

CONTRACT

between

BOARD OF EDUCATION
SAGINAW TOWNSHIP COMMUNITY SCHOOLS

and

SAGINAW TOWNSHIP EDUCATION ASSOCIATION

2012-2017

Saginaw Township Community Schools
Saginaw, Michigan

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CONTRACT

between

**SAGINAW TOWNSHIP COMMUNITY SCHOOLS
BOARD OF EDUCATION**

and

SAGINAW TOWNSHIP EDUCATION ASSOCIATION

1.0000 PREAMBLE

1.0100 This agreement is made and entered into this 25th day of March, 2013, by and between the Board of Education, Saginaw Township Community Schools, Saginaw, Michigan, hereinafter called the "Board", and the Saginaw Township Education Association, hereinafter called the "Association."

2.0000 RECOGNITION

2.0100 The Board hereby recognizes the Association as the exclusive bargaining representative to the extent required by Act 379 of the Public Acts of 1965 for the following employees: All certificated, non-certificated, and specially endorsed classroom teachers, guidance counselors, permanent substitute teachers, school librarians, speech and hearing therapists, department facilitators, school social workers, school psychologists, all full-time and regular part-time teachers and other instructional professionals employed by the Saginaw Township Community Schools at its facility known as the Mackinaw High School, including high school completion and Under 16 school instructors, counselors, English-as-a-Second-Language, and Adult Basic Education programs, but excluding the superintendent of schools, assistant superintendents, directors, administrative assistants, principals, assistant principals, administrative interns, nurses, Mackinaw High School director, hall monitors and parking lot attendants and all other supervisory and executive personnel, for the purpose of collective bargaining in respect to hours, wages, terms and conditions of employment.

2.0110 The terms "teacher," "employee," or "member" when used hereinafter in this Agreement, shall refer to all employees recognized in paragraph 2.0100 and such reference shall mean both male and female.

2.0115 The term "ancillary employee" shall mean an employee represented by the Association in paragraph 2.0100 who is not required to hold a teaching certificate/permit to be employed. Presently (February 2014), these positions include counselor, school social worker, speech therapists, and school psychologists. If the employee is covered by the Teacher Tenure Act, the employee is not an ancillary employee.

2.0120 The parties agree that there are substantial and unique differences in the working conditions of the teachers at the Mackinaw High School and teachers in the K-12 program. Accordingly, the provisions of this agreement shall apply to the Mackinaw High School teachers unless otherwise specifically agreed by the parties.

These sections shall not apply to the Mackinaw High School teachers:

- | | | | | |
|--------|--------|--------|--------|---------|
| 6.0110 | 6.0151 | 6.0152 | 6.0153 | 6.0154 |
| 6.0155 | 6.0156 | 6.0180 | 6.0201 | 6.0210 |
| 6.0212 | 6.0213 | 6.0214 | 6.0215 | 6.0216 |
| 6.0218 | 6.0220 | 6.0230 | 6.0240 | 12.0800 |

12.0900	16.0710	16.071	16.0712	16.0713
16.0714	16.0715	16.0716	16.0760	18.0110

3.0000 ASSOCIATION

- 3.0100** Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.
- 3.0200** The Association shall have the right to post notices of its activities and matters of Association concern on Association bulletin boards, one of which shall be provided at each school building.
- 3.0250** The STEA Representative Council Delegate for the Mackinaw High School shall have his/her regular schedule adjusted so that he/she may attend the regular monthly meeting of the STEA Representative Council without loss of hours or pay.
- 3.0300** The Association may use the District's inter-school mail service and teacher mailboxes for communications to its members, provided distribution of Association mail does not require the Board of Education to expend additional money or allocate additional personnel time to perform such service.
- 3.0350** The Association may use the District facilities free of charge to hold Association meetings provided the use does not require the Board of Education to expend additional money or allocate additional personnel time. General membership activities will require a building use form submitted to the building principal requesting approval prior to holding the meeting.
- 3.0355** Employees may have access to the Internet and e-mail for their personal use free of charge so long as such use is not during scheduled working hours and such use does not create any additional expense for the District. The expectations are that the employees would use them in a professional manner that would comport with the expectations of the public for use of public property. There is no expectation of privacy when the employee uses the internet and e-mail. All use may be monitored at any time. All use is subject to disclosure under the Freedom of Information Act (FOIA).
- 3.0400** Upon request in writing by the Association, the following reports will be made available if the report is complete:
- Annual Financial Report for the year ending as of June 30, after completion of the audit,
 - Copy of the budget that is presented for adoption by the Board,
 - List of personnel covered by the Master Agreement, including salaries, degrees, and years of experience in system and out, age and position on salary scale,
 - Membership Personnel and School Plant Facilities Report,
 - Annual Statistical Report,
 - Annual Financial Audit,
 - Information concerning economic data of fringe benefit programs, if such information is reasonably available in the business office,
 - Names of new teachers after they begin employment,
 - Printout of all Extra-Curricular Stipends.
- 3.0500** The Association will be included on the mailing list for Board minutes and agendas.
- 3.0600** There will be equitable distribution, to all teachers, of passes for all school events for which admission is charged in accordance with Board of Education policies.

3.0700 The provisions of the Agreement and the wages, hours, terms and conditions of employment shall be applied in a manner which is not arbitrary, capricious or discriminatory.

3.0800 Association Days

The Board of Education shall permit person or persons designated by the Association a maximum of twenty-five (25) days total absence, without loss of pay, to attend Association conferences and/or union sponsored events. The maximum amount of Association Days to be used by any one bargaining unit member shall be ten (10) in any given year. This maximum can be increased by a mutual agreement between the parties. Association Days must be used in no less than ½-day increments. The Association shall reimburse the Board of Education for wages paid substitute teachers employed to replace the Association member in his/her respective class.

Any Association Days not used in a previous contract year will be added to the next contract year's total.

3.0850 Each member can donate up to one unused personal day per year to the STEA President to use as supplemental Association Days. The STEA President may have a maximum of five (5) supplemental days per year. These days shall be used to conduct association business that cannot be conducted outside of the school day. If unused, these days cannot be added to the next contract year's total. Whenever possible, prior notification of the use of a day will be given. If more than five (5) days are donated by the membership, a lottery will determine which member's days are being used. The opportunity to donate a day will be provided on the form for Disposition of Unused Personal Days.

3.0860 Effective August 1, 2009, upon notification from the Association that it will reimburse the district all costs, the Association President will be provided a release hour for a sixth hour of teaching daily. Effective with the 2012-2013 school year it will be a seventh hour at Heritage High School.

3.0900 Dues Check Off

3.0910 Section not applicable

3.0920 Section not applicable

3.0930 Each employee shall, as a condition of employment, (1) on or before thirty (30) days from the first day of active employment or the effective date of this Agreement, whichever is later, join the Association, or (2) pay a Service Fee to the Association, pursuant to the Association's "Policy Regarding Objections to Political-Ideological Expenditures" and the Administrative Procedures adopted pursuant to that policy. The Service Fee shall not exceed the amount of Association dues collected from Association members.

3.0940 Section not applicable

3.0950 The Association will indemnify and hold the Employer, its Board of Education, agents, employees, elected officials, administrators and supervisors harmless from any liability, claims, lawsuits, judgments, costs and expenses of any kind whatsoever (including loss/reduction of funding), including attorney fees and related litigation costs, resulting from the Employer's compliance with the union security or dues check-off provisions (including reliance on individual authorizations to deduct dues or fees) contained within this Agreement.

3.0960 Section not applicable

3.0970 Section not applicable

3.0980 Section not applicable

4.0000 BOARD RIGHTS

4.0100 Subject to the provisions of this Agreement, the Board, on its own behalf and on the behalf of the electors of the district, reserves unto itself full rights, authority and discretion in the discharge of their duties and responsibilities to control, supervise and manage the Saginaw Township Community School system and its professional staff under the law and the Constitution of the State of Michigan and the United States.

4.0200 The exercise of the foregoing rights, authority and discretion shall be limited only by the terms of this Agreement and then only to the extent such terms hereof are in conformance with the Constitution and laws of the United States.

4.0300 The parties agree that this contract incorporates their full and complete understanding and that any prior oral agreements or practices are superseded by the terms of this Agreement. The parties further agree that no such oral understandings or practices will be recognized in the future unless committed to writing and signed by the parties as supplement to this Agreement.

5.0000 NO STRIKE

5.0100 The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association therefore agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any teacher take part in any strike, slowdown or stoppage of work, boycott, picketing or other interruption of activities in the school system. Failure or refusal on the part of any teacher to comply with any provision of this Article shall be cause for whatever disciplinary action is deemed necessary by the Board.

6.0000 TEACHING CONDITIONS

6.0100 Teaching Hours

6.0110 This section, 6.0110, does not apply to the Mackinaw High School teachers. The teachers' normal hours in all grades shall be eight (8) hours per day during the school year.

6.0120 All teachers shall have at least a 40-minute duty free, uninterrupted lunch period. All teachers must be available in their teaching stations, to the students, 15 minutes before the first class convenes and 15 minutes after the last class is dismissed. Beginning with the 2000-2001 school year, the middle school faculty shall not be required to be at their teaching stations for the 15 minutes subsequent to the dismissal of the last class.

All Mackinaw High School teachers shall have at least a thirty (30) minute unpaid, duty free, uninterrupted lunch period. Mackinaw High School teachers shall be required to be in the lab when the lab is open.

6.0130 Exceptions to these regulations shall be only with permission of the building administrator. Meetings called by the principal or administrator before or after school shall also excuse a teacher from the 15-minute rule. In the Mackinaw High School exceptions to being in the lab while it is open shall be only with the permission of the administrator.

6.0140 The Board recognizes teaching as a professional calling and shall not impose unreasonable demands upon a teacher's time and shall agree that the work week for the teaching staff shall be maintained at a professional level and shall be distributed equitably and consistent with the work schedule of a professional.

6.0141 The parties agree that split shifts are normally undesirable and will be avoided unless no reasonable alternative is available. The parties agree that assignments that teachers split between buildings are undesirable and will not be used as a subterfuge to violate this Agreement. The teacher's duty day shall not exceed seven (7) continuous hours on days when travel time infringes upon the teacher's lunch or preparation hour.

6.0150 Assigned Time

6.0151 This section, 6.0151, does not apply to the Mackinaw High School teachers. The time a teacher is assigned with students at Heritage High School is six (6) fifty-two (52) minute periods (beginning in the 2012-2013 school year). The time a teacher is assigned with students in the middle school is five (5) sixty (60) minute periods organized into blocks of instructional time. The middle school learning community will consist of two (2) core instruction blocks and one (1) enrichment period. A block consists of two (2) sixty (60) minute periods. The learning community may be flexible with their core instruction block of time.

