



LETTER OF AGREEMENT  
For  
ELEMENTARY PLANNING TIME  
(Article 7, School Day A.1.c)  
BETWEEN THE

EAST GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION AND THE  
EAST GRAND RAPIDS EDUCATION ASSOCIATION

This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding Elementary Planning Time. The EGRPS Problem Solving Committee has reviewed the number of missed planning times for elementary teachers for the 2018-2019 and 2019-2020 school years and has resolved an issue of inequity in number of planning days.

**During the 2018-2019** school year, the following schedules will be followed for all elementary staff including Spanish, Reading Support, Specials, etc.:

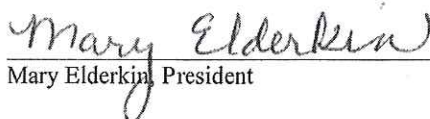
Wednesday, August 29th, 2018:	Staff will follow the Friday schedule for specials
Tuesday, September 4th, 2018:	Staff will follow the Monday schedule for specials
Thursday, October 25th, 2018:	Staff will follow the Friday schedule for specials
Wednesday, December 19th, 2018:	Staff will follow the Friday schedule for specials
Tuesday, January 22nd, 2019:	Staff will follow the Monday schedule for specials
Thursday, March 28th, 2019:	Staff will follow the Friday schedule for specials

**During the 2019-2020** school year, the following schedules will be followed for all elementary staff including Spanish, Reading Support, Specials, etc.:

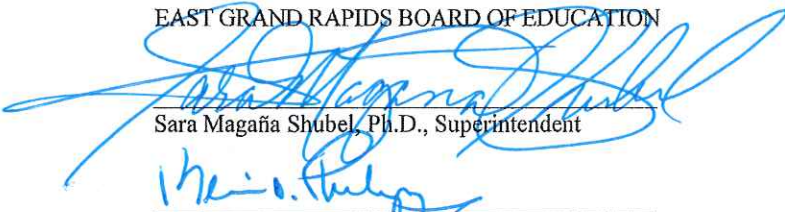
Wednesday, August 28th, 2019:	Staff will follow the Friday schedule for specials
Tuesday, September 3rd, 2019:	Staff will follow the Monday schedule for specials
Thursday, October 24th, 2019:	Staff will follow the Friday schedule for specials
Wednesday, December 18th, 2019:	Staff will follow the Friday schedule for specials
Tuesday, January 21st, 2020:	Staff will follow the Monday schedule for specials
Thursday, April 2nd, 2020:	Staff will follow the Friday for schedule specials

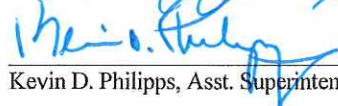
Elementary teachers who miss two planning times shall be compensated for 6 hours, and elementary teachers who miss three planning times shall be compensated for 9 hours at an hourly rate of 0.08% of the base salary. Per Article 7,A,1.c, in the case of Act of God day, the district will not provide compensatory planning time or compensation.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

  
Mary Elderkin, President

EAST GRAND RAPIDS BOARD OF EDUCATION

  
Sara Magaña Shubel, Ph.D., Superintendent

  
Kevin D. Philipps, Asst. Superintendent of Business

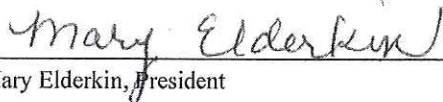


LETTER OF AGREEMENT  
For  
MIDDLE SCHOOL SCHEDULE  
(Article 7, School Day A.2)  
BETWEEN THE  
EAST GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION AND THE  
EAST GRAND RAPIDS EDUCATION ASSOCIATION

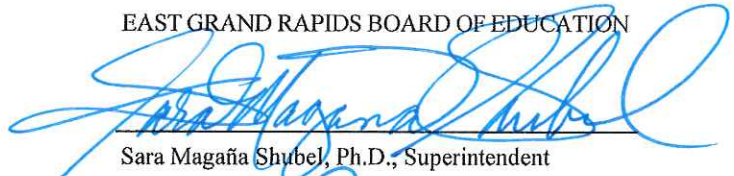
This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding the Middle School Basic School Day. The EGRPS Problem Solving Committee has reviewed the BRIDGES program and has agreed to the following:

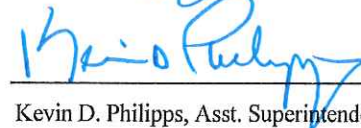
For the 2018/2019, 2019/2020, and 2020/2021 school years, the middle school Basic School Day may be modified with an altered schedule to incorporate the BRIDGES program. All professional staff will be involved in activities to support the BRIDGES program through the implementation of program elements during the scheduled BRIDGES class. BRIDGES classes will meet approximately one time per week; however, the exact frequency may vary during specific times throughout the school year and the schedule will be determined collaboratively between the administration and EGREA President and/or Designee.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

  
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Sara Magaña Shubel, Ph.D., Superintendent

  
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Kevin D. Philipps, Asst. Superintendent of Business





LETTER OF AGREEMENT  
For  
HIGH SCHOOL AND MIDDLE SCHOOL PARENT-TEACHER CONFERENCE TIMES  
(Article 7, School Day D)  
BETWEEN THE  
EAST GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION AND THE  
EAST GRAND RAPIDS EDUCATION ASSOCIATION

This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding High School and Middle School Parent-Teacher Conference times.

