THE CLARE-GLADWIN REGIONAL EDUCATION SERVICE DISTRICT

BOARD OF EDUCATION

AND

THE CLARE-GLADWIN EDUCATION FEDERATION/AFT MICHIGAN

MASTER AGREEMENT

ADDENDUM FOR WAGES AND BENEFITS

FOR JULY 1, 2011 – JUNE 30, 2012

ARTICLE XXII – COMPENSATION SCHEDULE

REPLACE (D.) WITH THE FOLLOWING. (THIS TAKES EFFECT FOR THE WINTER 2012 SEMESTER.)

D. For advancement to the next column on the salary scale, ie. BA to BA+15, the employee must have secured prior approval for coursework in order for the credits to be counted. Prior approval will be documented on the Credit Pre-Approval Form in Appendix C. Superintendent approval will be based on the following criteria:

- Is the course content relevant to the employee's current position?
- Is the course content relevant to another position in the organization which the employee is pursuing?
- Is the institution providing the coursework accredited and by whom?

The following are deadlines for submission of the Credit Pre-Approval Form:

- For courses being taken in the fall – August 1
- For courses being taken in the winter – December 1
- For courses being taken in the summer – April 1

A salary schedule change will be effective at the beginning of the school year following the date of completion of the requirements as shown on the official college transcript or other official documentation indicating satisfactory completion of coursework at the graduate level, in a planned program, or an undergraduate course, if appropriate. Satisfactory completion is defined as a grade of B- or better.

For a salary change to be effective retroactively to the beginning of the school year, all documentation must be received by the Business Office by November 1 of that year.

REPLACE (I.2.) WITH THE FOLLOWING. (THIS TAKES EFFECT AUGUST 1, 2011.)

I.   2. The District accepts the full responsibility for the health insurance costs up to the limits noted below. Employees will be responsible for the difference between the insurance rates and the limits through payroll deduction. For employees not taking health insurance, the cash in lieu of insurance will be $250.00 per month for 2009-2012. For those electing health insurance, the insurance for 2011-2012 will be Trust Flexible Blue Plan 4 POC, and the following percentage of premiums will be paid:

- 90% for 2009-2010
- 90% for 2010-2011
- 80% for 2011-2012

REPLACE (J.) and (K.) WITH THE FOLLOWING. (THIS TAKES EFFECT SEPTEMBER 1, 2011 with board paid premium contributions at 80%.)

J. Dental Insurance – Trust Incentive Plan

K. Vision Insurance – Trust VSP Plan

SALARY SCHEDULE FOR 2011-2012. (THIS TAKES EFFECT JULY 1, 2011.)

2011-2012

Step	Index	NON	BA	BA+15	BA+30	BA+45	BA+60	BA+75
0	1.00	33,511	37,234	38,432	39,625	40,821	42,018	43,215
1	1.05	35,186	39,095	40,353	41,607	42,862	44,119	45,376
2	1.10	36,862	40,957	42,275	43,588	44,903	46,220	47,536
3	1.15	38,537	42,819	44,196	45,569	46,944	48,321	49,697
4	1.20	40,213	44,680	46,118	47,550	48,985	50,422	51,858
5	1.25	41,888	46,542	48,039	49,532	51,026	52,523	54,019
6	1.30	43,564	48,404	49,961	51,513	53,068	54,623	56,179
7	1.35	45,240	50,265	51,883	53,494	55,109	56,724	58,340
8	1.40	46,915	52,127	53,804	55,475	57,150	58,825	60,501
9	1.45	48,591	53,989	55,726	57,457	59,191	60,926	62,662
10		49,723	55,248	57,015	58,776	60,539	62,305	64,070
11		50,857	56,507	58,304	60,095	61,889	63,684	65,479
12		52,249	58,055	59,899	62,201	64,054	65,913	67,771
13		54,421	60,468	62,388	64,306	66,220	68,141	70,063
Longevity								
		55,175	61,305	63,252	65,296	67,240	69,191	71,143
	$ 250	55,400	61,555	63,502	65,546	67,490	69,441	71,393

Those beyond the first longevity payment (Article XXI), will receive .5% of the base as an off scale payment.

* Those on Step 10 for 2010-2011 will move to Step 12 for 2011-2012

**Those on Step 11 for 2010-2011 will move to Step 13 for 2011-2012

Merit Pay

For the 2011-2012 school year, merit pay will be $1.00 for employees who are evaluated as "effective" or "highly effective." For the 2011-2012 school year, there will not be any merit pay for employees evaluated as "minimally effective" or "ineffective."

Appendix C.

Clare-Gladwin Regional Education Service District
Course Credit Pre-Approval Form

This form must be completed and submitted to the superintendent's office prior to your enrollment in order for the courses you complete to be credited toward your progress on the salary schedule. The following are deadlines for submission of this form: Fall Courses – August 1; Winter Courses – December 1; and Summer Courses – April 1.

_____   _____
Employee's Name   Date

I am requesting approval to take the following course(s) to use toward advancement on the salary schedule:

Course Number and Title	Institution/State (If not a Michigan institution, proof of accreditation must be attached to this form.)	# of Semester Hours	Date to be Completed

Credit hours earned in the above listed courses(s) will be approved for salary purposes upon presentation of university or college transcript indicating a grade of B- or better in the course.

Courses must be from an accredited college or university. The course(s) must be either relevant to the employee's current assignment or be an approved course which is part of a planned program leading to an advanced degree in an educational field that will benefit the organization.

1) The above named institution is accredited by:

_____ NCATE (National Council for Accreditation of Teacher Education)

_____ TEAC (Teacher Education Accreditation Council)

_____ AACTE (American Association of Colleges for Teacher Education)

_____ NCA (Higher Learning Commission)

_____ The State Department of Education in which the college/university is located.

2) _____ The course is part of a planned program leading to an advanced degree. The degree I'm pursuing is

_____.

_____   _____
Supervisor Approval   Date

_____   _____

Superintendent Approval   Date

Copies to: Employee and Human Resources

IN WITNESS WHEREOF, the parties have executed this Addendum by their duly authorized representatives on this 29th day of June, 2011.

This Addendum shall be effective July 1, 2011 to June 30, 2012.

CGEF/AFT Negotiating Team: Margie Dill, Marcia Haley, Jay Kirchheimer, and Marsha Shields

Board Negotiating Team: Don Hannah, Barbara Richards, Tammy Chaffee, Sheryl Presler, Deborah Snyder, and Cheri Umbarger

BOARD OF EDUCATION

CLARE-GLADWIN REGIONAL EDUCATION SERVICE DISTRICT

BY_____

       Barbara Richards, President   Date

_____

       Susan Murawski, Secretary   Date

CLARE-GLADWIN EDUCATION FEDERATION/AFT - Michigan

BY_____

       Margie Dill, President   Date

_____

       Marcia Haley, Negotiation Team   Date

_____

Jay Kirchheimer, Negotiation Team   Date

_____

Marsha Shields, Negotiation Team   Date