Pilot or exploratory programs may be an exception to the above.

6.0152 This section, 6.0152, does not apply to the Mackinaw High School teachers. The time assigned with students will not exceed 330 minutes per day except when necessary to the efficient and proper functioning of a teaching team. In that event, the time a teacher is assigned with students is at no time to exceed 1,650 minutes in any one-week.

6.0153 This section, 6.0153, does not apply to the Mackinaw High School teachers. In the event of an emergency, it becomes necessary to assign a teacher to students for a longer period of time than specified above, the teacher shall be compensated at an hourly rate to be determined by dividing the contractual salary by the number of teacher work days, the quotient of this division further divided by five (5) for middle school teachers and by six (6) for teachers at high school.

If the overload continues for more than one semester, the teacher shall be compensated at the hourly rate, as determined above, plus an additional six (\$6.00) dollars per hour of overload. If the teacher chooses to teach an overload, the teacher shall remain at the school for an additional class period as a preparation period.

If it is necessary for a teacher in an instructional area to teach in the absence of a requested substitute, the teacher will be compensated at an hourly rate equal to one-sixth ($\frac{1}{6}$) of the daily substitute rate at the middle school and one-seventh ($\frac{1}{7}$) of the daily substitute rate at high school.

6.0154 This section, 6.0154, does not apply to the Mackinaw High School teachers. Secondary teachers (9-12) shall not be required to have more than four (4) preparations within six (6) teaching assignments per day. A classroom preparation shall be defined as the planning and work of a teacher prior to the teaching of one or more sections of classroom assignment.

6.0155 This section, 6.0155, does not apply to the Mackinaw High School teachers. Middle school teachers (6-8) shall not be required to have more than four (4) teaching preparations within five (5) teaching assignments per day. A classroom preparation shall be defined as the planning and work of a teacher prior to the teaching of one or more sections of classroom assignment.

6.0156 This section, 6.0156, does not apply to Mackinaw High School teachers. Any middle or secondary teacher assigned an additional preparation shall be compensated according to the following formula:

- a. Middle School Teachers Fifth Hour Preparation-the salary divided by the number of teacher days divided by 5 x .25 = rate x number of student days in the school year. The

number of teacher days will be based on the number of days in the school calendar (Article 18.0000) for that teacher (new teacher or otherwise).

- b. High School Teachers Fifth and Sixth Hour Preparation-the salary divided by the number of teacher days divided by 6 x .25 = rate x number of student days in the school year. The number of teacher days will be based on the number of days in the school calendar (Article 18.0000) for that teacher (new teacher or otherwise).

One-half (½) of compensation will be paid at the end of the first semester and one-half (½) at the end of the second semester.

6.0157 The Board shall provide Mackinaw High School teachers with prep time/meetings to be determined by the administration based upon the needs of the program, but in no case less than five (5.0) hours per week for a faculty member who is regularly scheduled to work at least 37.5 hours per week.

6.0160 In the K-5 schools, the teacher's planning period shall be from 7:30 – 7:45 a.m. and from 2:35 - 3:30 p.m. Adjustments to this schedule may be made to compensate for varying starting times of individual schools. Individual exceptions to this section shall be made between the Association President, or if not available, the building representative and the Administration.

6.0163 Elementary Report Cards

Elementary teachers will have at least three (3) school business days, including teacher workdays, between the end of the marking period and when report cards are to be completed.

6.0165 High School Counselors, Co-op Coordinators, and Media Specialists may be scheduled to work August through June for no more total days than their regularly scheduled number of teacher workdays. These days shall be mutually agreed to on a calendar schedule between the counselors and the building principal on an annual basis.

6.0170 Attendance at School Functions

Teachers may be required to remain after school without additional compensation for up to one hour after the 15 minutes teachers are available for parents and students at their teaching stations, on each of two days each month to attend meetings called by the principal or administrator. Teachers shall be notified three (3) working days before building meetings except in an emergency.

6.0175 Recognizing the importance to school/teacher/parent relationships of Open House (sometimes called Curriculum Night) programs, a teacher who is unable to attend this function will, except in the case of emergency, give the building principal at least three days written notice prior to the function.

6.0180 This section, 6.0180, does not apply to Mackinaw High School teachers. Parent/Teacher Conferences will be held in the fall and again in the spring. Teachers unable to attend the conferences because of illness will be required to use a sick day or a personal day (where appropriate) with the only exception being a teacher who has a commitment for another school-sponsored event.

The first set of parent/teacher conferences will be held in the fall.

The schedule for day 1 is:

Elementary	7:45 to 10:55 class for students
	12:00 to 4:00 conferences

Middle School	8:40 to 11:50 class for students 1:00 to 5:00 conferences
High School	7:40 to 10:50 class for students 12:00 to 4:00 conferences

The schedule for day 2 is:

Elementary	11:30 to 2:35 class for students 4:00 to 8:00 conferences
Middle School	12:30 to 3:29 class for students 4:30 to 8:30 conferences
High School	11:30 to 2:40 class for students 4:00 to 8:00 conferences

The second set of parent/teacher conferences will be held in the spring. Students will attend school for a full day on each day of conferences. Conferences will be held in the evening on both days as follows:

Elementary	4:00 to 6:00 conferences
Middle School	4:30 to 6:30 conferences
High School	4:00 to 6:00 conferences

Teachers will continue to schedule individual conferences outside the aforementioned times when necessary to meet with parents.

6.0181 A Mackinaw High School teacher may be required to attend parent-teacher conferences as scheduled by the Board, not to exceed six (6) hours per year.

6.0200 Student/Teacher Ratios

Class Sizes. The administration recognizes the difficulties imposed at the beginning of the year on teachers and will make every effort to adjust class sizes, as far as practical, prior to the commencement of school. Further, efforts will be intensified to balance class assignments, as far as practical, in the planning stage so that overloads can be avoided. The administration will further take into consideration the problems resulting from mainstreaming and will give consideration to any unusual demands required of the teaching staff in these situations.

6.0201 This section, 6.0201, does not apply to Mackinaw High School teachers. Special Education students, when mainstreamed, shall be counted the same as all other students for computation in student-teacher ratios.

6.0210 This section, 6.0210, does not apply to Mackinaw High School teachers. The Board of Education agrees that the ratio of students to teachers at each school unit as listed below shall not be exceeded except for an emergency.

6.0212 This section, 6.0212, does not apply to Mackinaw High School teachers. Overloads may occur on a daily basis in grades K-5. Overloads may occur under two separate circumstances at the Middle School (6-8) and the High School, on an hourly basis and on a daily basis. Each instance must be treated individually at each level.

It is recognized that different degrees of flexibility in scheduling are required at each level. Accordingly, beginning on the sixteenth (16th) student attendance day and continuing throughout the remainder of the school calendar year, overload compensation shall be the greater dollar amount of either hourly or daily.

6.0213 Hourly Compensation

This section, 6.0213, does not apply to Mackinaw High School teachers.
\$1.60 per student per hour per day in excess of:

Middle School (6-8)	32:1
High School (9-12)	33:1

One (1) hour is defined as one (1) teaching period.

6.0214 Daily Compensation (K-5)

This section, 6.0214, does not apply to Mackinaw High School teachers.

K (½ day) compensation to be \$4.00 per day per student per session exceeding a ratio of 27:1.

K (all day) compensation to be \$8.00 per day per student exceeding a daily ratio of 27:1.

3-5 compensation to be \$8.00 per day per student exceeding a daily ratio of 30:1.

Less than full-time elementary students shall be computed at an hourly rate of .2 per student per hour accumulated on a weekly basis and then paid at the daily rate. The weekly accumulation shall be rounded as follows:

Minimum of .6/week = \$4.80, .8/week = \$6.40, 1.0/week = \$8.00.

6.0215 Daily Compensation (Middle (6-8); High School (9-12))

This section, 6.0215, does not apply to Mackinaw High School teachers.

Middle and high school compensation to be \$3.20 per day per student in excess of:

Middle School (6-8)	150 students	(30 x 5)
High School (9-12)	167 students	

6.0216 This section, 6.0216, does not apply to Mackinaw High School teachers. The only classes exempt from any of the above ratios or limits are elementary music and physical education, ratio 35:1; High school classes of choir, band, and physical education, ratio 60:1; keyboarding ratio, 40:1; and middle school choir, band and physical education, ratio of 300 per day.

Exceptions to the elementary ratio of 35:1 must be mutually agreed upon by both the STEA and the administration.

Middle school (6-8) daily limit 300
High school (9-12) daily limit 350

*Swimming classes shall conform to the regulations as outlined by the State and the Red Cross.

6.0218 This section, 6.0218, does not apply to Mackinaw High School teachers. It is agreed that a split classroom is an undesirable situation. Teachers volunteering for a split classroom will be

considered. In an effort to provide a favorable teaching/learning situation, the class size will be less than the average size of classrooms of grades being combined in that building.

6.0220 Half-day Kindergarten Classes

This section, 6.0220, does not apply to Mackinaw High School teachers. For the purpose of computing a kindergarten ratio per building, a full-time kindergarten teacher shall count as one (1) classroom teacher unit after dividing total kindergarten students by two.

6.0230 This section, 6.0230, does not apply to Mackinaw High School teachers. The above ratios may be exceeded in case of emergency. An emergency being defined as a situation in which all reasonable efforts have been made by the administration to obtain personnel needed to maintain the above listed ratios.

6.0240 Special Teachers (elementary music, art, physical education)

This section, 6.0240, does not apply to Mackinaw High School teachers. The number of special teachers shall be computed as follows: Special teachers shall be in a ratio of 1:20 with K-5 classrooms, as computed in the pupil-teacher ratio. These teachers shall be assigned to the individual buildings as equitably as their efficient use will permit.

Adjustments in the above personnel will be made upward and downward in accordance with available funds. Every attempt will be made to maintain the balanced program agreed to herein.

6.0300 Student-Teacher Assignments

6.0310 No student teacher shall be assigned to a teacher without the supervising teacher's consent.

6.0315 Compensation for the supervising teacher will be determined by dividing the total amount of monies paid by the universities involved by the number of student teachers in Saginaw Township. Each supervising teacher will receive the quotient of the above multiplied by the number of student teachers supervised.

6.0330 Student teachers may only be assigned to tenured teachers or to non-tenured teachers where that teacher has taught four (4) or more years in another district and has taught at least two (2) years in the Saginaw Township Community Schools.

