use up to 2 hours of the above time to meet with new and returning teachers.

2. Student Full Day Sep 8, 2015
3. Early Release for Students –Teacher Normal Work Day
(Students released at 1:30 p.m.) Oct 6, 2015
4. Records Day – Students Released 12:15 Oct. 30, 2015
5. Early Release for Students – Teacher Normal Work Day
(Students released at 1:30 p.m.) Nov 3, 2015
6. Report Cards Due at 12:00 a.m. Nov 2, 2015
7. Students/Teachers Full Day – Conf. 4:30-7:30 p.m. Nov 11 & 12, 2015
8. K-8 Half Day Students – Conferences 1:30-4:00 p.m.
(Students released at 12:15 pm.) Nov 13, 2015
9. Thanksgiving Recess (Days not in session) Nov 25-27, 2015
10. Early Release for Students – Teacher Normal Work Day
(Students released at 1:30 p.m.) Dec 8, 2015
11. Winter Recess (Days not in session) Dec 21-Jan 1
12. School Resumes Jan 4, 2016
13. End of First Semester – Records Day/Students dismissed 12:15
(Report Cards due at 12:00 a.m.) Jan 15, 2016
14. No School for Students/Professional Development - Teachers Jan 18, 2016
15. Early Release for Students – Teacher Normal Work Day
(Students released at 1:30 p.m.) Feb 2, 2016
16. Student/Teachers Full Day/Conferences 4:30-7:30 p.m. Feb 9-10, 2016

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| 17. Students Half Day of School/Conferences 1:30-4:00 p.m.
(Students released at 12:15 p.m.) | Feb 11, 2016 |
| 18. No School Students/Teachers - Mid-Winter Break | Feb 12 & 15, 2016 |
| 19. Early Release for Students-Teacher Normal Work Day
(Students released at 1:30 p.m.) | Mar 8, 2016 |
| 20. Records Day – Students Released at 12:15 p.m. | Mar 18, 2016 |
| 21. K-5 Progress Reports Due @ 12:00 a.m | Mar 21, 2016 |
| 22. Good Friday (No School) | Mar 25, 2016 |
| 23. No School Students/Teachers | Apr 1, 2016 |
| 24. Spring Recess (School Not In Session) | Apr 4-8, 2016 |
| 25. School Resumes | Apr 11, 2016 |
| 26. Early Release for Students-Teacher Normal Work Day | Apr 26, 2016 |
| 27. Memorial Day (No School) | May 30, 2016 |
| 28. Last Day of School
(1/2 day for students/full day for teachers) | June 14, 2016
(June 10 2016)** |
| 29. Report Cards Due at 12:00 a.m.
(Due 12:00 a.m. on June 13 th if the last day is June 10 th) | June 17, 2016 |

****Provided the school does not go over the six days allotted by the state due to weather, emergencies, percentage of attendance, etc. the last day of school will be June 10th. Students will report for a half day. Report cards will be due June 10th at 5:00 p.m.**