The EGRPS Problem Solving Committee has reviewed the language for High School and Middle School Parent-Teacher Conference language and has agreed to the following:

**ARTICLE 7  
SCHOOL DAY**


**D. PARENT-TEACHER CONFERENCES**

**High School and Middle School Parent-Teacher Conferences**

Middle and High School conferences shall be held over a two-week time period in the fall. Dates will be determined by the end of the previous school year and will include two evenings and one half day. The evening conferences will be held from 4:00 pm to 7:00 pm. One additional half day conference will be scheduled from 8:00 am to 11:00 am. The actual conference dates and times will be determined collaboratively between the administration and EGREA.

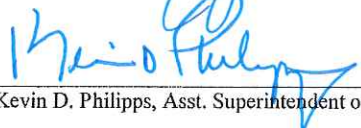
1. Teachers will earn one-half (1/2) day of compensatory time for every evening conference.
2. Part-time staff will have compensatory time equal to the amount of time above and beyond their regular teaching schedule during parent-teacher conferences.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

  
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Sara Magaña Shubel, Ph.D., Superintendent

  
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Kevin D. Philipps, Asst. Superintendent of Business



LETTER OF AGREEMENT  
For  
CALENDAR CHANGE  
BETWEEN THE  
EAST GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION AND THE  
EAST GRAND RAPIDS EDUCATION ASSOCIATION

This is an agreement between the East Grand Rapids Public Schools Board of Education and the East Grand Rapids Education Association regarding the 2018-2019 calendar. During the 2018-2019 school year, EGRPS has canceled school ten (10) times due to inclement weather, power outages, and bomb threats. In order to meet the state required number of instructional days (180) and hours (1098), the district is required to add one day of instruction as of the date of this agreement.

**During the 2018-2019** school year, the revised Spring Break calendar schedule will include a full day of instruction on Monday, April 8, 2019.

This agreement is non-precedent setting and does not change any contract language.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

  
Mary Elderkin, President

EAST GRAND RAPIDS PUBLIC SCHOOLS  
BOARD OF EDUCATION

  
Heidi S. Kattula, Ed.D., Superintendent

  
Kevin D. Philipps, Asst. Superintendent of Business

LETTER OF AGREEMENT  
For  
MIDDLE SCHOOL SCHEDULE  
(APPENDIX C-6 & C-7)  
BETWEEN THE  
EAST GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION AND THE  
EAST GRAND RAPIDS EDUCATION ASSOCIATION

This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding the middle school class period schedule published in Appendix C-6 and C-7. The EGRPS Problem Solving Committee has reviewed the middle school class period schedule and has agreed to the following:

Starting with the 2018/2019 school year, the following schedule shall replace the previously published middle school class period schedule published in Appendix C-6:

	<b>Start Time</b>	<b>End Time</b>
<b>E</b> <b>8<sup>th</sup> Grade Class Schedule</b>		
1 <sup>st</sup> Hour Elective Class	8:00 AM	8:59 AM
2 <sup>nd</sup> Hour Elective Class	9:04 AM	10:03 AM
3 <sup>rd</sup> Hour Core Class	10:08 AM	11:06 AM
Lunch	11:11 AM	11:41 AM
4 <sup>th</sup> Hour Elective Class	11:46 AM	12:44 PM
5 <sup>th</sup> Hour Core Class	12:49 PM	1:48 PM
6 <sup>th</sup> Hour Core Class	1:53 PM	2:52 PM
Academic Help	2:52 PM	3:02 PM
<b>EAST GRAND RAPIDS MIDDLE SCHOOL</b>		

Starting with the 2018/2019 school year, the following schedule shall replace the previously published middle school class period schedule published in Appendix C-7:

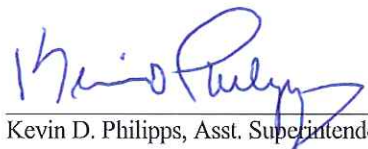
	Start Time	End Time
<b>E</b>		
1 <sup>st</sup> Hour	8:00 AM	8:28 AM
2 <sup>nd</sup> Hour	8:33 AM	9:00 AM
BRIDGES	9:05 AM	9:22 AM
3 <sup>rd</sup> Hour	9:27 AM	9:54 AM
4 <sup>th</sup> Hour	9:59 AM	10:26 AM
5 <sup>th</sup> Hour	10:31 AM	10:58 AM
6 <sup>th</sup> Hour	11:03 AM	11:30 AM
Academic Help	11:30 AM	11:35 AM
<b>EAST GRAND RAPIDS MIDDLE SCHOOL</b>		

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Kevin D. Philipps, Asst. Superintendent of Business





LETTER OF AGREEMENT  
 For  
 HIGH SCHOOL AND MIDDLE SCHOOL PARENT-TEACHER CONFERENCE TIMES  
 (Article 7, School Day D)  
 BETWEEN THE  
 EAST GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION AND THE  
 EAST GRAND RAPIDS EDUCATION ASSOCIATION

This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding High School and Middle School Parent-Teacher Conference times.

The EGRPS Problem Solving Committee has reviewed the language for High School and Middle School Parent-Teacher Conference language and has agreed to the following:

**ARTICLE 7  
 SCHOOL DAY**

**D. PARENT-TEACHER CONFERENCES**

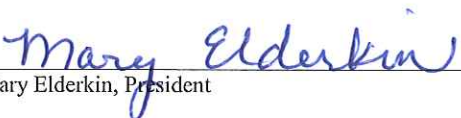
**High School and Middle School Parent-Teacher Conferences**

Middle and High School conferences shall be held over a two-week time period in the fall. Dates will be determined by the end of the previous school year and will include two evenings and one half day. The evening conferences will be held from 4:00 pm to 7:00 pm. One additional half day conference will be scheduled from 8:00 am to 11:00 am. Three hours of building time will be held from 12:00 pm to 3:00 pm on the afternoon of the day of the morning conference session; during this time, it is expected that teachers will be in the building working on job related tasks that may include, lesson planning, curriculum development, grading and assessment, IEP meetings, meetings with students and/or parents, and other related work. These hours will not be counted as District Provided Professional Development (DPPD). The actual conference dates and times will be determined collaboratively between the administration and EGREA (i.e. building representative).

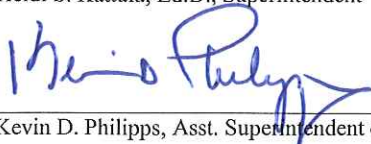
1. Teachers will earn one-half (1/2) day of compensatory time for every evening conference.
2. Part-time staff will have compensatory time equal to the amount of time above and beyond their regular teaching schedule during parent-teacher conferences.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

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 Kevin D. Philipps, Asst. Superintendent of Business



LETTER OF AGREEMENT  
 For  
 WORKDAY MINUTES COMPENSATION (Article 7, School Day)  
 BETWEEN THE  
 EAST GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION AND THE  
 EAST GRAND RAPIDS EDUCATION ASSOCIATION

This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding Workday Minutes Compensation.

The EGRPS Problem Solving Committee has reviewed the language for Workday Minutes Compensation and has agreed to the following:

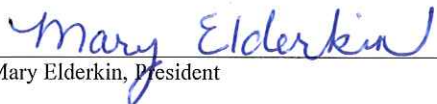
When a teacher is assigned to more than one school building as part of their regular teaching assignment, the school building in which more than half of their work day is assigned shall govern the contractual stipulations for the length of their lunch period, preparation time, professional meeting schedules, and daily start and end times.

Whenever a multi-building teaching assignment requires a teacher to extend their duties beyond the normal work day, the teacher shall be paid the hourly rate of .065% of BA Step 1 for the additional work time. Travel time between buildings shall be 15 minutes and be paid at the same hourly rate when such travel reduces contractually provided planning time or the teacher's lunch. Whenever planning time for a multi-building teacher is scheduled in a manner that it occurs across different class periods for a secondary teacher, or days of the week for an elementary teacher, the total number of minutes of planning time on a daily basis for secondary teachers, or weekly basis for elementary teachers, shall be used to calculate whether the teacher is due further compensation. The 15-minute travel time allotment in this Letter of Agreement supersedes the 10-minute allocation provided in Article 10 Section E without altering any other contractual language of that section.

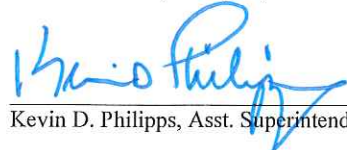
Payment for this additional work time shall be calculated annually after the conclusion of the school year. Such payment shall be based on the number of teaching days in the school year, less any use of leave time and Act of God days. Payment will occur automatically as a lump-sum payment the last pay period in June.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

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