6.0340 Teachers will be assigned a student teacher according to each university's/college's program design and duration.

6.0400 Classroom Temperature

The Board agrees to make every effort to maintain a minimum classroom temperature of 55 degrees. In situations in which classroom temperature is below 55 degrees due to mechanical malfunction or other causes and no relief is probable within a two-hour period, the matter will be presented to the Superintendent or designee, for a decision relative to closing schools.

6.0401 Maintenance of Buildings

It is desirable that buildings be maintained to the best of the District's ability. Every reasonable attempt shall be made to maintain the physical plant and its equipment to the level of maximum efficiency. Such attempt shall be promulgated upon the reporting of any problem areas and the availability of parts or replacement equipment in correcting the reported deficiencies.

6.0500 Building keys shall be allocated to teachers upon request at the discretion of the building principal.

6.0600 Whenever instructional aides and clerks shall be placed in the team or with an individual teacher, a sixty (60) day probationary period shall exist at which time the professional teachers on that team or the individual teacher shall decide and notify the administration as to whether these people are to remain in the team.

6.0800 Camp Program

Elementary teachers who are required to attend camp will be paid \$50.00 each time they are present for the entire day period and remain overnight. If the teacher is entitled under this paragraph to \$100.00, the teacher may elect to be credited with one (1) personal day in lieu of the \$100.00. If school is canceled for the district pursuant to 18.0200 and teachers continue to work at camp as originally planned (unaffected by the cancellation), the teacher will be credited with an additional personal day, for each such day. Half (½) day cancellations will be treated on a similar basis with the crediting of a half (½) day of personal time.

6.0900 School Improvement Committee

6.0940 Section not applicable

6.0950 The Master Agreement may not be modified in whole, or in part, except by mutual written agreement by the Association and the Board.

7.0000 ASSIGNMENT AND TRANSFER

7.0100 The Superintendent of Schools shall be responsible for the assignment and transfer of all faculty personnel. Teaching assignments may be changed at the discretion of the Superintendent. The provisions of this Article only limit the Superintendent's discretion in the assignment of ancillary employees. Assignment and transfer of non-ancillary teachers and its effects, if any, on ancillary employees is at the sole discretion of the Superintendent of Schools. Non-ancillary staff is affected by Board Policy 5170, Recruitment and Selection of Personnel.

7.0200 A transfer and change of assignment an ancillary employee will be on a voluntary basis whenever possible. In the case of involuntary assignment and transfer of an ancillary employee, the consideration and wishes of the employee will be honored to the extent that this consideration does not conflict with the instructional requirements of the school. For non-ancillary employees, the district may consider volunteers for transfer. Whenever an involuntary assignment cannot be avoided, a personal interview prior to June 1 or written notification with the affected party will be held to clarify the reasons for making said assignment.

Should an un-requested transfer, including a total work assignment, occur, i.e., the teacher is involuntarily moved to another building, including traveling classroom teachers who have their home base involuntarily moved to another building, the teacher(s) transferred will be provided a minimum of one (1) working day of release time, mutually agreed to between the teacher and administration, to complete necessary arrangements and preparations. It is the responsibility of the teacher to schedule this time with their supervisor. Teachers shall not be requested to complete such arrangements on weekends or holidays.

On or before June 15th, if the Director of Human Resources and Labor Relations should specifically request, in writing, that the teacher carry out such arrangements on a non-student instruction day, the teacher shall be paid his/her regular daily rate for the days worked.

A teacher who is involuntarily transferred on or after June 16th and before August 15th will be given the option of the release time or ½ their per diem rate of pay.

A teacher who is involuntarily transferred on or after August 15th and the first work day of the school year will be given the option of the release time or their per diem pay for their move.

7.0210 The requirements of this section only apply to a position held or that could be filled with an ancillary employee. If a position becomes vacant or is created and such position properly falls within the scope of the bargaining unit, as defined in the Article of Recognition of this Master Contract, such vacancy shall be posted for ten (10) days on the district's web site. If the vacancy is filled from within the membership of the bargaining unit, the vacancy created by the successful candidate will be posted for five (5) days. If the second vacancy is filled by a member of the bargaining unit the vacancy created by this transfer need not be posted. A copy of each posting will be sent to the Association President and Grievance Chairperson, at the time of the posting.

Members with the requisite ancillary certification and qualifications expressing interest in the position or positions will be given first consideration via an interview. Any member who has applied for but not been awarded a posted vacancy may request and is entitled to a meeting with the interview team. This meeting shall be held in a timely fashion.

7.0215 A vacancy exists when there is an ancillary position for which no teacher in the bargaining unit is assigned.

When such a vacancy occurs, the ancillary position will be posted as outlined in Section 7.0210 above.

7.0220 In an involuntary transfer situation involving multiple ancillary employees, the primary consideration for filling positions by another ancillary employee will be district seniority, experience at that level and appropriate accreditation standards for that level. Reassignment of ancillary employees due to layoff will be considered an involuntary transfer. The involuntary transfer of a non-ancillary teacher that affects an ancillary teacher is at the sole discretion of the Superintendent of Schools.

7.0230 Tentative assignments for the ensuing year shall be made prior to June 15th of each year. Changes in assignment which become necessary after this date shall be made only after the faculty person involved has been notified in writing. This notification will be made as soon as practical but no later than five (5) working days after the decision.

7.0300 Whenever vacancies in ancillary positions occur during the normal summer months when regular school is not in session the procedure heretofore outlined shall be followed.

7.0400 Section not applicable

8.0000 REDUCTION IN STAFF

8.0100 It is hereby recognized that it is within the sole discretion of the Board of Education to determine all aspects of layoff, reduction and recall of non-ancillary staff even if affects ancillary staff. Non-ancillary staff is affected by Board Policy 5170, Recruitment and Selection of Personnel.

For ancillary staff, it is hereby recognized that it is within the discretion of the Board of Education to reduce the educational program and curriculum and staff when economic necessity dictates.

In order to promote an orderly reduction in personnel when the educational program and curriculum and staff are curtailed, the following procedure will be used:

8.0105 If the District determines that layoffs are necessary, the District will identify the areas/certifications where the reductions are needed and may ask for volunteers. If an Employee is offered and accepts a voluntary layoff, the Employee will be entitled to:

1. Unemployment Compensation,
2. Recall to any ancillary vacancy for which the ancillary employee is certified and qualified based on seniority unless otherwise filled by a non-ancillary teacher.
3. Request that the employer allow the employee to decline a recall without loss of future recall if there is another employee on the recall list with who is certified and qualified to accept the vacancy
4. Probationary employees will have recall rights four (4) years

8.0110 Probationary ancillary employees will be laid off first where any ancillary employee who has successfully completed probation and whose position has been curtailed is certified and qualified to perform the services of the probationary employee.

8.0120 In the event teacher(s) must be laid off, notice will be given to the teacher by April 30th of the year. Should the District determine after April 30th of any year that a teacher must be laid off, the District shall notify that teacher as soon as the teacher to be laid off has been determined. Layoff among ancillary employees shall be based on seniority and certification.

8.0125 A layoff at Mackinaw High School is defined as the separation from employment with the District because of a reason other than voluntary resignation, physical disability or dismissal for cause. Ancillary employees who have been laid off from Mackinaw High School and who have worked an average of 32 hours over the previous 20 work weeks shall have the opportunity to fill the next available ancillary opening, based on seniority, for which that employee is qualified and certified unless otherwise filled by a non-ancillary teacher.

8.0130 The Association shall have the right to review the layoff list prior to notification of the individual teachers to be laid off. In the event of a dispute concerning the layoff list, the Association shall have the right to meet with representatives of the Board concerning the layoff list.

8.0200 Recall

Ancillary Teachers shall be recalled in inverse order of layoff for new ancillary positions opened for which they are certified and qualified, unless otherwise filled by non-ancillary teachers.

Probationary teachers shall retain right of recall equal to their seniority or for at least two (2) years from the date of layoff.

8.0210 The seniority list for layoff and recall shall be established and attached as Appendix A. (NOTE: the Association has been given the right to develop the seniority list, which will include STEA-originated tiebreakers. This will then become Appendix A).

8.0211 Seniority is defined as active time spent as a "teacher" in the school district. Effective as of August 1, 1993, should a member of the bargaining unit voluntarily leave the bargaining unit and then return to the unit, only the years accrued as an active bargaining unit member will be used in determining replacement of position on the seniority list. The new position on the seniority list will be the least senior position at that particular year.

Seniority standing of the 1992-93 year will not be affected.

8.0212 In computing services to determine the faculty's position on the seniority list, time spent on an unpaid leave shall not be counted as active service in the school district, except regular faculty

who is called into active duty by the defense forces of the United States for service or training shall, upon return from such active duty, be reinstated with full credit on the seniority list.

8.0213 Seniority shall not be accrued by a substitute teacher unless he/she is under contract with Saginaw Township Community Schools Board of Education as a permanent substitute teacher.

8.0220 It is expressly understood and agreed that the provisions of this Article are not subject to the grievance procedure unless the Board's action is arbitrary and capricious.

9.0000 TEACHER RIGHTS

9.0100 Nothing contained herein shall be construed to deny or restrict to any teacher rights they may have under the Michigan General School laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

9.0200 The teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of any teacher is not within appropriate concern or attention of the Board, unless such activities adversely affect the teacher's classroom efficiency or performance.

9.0300 All written reprimands or docking of pay of an ancillary teacher shall be for just cause. All written reprimands or docking of pay of a non-ancillary teacher will only be for a reason that is not arbitrary or capricious. Any teacher protesting the reprimand or such docking of pay may file a grievance and process it to and including binding arbitration.

9.0310 Any disciplinary or corrective actions taken against a teacher shall be conducted in private except in situations involving protection of students or property.

9.0320 Any complaints made against a teacher or person for whom the teacher is administratively responsible by any parent, student, or other person will be promptly called to the attention of the teacher if such complaint is to be used as a basis for any disciplinary action against the teacher.

9.0400 Personnel Records

9.0410 No material regarding a teacher's conduct, service, character or personality shall be placed in the file unless the teacher has had an opportunity to read the material.

9.0420 The teacher shall have the right to answer any material filed and the answer shall be attached to the file copy.

9.0500 Evaluation of Faculty Personnel

9.0505 Each faculty member is expected to meet the Standards for Effective Teaching detailed in the Evaluation and Professional Growth Plan. Evaluation of non-ancillary teachers is subject to change as decided by the district. Non-ancillary teachers are affected by Board Policy 5520, Evaluation.

9.0510 The Administration shall evaluate the performance of ancillary employees in accordance with the timelines established in the Evaluation and Professional Growth Plan. Such timelines shall apply for non-ancillary teachers unless the district changes the plan and/or the timelines.

9.0520 The results of such evaluation shall be communicated in writing to the employee.

9.0530 The ultimate decision of retaining a Probationary employee rests solely with the Administration and is not subject to any other provision under this Agreement. Ancillary employees will serve a probationary period that is the same number of years as that of a new probationary teacher in effect when the ancillary employee was hired (e.g., if hired in September 2011, 5 years).

9.0540 Each newly hired employee will be provided a copy of the evaluation instrument at the teacher workday held at the beginning of the school year.

Any changes in the evaluation form for ancillary employees will be made through a joint committee of Saginaw Township Education Association, Saginaw Township Administrators Association, and the Board of Education. These changes shall be made prior to October 15th and the faculty will be informed, in writing, of any changes.

9.0600 Assistance in Assault Cases

9.0610 Any case of assault upon a teacher in pursuit of the teacher's duties shall be promptly reported to the Board of Education or its designated representative. The Board will provide legal counsel to answer questions, and after counsel, to advise the teacher of his/her rights and obligations with respect to any unprovoked assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

9.0620 If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render all necessary assistance to the teacher's defense, provided the teacher was performing his/her duties in accordance with Board and School policies.

9.0630 Time lost by a teacher in connection with any incident mentioned in this Section (9.0600-9.0630) shall not be charged against the teacher, if the teacher was acting in a reasonable manner.

9.0700 Damage or Destruction to Property

Teachers shall not be held responsible for loss within the school of school property or children's property when such loss is not the fault of the teacher. The Board recognizes vandalism as a problem area where parking is shared by staff and students. A designated staff parking area will be identified at schools where vandalism has occurred. Such areas will be supervised.

9.0720 The Board will reimburse a teacher, in an amount not to exceed a total of \$100.00 in any school year, for loss or damage or destruction while on duty in the school of personal property of a kind normally worn or brought into school, when the teacher has not been negligent, to the extent that such loss is not covered by insurance.

9.0730 The term "personal property" shall not include cash. The term "loss," "damage," and "destruction" shall not cover the effects of normal wear and tear and use.

9.0740 Teachers who bring personal property into the school for classroom use will be reimbursed for damages or loss only if permission is received in writing from the principal to bring such property into the school. Forms will be provided for permission to bring property into the classroom. The amount of liability accepted by the school will be indicated in writing.

9.0800 Student Discipline.

The Board agrees to provide all teachers with a copy of the Student Discipline Policy in effect. The Board further agrees that whenever changes are made concerning these policies, the Saginaw Township Education Association shall be consulted.

10.000 LEAVES OF ABSENCE

10.0100 Procedures

Leaves of absence may be authorized by the Board of Education upon the recommendation of the Superintendent for teachers who have at least two (2) years service and tenure in this district. A leave of absence must be requested a minimum of 180 days prior to the leave except in emergencies.

10.0110 No leave of absence shall be granted for a period longer or less than one (1) year except by specific action of the Board of Education.

10.0120 Written application for such leave shall be made by the employee, addressed to the Superintendent of Schools, who shall upon receipt of same, make such investigation as may be necessary to determine to the best of his/her ability if the granting of such leave would serve not only the interests of the faculty person but also of the school district.

10.0130 Such leave of absence shall be without compensation from this school district, except as may be determined otherwise by the Board of Education.

10.0140 Leave of absence may be denied or abrogated by the Board of Education upon evidence of violation of the Agreement.

10.0150 Return from Leave

Application to return from a leave of absence shall be filed with the Superintendent of Schools no later than March 15 preceding the September in which the teacher wishes to return or not later than November 1 if the teacher wishes to return at the beginning of the second semester of any school year.

10.0160 Ancillary teachers shall be returned to the same or similar position of equal pay (not including coaching or extra duties) and status: if there are not openings to qualify in accordance with this provision the least senior ancillary employee shall be laid off.

10.0170 In computing service to determine the faculty person's position on the salary schedule at the expiration of the leave, time spent on leave shall not be counted as active service in the school district, except that the Superintendent of Schools may at his/her discretion allow part or all of such time for the following leaves:

Professional study
Temporary teaching assignment outside the district
Travel

10.0200 Types of Leaves of Absence

10.0210 Health and Hardship Leave

10.0211 Faculty personnel shall be granted a leave of absence because of personal illness, accident, or other grave emergency without regard to Section 10.0100.

10.0212 Whenever a leave of absence is granted as described, the employee shall give acceptable medical evidence of recovered health or such other evidence as may be required by the Superintendent before being permitted to return to teaching duties in the school system.

10.0220 Professional Study

If a leave of absence is requested for professional study, official documentation regarding acceptance and enrollment must be provided with the leave of absence request.

10.0221 Military Leave

Teachers will be granted a leave of absence for either voluntary or involuntary military service upon proper notice, preferably in writing.

10.0222 A teacher conscripted in active military service during the regular school year shall not be paid by the school district during such period of military service. If the tour of duty is for thirty (30) days or less, the district will pay the difference between the teacher's salary and the amount received for service, if any.

10.0223 Application for re-employment shall be made within a reasonable time after discharge or release from military service but not later than ninety (90) days from the date of said discharge or release.

10.0224 Teachers conscripted into the defense forces of the United States for service or training shall be reinstated in this school system with full credit, including the annual increment under the salary schedule, upon written request supported by competent proof that said applicant is fully qualified to perform the duties of said position.

10.0230 Temporary Teaching Assignment Outside the District

10.0231 Faculty personnel who qualify under Section 10.0100, upon request, may be granted a leave of absence not to exceed two (2) consecutive school years to accept a temporary teaching assignment outside the school district.

10.0232 Written application for such leave shall be made by the faculty person not later than sixty (60) days prior to the end of the semester following which such leave is desired.

10.0233 Leave of Absence for such temporary teaching assignment shall be considered by the Board of Education upon the recommendation of the Superintendent of Schools, on the basis of outstanding teaching record, length of service and other education activities, and demonstrated ability to discuss educational policies and practices in and before professional groups.

10.0234 In computing service to determine the position of the faculty person on the salary schedule, but not including sick leave, at the expiration of such leave, time spent on leave for such temporary teaching assignment shall be counted the same as active teaching service in the school system.

10.0240 Travel

10.0241 Faculty personnel who qualify under Section 10.0100, upon written request, may be granted without pay a leave of absence for travel provided such leave does not in any way impair the program of the school.

10.0250 Sabbatical

Sabbatical leave may be given in accordance with the Michigan School Code; however, it will not be denied on an arbitrary or capricious basis.

10.0260 Child Care Leave

A teacher shall be granted a child care leave for up to one year upon satisfactory evidence that in the opinion of proper professional or medical authorities, the child's physical or mental well-being would be adversely affected by the failure of the Board to grant such leave to a teacher.

10.0270 Non-medical Child Care Leave

A teacher may be granted a child care leave for up to one year for reasons unrelated to the health of the child.

11.0000 SICK LEAVE

11.0100 Sick leave is a form of insurance and not a form of compensation. The purpose of sick leave shall be to protect faculty personnel and pupils when faculty personnel become ill.

11.0200 Employees shall be credited with thirteen (13) days of sick leave during the first five years of employment and with ten (10) days of sick leave thereafter on the opening day of school each year; and any sick leave days not used in one year shall be accumulated to a total of 180 days.

11.0201 For Mackinaw High School personnel the value of the paid sick day is to be equal to the teacher's hourly rate multiplied by the average number of hours worked per day by that teacher over the last twenty (20) work days.

11.0210 Sick Leave Incentive

Employees who have a perfect attendance record in the previous school year will be granted a personal vacation day off from work with pay. This day shall be scheduled in advance with the building administrator, with a minimum of 48 hours notice, and shall be consistent with operational needs.

Perfect attendance shall be defined as a teacher who has not missed any scheduled work days (excused or unexcused) except personal days, jury duty or funeral leave.

11.0215 Employees who have used 3.5 sick days or less, need not report to work on the half-day teacher work day scheduled at the end of the school year.

11.0300 Sick Bank Committee

Any teacher having exceeded his/her accumulated sick leave days may request additional days. The request shall be made in writing (Sick Bank Application Form) to the Sick Bank Committee. This Committee shall consist of two representatives of the Board of Education, two representatives appointed by the Executive Board of the Association, and the applicant's building principal and Association building representative. The Sick Bank Committee shall have the ability to grant district-provided days and/or membership-donated days.

Employees may donate one (1) day per case. A day donated is treated as a day used by the donating member. The Sick Bank Committee is responsible for the process of soliciting the membership for donated days. The Sick Bank Committee will hold a lottery drawing if more days are donated than approved for use by the Sick Bank Committee.

The Sick Bank Committee shall notify the applicant of its decision in writing. Any days granted would be by a majority decision of the Sick Bank Committee.

- 11.0400** Employees who leave employment of the school district, except on leave of absence, shall forfeit all of their unused days of sick leave, and days so forfeited shall not be restored if the faculty member should later re-enter the service of the school district.
- 11.0500** Absence from duty for the following reasons shall be considered sick leave deductible from the accumulated sick leave:
- 11.0600 Personal Illness**
- 11.0610** For absence resulting from personal illness or injury and not exceeding two (2) consecutive days, approval of the principal will suffice.
- 11.0611** After consultation with the STEA President or designee, the District may ask for a satisfactory medical affidavit for a one or two day absence.
- 11.0612** Satisfactory medical affidavit to the effect that the absence was caused by illness may be required for illness of more than two (2) days.
- 11.0613** Employees who have been absent because of personal illness for more than two weeks, before returning to duty, may be required to submit satisfactory medical evidence of ability to perform their duties. This evidence may be either a signed statement from their personal physician or a signed statement by a physician designated by the Superintendent.
- 11.0620 Quarantine**
- 11.0621** In case of quarantine because of exposure to contagious disease, which could be communicated to other personnel or pupils, the approval of a physician must be presented for the entire period of absence.
- 11.0630 Illness in the Immediate Family***
- 11.0631** For absence because of illness or injury within the immediate family and not exceeding two (2) days, approval of the principal shall suffice.
- 11.0632** After consultation with the STEA President or designee, the District may ask for a satisfactory medical affidavit for a one or two day absence.
- 11.0633** Verification of this illness and proof of the need for the absence of the staff member may be required for absence of more than two (2) days.
- 11.0700 Workers Compensation**
- 11.0701** A teacher who is absent from duty as the result of personal injury caused by an accident, disease, or assault upon him/her arising out of, and in the course of his/her employment, may have the option of drawing workers' compensation solely, or workers' compensation plus sick leave (payment not to exceed the teacher's regular daily rate.) If the teacher chooses the latter, the days of sick leave drawn will be chargeable to the teacher's sick leave accumulation.
- 11.0800 Reporting Absences**
- 11.0810** The teacher shall be informed of a telephone number to call prior to 7:00 a.m. to report unavailability for work. Whenever possible teachers should give the maximum amount of notice when they become aware that they will not be available for duty.

12.0000 OTHER AUTHORIZED ABSENCES FROM DUTY

12.0100 Death in the Immediate Family *

12.0110 Employees shall be allowed three (3) days of absence, and any additional days approved by the Superintendent, without loss of pay or sick leave in the event of death of a member of the immediate family. If additional days are needed, unused personal days may be used.

*Immediate family shall include: mother, father, husband, wife, child, stepchild, adopted child, sister, brother, grandparents, grandchild, father-in-law, mother-in-law, or any relative who is a permanent resident in the employee's home.

12.0120 Employees shall be allowed one (1) day of absence, and any additional days approved by the Superintendent, without loss of pay to attend the funeral of an aunt, uncle, nephew, niece, sister-in-law, brother-in-law, or the spouse of his/her child.

12.0121 Up to two (2) days for out-of-state travel will be allowed, subject to the approval of the Administration.

12.0200 Death of Faculty Personnel

12.0210 At the discretion of the Superintendent, the school shall be closed in the case of the death of faculty personnel.

12.0220 Other members may be allowed to attend the funeral services if satisfactory arrangements can be made to discharge their teaching responsibilities and if such absence is approved by the Principal.

12.0230 The Principal shall be responsible for all matters concerning school in connection with the death of faculty personnel including: student collections, memorials, remembrances, flower arrangements, and the disposition of personal effects.

12.0300 Personal Days

12.0310 Full-time personnel will be granted four (4) personal days per year. One (1) unused personal day may be carried over to the next school year to be used as a personal day in the following school year. A maximum of five (5) days could be available in any school year.

Application for personal days shall be made on a form provided by the District and submitted to the principal or immediate supervisor at least 48 hours in advance of the requested absence date. If the immediacy of the absence is of such a nature that a request in writing is not practical, verbal request to the principal or immediate supervisor will be sufficient and the written application will be submitted upon return from the absence. Such leave will not be granted before or after a scheduled holiday. Other extenuating circumstances will be considered by the Administration. The Administration has the right to approve or deny the use of all personal days. The reasons for the denial of a request to use a personal day must be communicated to the teacher in writing. After May 19th, the teacher must demonstrate necessity for use of a personal day.

12.0311 For Mackinaw High School personnel the value of the paid personal day is to be equal to the teacher's hourly rate multiplied by the average number of hours worked per day by that teacher over the last twenty (20) work days.

12.0320 Disposition of Unused Days

A teacher has several options for the disposition of unused personal days. Those options include carrying one day forward to the next school year, receiving a cash payment for days, converting the days to sick days, and contributing a day to the STEA President's release time. Teachers may choose a combination of these options on the form provided by the District.

12.0321 Cash Payment

If a teacher does not use any personal days during the first semester, the teacher may surrender up to two (2) days for the cash value of \$80.00 each at the end of the first semester. A teacher who has any personal days remaining may surrender up to five (5) days for the cash value of \$80.00 each at the end of the second semester. A written request for payment must be made to the Human Resources department within five (5) days of the end of the semester for which the teacher is requesting payment.

12.0322 Conversion to Sick Days

A teacher may request in writing that all remaining personal days be converted to sick days by submitting a written request to the Human Resources department within five (5) days of the end of the second semester.

12.0323 Automatic Disposition

Should the teacher not submit a written request for payment or request that personal days be converted to sick days, any personal days remaining in the bank of a faculty member at the end of a school year will be rolled over to the next school year as follows: the first day to be rolled over will be rolled over to the teacher's personal day bank; any remaining days will be rolled over to the teacher's sick leave bank.

12.0324 Contributing a Day to STEA President's Release Time. If a teacher wishes to contribute a day to the STEA President's release time, the teacher must indicate such to the Human Resources department within five (5) days of the end of the second semester.

12.0400 Jury Duty

12.0410 Faculty personnel shall be allowed to be absent when called for jury duty. Such absences shall be allowed without loss of pay, except that any compensation for such jury duty shall be deducted from the teacher's salary payment.

12.0420 Subpoena

12.0600 Absence from duty shall be authorized by the Building Principal except in those instances where the Board of Education policy or administrative regulations expressly reserve this authority to the Superintendent.

12.0700 Absence for reasons not covered in this Agreement or any exceptions to this Agreement may be authorized by the Superintendent.

12.0900 Record Day

This section, 12.0900, does not apply to Mackinaw High School teachers. Faculty personnel who have 180 days of accumulated sick leave on the first day of school may, upon request, be excused from reporting to work on one (1) of the record days, provided they complete and turn into the building principal any records or work required of other faculty members.

13.0000 CONFERENCES

Employees, with the approval of the Superintendent, may be allowed, without loss of pay and reimbursed reasonable expenses, to attend special educational and professional conferences. Application to attend such a conference should be made to the Principal at least ten (10) days in advance. It is the Board's position that such permission will be granted in accordance with past practice provided it is within the budgetary limitations of the district. Conference funding will be distributed through the year and between academic areas as equitably as possible.

14.0000 GRIEVANCE PROCEDURE

Definition: A grievance shall mean a complaint by a teacher that there has been to him/her a violation, misinterpretation, misapplication or inequitable application of a specific provision(s) of this Agreement, except that the term "grievance" shall not apply to any matter as to which a method of review is prescribed by law. As used in this Article, the term "teacher" may mean a group of teachers having the same grievance.

All time limits and/or steps may be waived by mutual consent of both parties providing such consent is in writing.

- 14.0100** The teacher who feels that he/she has a grievance should first take the matter up verbally with the Principal of the school (within ten (10) working days following the act or condition which is the basis of the teacher's grievance), who will attempt to resolve it with the teacher.
- 14.0120** If this fails to resolve the grievance, the teacher shall submit the grievance in writing, within thirty (30) working days, specifying the section of the contract alleged to be violated, the events that caused the alleged violation, and the alleged violation, and the remedy sought.
- 14.0130** Within five (5) working days of receipt of the written grievance, the Principal shall attempt to arrange a conference with the view of satisfactorily resolving the grievance. At the time of conference, the teacher may appear personally or may be represented by the Association representative, or both. Such conference may be scheduled by the administration during regular working hours, without loss of pay to the grievant. Conferences shall not be scheduled at a time that would result in disruption of normal school routine and duties. The principal will answer the grievance in writing within five (5) working days of the conference.
- 14.0140** If the parties do not mutually agree to extend the five (5) day limit and the Principal does not answer within the five (5) days, then the grievance shall be automatically appealed to the next level.
- 14.0150** If the grievance is not appealed from the written answer within five (5) working days after receipt of such answer, the Principal's decision will be final.
- 14.0160** If the Association does not accept the Principal's written answer, the grievance may be appealed to the Superintendent of Schools by sending such notice in writing to the Superintendent within five (5) working days from the date of the Principal's written decision.
- 14.0170** Within ten (10) working days of receipt of the written appeal, the Superintendent, or a designated representative, will arrange for a conference to satisfactorily resolve the grievance. Such conference may be scheduled by the administration during regular working hours, without loss of pay to the grievant. Conferences shall not be scheduled at a time that would result in disruption of normal school routine and duties.
- 14.0180** Within ten (10) working days, or longer if mutually agreed to, the Superintendent, or a designated representative, shall answer such grievance in writing.

- 14.0190** Such answer shall be final and binding unless appealed to the next step within twenty-five (25) working days from the date of the Superintendent's written decision.
- 14.1000** If the grievance is not settled at the preceding step it may be submitted to binding arbitration at the election of either party, by providing written notice of the intent to arbitrate to the other party. Such notice must clearly indicate the grievance being submitted. During the ten (10) work days following receipt of such notice, the parties will try to mutually agree to an arbitrator. If they are unable to agree during that time, within twenty (20) work days thereafter, the party submitting the grievance, will submit a demand to the American Arbitration Association. The arbitrator shall be chosen in accordance with the rules of the American Arbitration Association.
- 14.1010** Within ten (10) days after submission to binding arbitration as specified in 14.1000 above, the party choosing to arbitrate must provide the other party with written notice setting forth the specific nature of the dispute to be arbitrated.
- 14.1020** The Agreement constitutes a contract between the parties which shall be interpreted and applied by the parties and by the Arbitrator in the same manner as other collective bargaining agreements. The function and purpose of the Arbitrator is to determine disputed interpretations of specific provisions in the Agreement, or to determine disputed facts upon which the application of the Agreement depends. The Arbitrator shall, therefore, not have authority, nor shall it consider its function to include, the decision of any issue not submitted or to so interpret or apply the Agreement as to change what can fairly be said to have been the intent of the parties as determined by generally accepted rules of contract construction. The Arbitrator shall not give a decision, which in practical or actual effect modifies, revises, detracts from, or adds to, any of the terms or provisions of this Agreement. Past practice of the parties in interpreting or applying terms of the Agreement can be relevant evidence, but may not be used so as to justify, or result in, what is in effect a modification (whether by addition or detracting) of clear and unambiguous written terms of this Agreement.
- 14.1030** Unless expressly agreed to by the parties, in writing, the Arbitrators are limited to hearing one issue or grievance upon its merits at any one hearing. Separate Arbitrators shall be selected for each grievance appealed to binding arbitration.
- 14.1040** The fees and expenses of the third party impartial arbitrator shall be shared by the parties equally. All other expenses incurred shall be paid for by the party incurring them.
- 14.1100** The term "days" when used in this Article shall mean workdays, or during the summer months, days when the administration office of the Board is open for business.
- 14.1200** Any claim or grievance arising prior to the expiration of this Agreement may be processed through the grievance procedure until resolution even though the Agreement may have expired while the grievance is in progress.
- 14.1300** Grievances filed as Class grievances shall be initiated at the Superintendent level of the Grievance Procedure. The Superintendent shall retain the discretion to remand a Class grievance to prior steps of the Grievance Procedure, but shall not remand as a subterfuge to violate the time provisions provided within this Article.

15.0000 DAILY SUBSTITUTES (section no longer applicable)

16.0000 SALARY PROVISIONS

16.0100 Definitions

16.0110 Bachelor's Degree

Bachelor's category on the salary schedule shall be defined as a Bachelor's Degree from an accredited college or university and being eligible for or possessing a valid Michigan teaching certificate.

16.0120 Bachelor's Category Plus 18

16.0121 This section does not apply to teachers hired after January 1, 2012. Bachelor's category plus 18 shall be defined as possessing a Bachelor's degree, a valid Michigan certificate, plus 18 semester hours earned after the issuance of a provisional certificate or its equivalent. Faculty being paid at the Bachelor's plus 15 level as of October 15, 2000, shall be grand-fathered at that level if they have not yet attained Bachelor's plus 18 status.

Employees hired after July 1, 2010 must take graduate level courses that will count toward a graduate degree program at an accredited university, or have undergraduate credits that are pre-approved for the credits to apply toward Bachelor's Category Plus 18. (Michigan State University graduate credits for the fifth year student teaching can be used in meeting this requirement.)

16.0130 Master's

16.0131 The Master's category shall be defined as possessing a Master's Degree and be eligible for or possess a valid Michigan teaching certificate.

16.0135 Master's Category Plus 15 and Plus 30

Credit will be given for all graduate level classes for teachers hired before July 1, 2010.

For teachers hired after July 1, 2010, only graduate level courses taken after the teacher has obtained his/her teaching certificate and the Master's level (16.0131) will be used to qualify for these pay levels. Only graduate level courses that count toward a graduate degree program at an accredited university will be used toward these pay levels. (Michigan State University graduate credits for the fifth year student teaching can be used in meeting this requirement.)

Only pre-approved undergraduate credits (including those approved by the grievance settlement audit) can be used for Master's Category Plus 15 and Plus 30 for teachers hired before July 1, 2010.

A grade of C- or better is required for a class to count.

16.0140 Master's Category Plus 15

16.0141 The Master's plus 15 category shall be defined as possessing a Master's degree and be eligible for or possessing a valid Michigan teaching certificate plus 15 semester hours of graduate study or 15 semester hours of under-graduate study pre-approved by the administration.

16.0150 Master's Category Plus 30

16.0151 The Master's plus 30 category shall be defined as possessing a Master's degree and be eligible for or possessing a valid Michigan teaching certificate plus 30 semester hours of graduate study or 30 semester hours of under-graduate study pre-approved by the administration.

16.0160 Master's Degree

Some employees represented herein may only need a state license rather than a Michigan teaching certificate to be qualified to work (e.g., currently [February 2009] speech therapist, counselor, social worker). In such cases the state license will be considered as a "teaching certificate" for purposes of this Article (16.0000).

16.0230 Salary Credit

16.0231 Teaching Experience

Credit for experience outside the school system may be given for years of successful teaching and work experience directly related to teaching in the teaching field only at the time of initial employment. Such experience will be evaluated and credited by the Superintendent of Schools.

16.0232 The STEA and the District shall have the ability to agree upon a signing bonus for newly hired teachers when the parties determine it is necessary to attract the best qualified candidates. The amount of any signing bonus shall be agreed upon by the parties. Any signing bonus that has been granted shall be paid over two years by paying 50% when the candidate has completed his/her first year of teaching in the District and the remaining 50% when the candidate has completed his/her second year of teaching in the District.

16.0233 Military/Government Service Experience Credit

16.02331 For initial employment, experience credit for military service and/or service in government-sponsored educational programs not under the direction of a public school system may be granted to teachers who have not been employed by the Board previously in accordance with the following schedule:

Less than 13 months	No credit
13 but less than 31	1 year
31 or more months	2 years

16.0234 Partial years in Saginaw Township after September 6, 1967.

16.02341 Teachers who teach one semester or more shall advance to the next step (years of experience) upon their return to the Saginaw Township Community Schools the following school year.

16.02342 Teachers who teach less than one semester shall remain on the same step upon their return the following year.

16.0235 Teachers who qualify for advancement in pay by additional class hours or Degrees shall be paid on the new schedule effective the first semester or the second semester of any year provided valid transcripts are submitted to the Administration by October 15th or February 15th, qualifying for such change. If transcripts are submitted after October 15th or February 15th, the advancement in pay will begin at the beginning of the following semester.

16.0236 Professional Growth Requirement

Effective with the 1995-96 school year, teachers must earn three (3) credit hours, or nine (9) C.E.U.'s (continuing education units), or ninety (90) SCECH (State Continuing Education Clock Hours) or any combination equal to three (3) credit hours during the preceding five (5) year period to qualify for a longevity step. CEU credit will be given for Red Cross Certified CPR, First Aid and WSI Training (one hour = .1 CEU).

Teachers who have earned the maximum years of experience and met the Professional Growth Requirement shall receive a three (3) percent increase on their respective scale for each five (5) years experience beyond the Salary Schedule maximum.

16.0237 Salary will be adjusted downward for unemployment compensation benefits received according to the following schedule:

If rehired by:	Contract reduced by:
June 30 th ,	60% of unemployment compensation received
July 30 th ,	40% of unemployment compensation received
August 30 th ,	20% of unemployment compensation received
After August 30 th ,	0% of unemployment compensation received

16.0300 Extended Employment Agreements

16.0310 Such agreements may be issued only if the teacher, during the extended period of employment, is performing duties similar to those he/she would perform while the normal teaching contract is in force.

16.0311 Pay for the extended period shall be at the daily rate of compensation multiplied by the days of extension. The daily rate is to be determined by dividing the normal contractual salary of the teacher by the number of required workdays including academic areas of summer school sponsored by the Board.

16.0312 Academic areas of summer school or community school programs sponsored by the Board shall be paid at the following hourly rate for each year of the contract:

- For the 2012-13 school year, \$26.22 per hour.
- For the 2013-14 school year, \$25.66 per hour.
- For the 2014-15 school year, wage re-opener
- For the 2015-16 school year, wage re-opener
- For the 2016-17 school year, wage re-opener

First priority for these positions will be given to teachers in the system.

16.0313 Summer curriculum development rate shall be paid at an hourly rate as follows:

- For the 2012-13 school year, \$15.72 per hour.
- For the 2013-14 school year, \$15.38 per hour.
- For the 2014-15 school year, wage re-opener
- For the 2015-16 school year, wage re-opener
- For the 2016-17 school year, wage re-opener

16.0314 The homebound rate shall be paid at an hourly rate as follows:

- For 2012-13 school year, \$32.54 per hour.
- For the 2013-14 school year, \$32.84 per hour.

For the 2014-15 school year, wage re-opener
For the 2015-16 school year, wage re-opener
For the 2016-17 school year, wage re-opener

16.0315 A member will be paid at the following rate for any mandated IEPC or SAT meeting attended of one-half (.5) hour or more before or after the contract day.

For the 2012-13 school year, \$16.27 per hour.
For the 2013-14 school year, \$15.92 per hour.
For the 2014-15 school year, wage re-opener
For the 2015-16 school year, wage re-opener
For the 2016-17 school year, wage re-opener

16.0400 Teacher Salary Schedule

2012-13: See Appendix B (Employees will be paid 2.0% less than indicated)
2013-14: See Appendix E, Bachelor Step 1=\$ 35,858
2014-15: Wage Re-opener
2015-16: Wage Re-opener
2016-17: Wage Re-opener

16.0401 Off Schedule Payment

- a. If the 2012-2013 General Fund revenues exceed expenses, 79.4% of the excess will be paid to active STEA members in November 2013. This will be determined using the fiscal year end audit that has been presented to the Board of Education. General Fund revenues do not include restricted financial gifts or sales of property. Such payment will be a one-time payment which will not be made part of the salary schedule.
- b. If the 2013-2014 General Fund revenues exceed expenses, 79.4% of the excess will be paid to active STEA members in November 2014. This will be determined using the fiscal year end audit that has been presented to the Board of Education. General Fund revenues do not include restricted financial gifts or sales of property. Such payment will be a one-time payment which will not be made part of the salary schedule.

16.0402 Negotiated Salary Placement

- a. 2012-2013. Employees will be placed on the salary schedule based on the "Years Experience Credit," and educational attainment that was in effect for the second semester of the 2011-2012 school.
- b. 2013-2014. At the beginning of school year, employees will be placed on the salary schedule based on an additional year of service more than they were placed for 2012-2013 and the educational attainment earned by February 15, 2013 (provided that that transcripts are sent directly from the school to and received by Human Resources on or before May 1, 2013).
- c. 2014-2015. For wages earned in 2014-2015 employees will be placed on the salary schedule with one more year of service than they were placed in 2013-2014 and educational attainment earned by February 15, 2014 (provided that that transcripts are sent directly from the school to and received by Human Resources on or before May 1, 2014). This placement will remain until the parties have resolved the 2014-2015 re-opener.

- d. 2015-2016. Employees will remain at the same years of experience and educational credited consistent with the parties' settlement of the 2014-2015 wage re-opener until the parties have resolved the 2015-2016 re-opener.
- e. 2016-2017. Employees will remain at the same years of experience and educational credited consistent with the parties' settlement of the 2014-2015 wage re-opener until the parties have resolved the 2016-2017re-opener.

16.0450 Mackinaw High School hourly wage rate to be determined based on the following annual salary schedule as follows:

- Locate position on Salary Schedule according to experience Step and educational Level. (BA, BA +15, MA, MA +15, or MA +30)
- Appropriate step level then divided by the total number of teacher days of the corresponding year equals the daily rate. (The new teachers step level will be divided by the number of new teacher days of the corresponding year.)
- Daily rate then divided by 7.5 equals the hourly rate.

16.0450 Each Mackinaw High School teacher's annual salary will be computed on the appropriate hourly rate times the hours scheduled to be at work during the school year including parent/teacher conferences and professional development days.

16.0500 Mileage

Teachers required in the course of their work, and having received approval from the Administration to drive personal automobiles from one school to another, shall be paid the IRS allowance currently in effect at the time the mileage is submitted for reimbursement.

16.0600 Incentive Grants

To allow teachers to develop their own ideas, to develop innovative approaches for the classroom, and to earn special recognition for those ideas, teachers may apply for Incentive Grants not to exceed \$500.00 per teacher. Grants will be divided into two categories:

Individual/team projects.

Variations in working hours over and above the regularly scheduled workday.

Grant proposals will parallel the Board of Education goals on short and long-range basis.

16.0610 Incentive Grants Selection Committee

This committee shall consist of three members of the bargaining unit and two administrators. The purpose of the committee will be to review, approve and follow-up on proposals. The committee will also provide an appeal process for proposals not approved.

16.0700 Special Assignments

16.0701 Mentor

A teacher mentor will be a voluntary assignment. A job description (qualifications and responsibilities) will be outlined by a joint committee of two (2) administrators and two (2) teacher representatives. The District will select the mentor. A stipend will be provided annually to the mentor. The stipend amount of compensation shall be determined by the number of years the mentee has taught in the District. Mentors who mentor a first year mentee shall be

compensated \$450.00, mentors who mentor a second year mentee shall be compensated \$350.00, and mentors who mentor a third year mentee shall be compensated \$250.00.

16.0702 New teachers (not novice) will be assigned a mentor for the first year in the district. Mentor assignment, thereafter, will be at the administrator's discretion.

16.0703 Mentors relieved of their duties during the year will receive a prorated share of the stipend based on the number of days assigned as a mentor. Written notification will be given prior to relieving a mentor of his/her duties.

16.0710 High School

This section, 16.0710, does not apply to Mackinaw High School teachers. It is recognized that there are many tasks in and about a school which require persons with special qualifications and that many of these positions require the expenditure of extra time.

16.0711 This section, 16.0711, does not apply to Mackinaw High School teachers. The standard teacher contract will not reflect the compensation paid for additional duties and responsibilities. The compensation and other conditions pertaining to special assignments will be indicated on a contract rider to be issued annually by the Board of Education and subject to cancellation at the end of the semester at the discretion of the Superintendent, or a designated representative. The grantee of such rider is not to be guaranteed the stated position for succeeding years for semesters by reason of the Tenure Act of 1937 as amended.

16.0712 Other High School Duties

This section, 16.0712, does not apply to Mackinaw High School teachers.

2012-13	Index based on M.A. Step 13 of \$68,345
2013-14	Index based on M.A. Step 13 of \$66,875
2014-15	Wage Re-opener
2015-16	Wage Re-opener
2016-17	Wage Re-opener

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- a. 2012-2013
Index based on M.A. Step 13 of 68,345

		STEP I	2012-13	STEP II	2012-13
		Index	Amount	Index	Amount
Band		0.0616	4,210	0.0659	4,504
Band Assistant ³		0.0144	984	0.0180	1,230
Cheerleading (fall)		0.0250	1,709	0.0300	2,050
Cheerleading Asst. (fall)		0.0144	984	0.0180	1,230
Cheerleading (winter)		0.0250	1,709	0.0300	2,050
Cheerleading Asst. (winter)		0.0144	984	0.0180	1,230
Debate		0.0282	1,927	0.0310	2,119
Forensics		0.0282	1,927	0.031	2,119
Intramurals (men)		0.0377	2,577	0.0413	2,823
Intramurals (women)		0.0377	2,577	0.0413	2,823
Orchestra		0.0282	1,927	0.0310	2,119
School Paper		0.0135	923	0.0145	991
Literary Mag.		0.0114	779	0.0124	847
Vocal Music		0.0297	2,030	0.0325	2,221
Yearbook		0.0282	1,927	0.0310	2,119
Pom Pon (fall)		0.0250	1,709	0.0300	2,050
Pom Pon Asst. (fall)		0.0144	984	0.0180	1,230
Pom Pon (winter)		0.0250	1,709	0.0300	2,050
Pom Pon Asst. (winter)		0.0144	984	0.0180	1,230
Dramatics ¹	1 Act	0.0172	1,176	0.0187	1,278
	3 Act	0.0214	1,463	0.0244	1,668
	Musical	0.0282	1,927	0.0310	2,119
Student Gov't. ²		0.0303	2,071	0.0339	2,317
Peer Counseling ⁴		none	1,900		

¹Building Principal will be consulted to determine the number and types of plays to be performed.

²Should Student Government be moved back into the daily schedule as a class, the stipend will no longer be paid.

³Band Assistant Stipend to be awarded when band enrollment exceeds sixty (60) participants.

⁴No peer counselors will be assigned during the employee's prep hour

a.b. 2013-2014

Index based on M.A. Step 13 of \$66,875

		STEP I		STEP II	
		Index	2013-14 Amount	Index	2013-14 Amount
Band		0.06160	4,120	0.06590	4,407
Band Assistant ³		0.01440	963	0.01800	1,204
Cheerleading (fall)		0.02500	1,672	0.03000	2,006
Cheerleading Asst. (fall)		0.01440	963	0.01800	1,204
Cheerleading (winter)		0.02500	1,672	0.03000	2,006
Cheerleading Asst. (winter)		0.01440	963	0.01800	1,204
Debate		0.02820	1,886	0.03100	2,073
Forensics		0.02820	1,886	0.03100	2,073
Intramurals (men)		0.03770	2,521	0.04130	2,762
Intramurals (women)		0.03770	2,521	0.04130	2,762
Orchestra		0.02820	1,886	0.03100	2,073
School Paper		0.01350	903	0.01450	970
Literary Mag.		0.01140	762	0.01240	829
Vocal Music		0.02970	1,986	0.03250	2,173
Yearbook		0.02820	1,886	0.03100	2,073
Pom Pon (fall)		0.02500	1,672	0.03000	2,006
Pom Pon Asst. (fall)		0.01440	963	0.01800	1,204
Pom Pon (winter)		0.02500	1,672	0.03000	2,006
Pom Pon Asst. (winter)		0.01440	963	0.01800	1,204
Dramatics ¹	1 Act	0.01720	1,150	0.01870	1,251
	3 Act	0.02140	1,431	0.02440	1,632
	Musical	0.02820	1,886	0.03100	2,073
Student Gov't. ²		0.03030	2,026	0.03390	2,267
Peer Counseling ⁴		none	1,900		

¹Building Principal will be consulted to determine the number and types of plays to be performed.

²Should Student Government be moved back into the daily schedule as a class, the stipend will no longer be paid.

³Band Assistant Stipend to be awarded when band enrollment exceeds sixty (60) participants.

⁴No peer counselors will be assigned during the employee's prep hour

16.0713 This section, 16.0713, does not apply to Mackinaw High School teachers. Department facilitators may be incorporated into the high school program. Such position when available

shall be voluntary. An individual's compensation shall be one (1) hour of released time during the day. The term shall be for one year.

16.0715 This section, 16.0715, does not apply to Mackinaw High School teachers. Elementary School, Middle School and High School Extra Duties: The school principal will provide the staff with a complete list of extra duties and stipends for the entire year before September 15. At an elementary building, the total for such stipends will be at least \$800 annually. If there is "Elementary Student Advisor" at the school, the annual stipend will be \$250. The Extra Duty Contract (Appendix K) will be completed for each activity before the activity or program begins.

Assignment to an extra duty stipend is on a yearly basis and the Board has the right to decline to renew any such assignment at its discretion.

16.0716 This section, 16.0716, does not apply to Mackinaw High School teachers. Elementary School Music: The elementary music teacher shall hold two (2) evening performances per year in each school they teach. The elementary music teacher shall be released from one-half day teaching activities per school per semester. These days are to be arranged mutually with the teacher and the building principal.

16.0740 Driver Education

Driver Education coordinator and teachers shall be paid at the indicated rates as follows based on a percent of the M.A. step 13.

Classroom Teachers:

For the 2012-13 school year - .00047 = \$32.12 per hour.

For the 2013-14 school year - .00047 = \$31.43 per hour.

For the 2014-15 school year - Wage Re-opener

For the 2015-16 school year - Wage Re-opener

For the 2016-17 school year - Wage Re-opener

On the Street Range:

For the 2012-13 school year - .000322 = \$22.01 per hour.

For the 2013-14 school year - .000322 = \$21.53 per hour.

For the 2014-15 school year - Wage Re-opener

For the 2015-16 school year - Wage Re-opener

For the 2016-17 school year - Wage Re-opener

Drivers Education Coordinator:

For the 2012-13 school year - 2.65% = \$1,811

For the 2013-14 school year - 2.65% = \$1,772

For the 2014-15 school year - Wage Re-opener

For the 2015-16 school year - Wage Re-opener

For the 2016-17 school year - Wage Re-opener

16.0760 Coaching Salary Schedule (Middle Schools and High School)

This section, 16.0760, does not apply to Mackinaw High School teachers

This schedule is indexed to MA, Step 13.

2012-13 Coaching Salary Schedules - See Appendix C and D

2013-14 Coaching Salary Schedules – See Appendix F and G

2014-15 Coaching Salary Schedules – Wage Re-opener

2015-16 Coaching Salary Schedules – Wage Re-opener

16.1000 Additional Salary and Fringe Information

16.1005 Flexible Spending Account

During the 2009-2010 school year the district will establish a flexible spending account program that participating employees can fully fund through payroll deductions. This program will be for the reimbursement of IRS qualified health and/or dependent care expenses. Participation will be on a voluntary basis.

16.1010 Optional Insurances

Following implementation of the flexible spending account program but no later than January 1, 2011, a payroll deduction program for optional insurances will be made available to all teachers by the Association. The Association shall select the carrier of the program. The district makes no fiduciary finding as to the carrier. If the employer is ever required by law to make such a finding, the employer in its sole discretion shall be able to discontinue the program following sufficient notice to the employees.

16.1015 The Association will collect all necessary paper work from the employees, and provide a listing to the payroll department of the required deductions in a similar manner that the Association does with dues. The start of this program shall be contingent upon the development of a listing of programs to be included that is mutually agreeable to the Association and the Board. These parties mutually agreed that a supplemental dental program, payments in the event of accidents, hospitalization or cancer are appropriate. The program may have any or all of these benefits as well as other benefits mutually agreed by the parties.

16.1100 Employees hired after February 28, 2006

Employees will be paid bi-weekly by direct deposit. The employee will choose the financial institution for deposit. The annual salary will be divided into 26 pays. Employees who begin after the start of the school year will have their salary divided by the remaining number of pays. Employees will not be eligible for summer lump sum pay off, unless otherwise approved by the employer.

16.1200 Early Notification of Retirement Incentive

In any year, if the employer decides to offer an incentive for early notification of retirement, it will do so by March 31.

16.1300 Teachers who have National Board Certification will be paid an annual stipend of \$500.

17.0000 INSURANCE PROTECTION

Any benefits provided for under this Article shall be provided through a self-insurance plan or under a group insurance policy or policies issued by an insurance company or insurance companies selected by the school district. "Insurance companies" include regular line insurance companies and nonprofit organizations providing such benefits described herein. If these benefits are insured by an insurance company, all benefits are subject to the provisions of the policies between the school district and the insurance company.

17.0100 Health Care Insurance

17.0110 The Board will provide Community Blue PPO health care insurance. The preferred Rx co-pay will be \$10.00 for generic prescriptions and \$20.00 for brand name prescriptions.

Effective May 1, 2013, the Rx co-pay will be \$10.00 for generic prescriptions, \$20.00 for formulary brand (preferred) prescriptions and \$50.00 for non-formulary brand (non-preferred) prescriptions. Office and Chiropractic visits will increase to \$20.00.

The STEA may review the specific riders related to the healthcare plan.

All State and Federal mandated benefits will be provided on a current updated schedule as provided by the Blue Cross/Blue Shield of Michigan. Additional benefits uniformly provided in this standard Blue Cross/Blue Shield of Michigan plan will become part of the contract. Any other health care plan changes will be negotiated by the parties. (NOTE: Some of the designated terms listed above may be changed by the carrier. The coverage will not change.)

17.0120 Health care coverage shall begin on the first day of work for a new hire employee.

17.0121 Insurance Coverage on Termination of Employment

LTD (17.0700) and Life Insurance (17.0300) will end for employees who terminate employment, including retirement or resignation, on the last day of employment. Health Care Benefits (17.0100-17.0120), Dental Benefits (17.0400-17.0500) and Vision Benefits (17.0600) will end for employees who terminate employment, including retirement or resignation, on the last day of the last month of their employment

17.0130 Monthly Contributions

Employee contributions for the above health care insurance shall be made according to the following schedule (for a total dollar amount equivalent to 12 months). Contributions shall be by payroll deduction beginning with the first pay period of the school year for the applicable number of pay periods. Such deductions will be pursuant to a qualified, premium-only, pre-tax payroll deduction plan.

17.0131 Employees hired before January 1, 2012

For employees hired before January 1, 2012, each August 1, the monthly contribution for 1 person, 2 person, and full family coverage will increase by the same percentage increase as the annual percentage increase in the illustrative rate effective July 1, of that year for the health care plan for full family coverage. After the increase, these rates are:

	1 Person	2 Person	Family
Beginning 8-1-2012	\$29.67	\$62.65	\$82.45
Beginning 8-1-2013	\$31.92	\$67.39	\$88.69

17.0132 Employees hired after January 1, 2012

Employees hired after January 1, 2012 will make contributions for Health Care Benefits (Sections 17.0100-17.0120) Dental Insurance (Section 17.0400-17.0500) and for Vision Care Insurance (Section 17.0600). Employee contributions shall equal ten percent (10.0%) of the rate for the selected coverage level (1-Person, 2-Person, Family) and will be adjusted as the rate changes.

17.0135 The employee paid contribution for the premium rate includes payment for the rider covering abortion benefits.

17.0210 Duplicate Coverage

There will be no double coverage for husband and wife working in the District.

17.0300 Term Life Insurance

The Board shall provide \$50,000 Term Life Insurance, subject to terms of the carrier, and shall include AD & D.

17.0310 Optional payroll deduction for additional term life and dependent life will be made available subject to terms of the carrier.

17.0400 Dental Insurance

17.0410 The Board shall provide a dental care program for all employees of the bargaining unit and their eligible dependents to cover 80 percent of the cost of the following services:

17.0411 Basic Services

Services usually employed by dentist in evaluating existing conditions in the dental care required. By way of description, such services include: examination, consultations, diagnosis and diagnostic aides, and necessary radiographs.

17.0412 Preventive Services

Dental procedures or techniques usually employed by dentists to prevent the occurrence of dental abnormalities or disease. By way of description, such services include: prophylaxis, topical application of fluoride solution, patient education and instruction in the proper fluoride intake.

17.0413 Restorative Services

Services usually employed by dentists to rebuild and repair or reform the tissues of the teeth. By way of description, such services include: amalgam, and synthetic porcelain and plastic restoration. Gold restorations, crowns and jackets are covered when the teeth cannot be restored with another filling material.

17.0414 Oral Surgery Services

Extractions and all other oral surgery procedures usually employed by dentists. By way of description, such services include: pre and post-operative care.

17.0415 Endodontic Services

Procedures usually employed by dentists for the treatment of non-vital teeth.

17.0416 Peridontic Services

Procedures usually employed by dentists for the treatment of diseases of the gums and supporting structure of the teeth.

17.0417 Prosthodontic Services

To include bridges, partials and complete dentures.

17.0418 Orthodontal Coverage

Class III benefits with a maximum payment of Thirteen Hundred (\$1300.00) Dollars.

17.0500 The coverage will be equivalent to the 1990-91 MEA-MESSA Dental Care Program Plan "D" with 80 percent coverage on each of Class I, II and III, and a \$2,300 maximum per year (orthodontics \$1,300 maximum).

17.0600 Vision care Insurance

Vision care shall be provided with coverage that will be equivalent to the MESSA VSP 2 Silver Plan with a comparable list of panel providers.

17.0700 Long-term disability Insurance.

Long-term disability (LTD) will be provided to as follows: 66 2/3% of monthly earnings subject to a \$4,000 monthly maximum with after a 180-day waiting period. Effective July 1, 2010 the monthly maximum is \$5000.

17.0800 Teachers on an approved leave of absence (other than a paid sick leave) or who are laid off may pay their individual premium if they so desire, for a period provided by law subject to the rules and regulations of the respective carrier.

17.0900 The Board's obligation to pay for the above insurances shall be as follows:

All teachers working sixty (60%) percent or more of the regular workday shall receive the above benefits fully paid by the Board. Teachers regularly working 28 hours or more per week at Mackinaw High School will be considered full time.

Teachers working less than sixty (60%) percent of a regular work day shall have contributions made on their behalf of one-half of the health insurance, full Term Life Insurance and L.T.D., but shall be required to make any contributions for Vision and Dental plans if so desired. Teachers regularly working at least 22 hours but less than 28 hour per week at Mackinaw High School shall have contributions made on their behalf of one-half of the health insurance, full Term Life Insurance and LTD, but shall be required to make any contributions for Vision and Dental plans if so desired.

18.0000 SCHOOL CALENDARS

18.0100 The professional services of all teachers shall be set forth in the school calendar under Appendix H, I and J of this Agreement and shall be incorporated into and considered a part of this Agreement.

18.0110 Teacher Work Year

This section, 18.0110, does not apply to Mackinaw High School teachers. The following designates student instruction days, staff workdays, and additional workdays for new teachers. (Teachers shall be considered new teachers during their first three years of employment in the district or until they achieve tenure, depending on whichever occurs first. The district may allow new, but not novice teachers, to be excused from the new teacher days, after completing one

year.) The teacher work year for each school year of the agreement is:

- 180 student days
- 4 teacher days:
 - 2 days before school starts
 - 2 record days
 - 2 new teacher days

18.0111 Mackinaw High School Teacher Work Year

The following designates student instruction days, staff workdays, and additional workdays for new teachers at Mackinaw High School. (Teachers shall be considered new teachers during their first three years of employment in the district or until they achieve tenure, depending on whichever occurs first. The district may allow new, but not novice teachers, to be excused from the new teacher days, after completing one year.) The teacher work year Mackinaw High School for each school year of the agreement is:

- 180 student days
- 3 teacher days:
 - 3 staff workdays
 - 2 new teacher days

18.0200 Cancelled Instructional Time

Instructional time cancelled because of conditions beyond the control of school authorities which causes a loss of school aid will be rescheduled.

Instructional time cancelled because of conditions beyond the control of school authorities which will not cause a loss of school aid may be rescheduled (following consultation with the STEA president or designee) if the loss of instruction was due to an intentional act.

Teachers will receive their regular pay for days which are cancelled, but shall work on any rescheduled days with no additional compensation.

Unless otherwise agreed, rescheduled time shall be at the end of the school year.

19.0000 STANDING COMMITTEES

19.0100 The Instructional Services Council will become the Curriculum Review Board.

19.0110 The intent of the Curriculum Review Board is to oversee the curriculum development process in Saginaw Township Community Schools. The CRB membership will include three administrators, three parents and six teachers representing the majority of any group represented on the Board.

19.0115 Teacher membership on the Curriculum Review Board shall be appointed by the Saginaw Township Education Association and include representation from each area: elementary, middle school and high school.

19.0120 The membership of any district curriculum study committee will include a majority number of teachers. A district curriculum study committee will be responsible for recommending teacher resources needed for curriculum implementation.

19.0200 Professional Development Committee

19.0210 The Professional Development Committee shall identify needs, establish priorities and approve programs of professional development that will result in an improved learning experience for students. Membership shall be comprised of teachers representing each elementary, two from the middle school, two from the high school and one from the alternative programs. Administrative representatives shall include one from each elementary school, one from the middle school, one from the high school and the Director of Curriculum, Instruction and Assessment.

19.0300 Review Committee

The Board agrees to have a minimum of one (1) monthly meeting during the school year with the Saginaw Township Education Association negotiating committee to discuss any and all problems, which are proper subject of collective bargaining.

20.0000 MISCELLANEOUS

20.0100 Savings Clause

If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

20.0200 Waiver Clause


The parties agree that all negotiable items have been discussed during negotiations leading to this agreement, and therefore agree that negotiations will not be reopened on any item, whether or not contained herein or whether or not discussed at any time during negotiations during the life of this Agreement.

21.0000 TERMINATION


This Agreement shall become effective March 25, 2013, and shall remain in effect until July 31, 2017.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their authorized representatives as of the 7th day of May, 2014.

BOARD OF EDUCATION
SAGINAW TOWNSHIP
COMMUNITY SCHOOLS



Susan K. Prine
President



Christopher Swartz
Secretary

SAGINAW TOWNSHIP
EDUCATION ASSOCIATION



Peter Tyson
President



Marie Van Tiffin
Secretary

Interest Based Bargaining Team

Van Collins
Diane Davis
Lori Duncan
Steve Elliott
Corinne Edwards

Kristen Hecht
Kate Kern
Michael Newman
Andrew Richardson
Tony Skowronski

Peter Tyson
Kevin Vieau
Karen Volk

Facilitators:

Tom Greene

Robert Galardi

**Letter of Agreement
between
Saginaw Township Community Schools
and
Saginaw Township Education Association**

Re: Flexible Schedules

The Saginaw Township Community Schools (STCS) and the Saginaw Township Education Association (STEA) agree to the following regarding flexible schedules:

For the 2012-2013 through 2016-2017 school years, teachers will have the opportunity to choose their starting and ending times from the schedules as detailed below.

Elementary

Schedule A 7:30 am to 3:30 pm Default Schedule
Schedule B 7:15 am to 3:15 pm

Middle School

Schedule A 7:45 am to 3:45 pm Default Schedule
Schedule B 7:55 am to 3:55 pm

High School

Schedule A 7:20 am to 3:05 pm Default Schedule
Schedule B 7:30 am to 3:15 pm

Faculty members will notify their building principal of their schedule choice by completing the work schedule form and returning it to the principal at the beginning of each school year.

This choice will be in effect for the remainder of the school year unless a change is mutually agreed upon by the teacher and the principal.

This flexible schedule option will be in effect until the end of the 2016-2017 school year only unless the STEA and STCS mutually agree to continue this work schedule option.

For days on which building-wide or district-wide meetings are held, the default schedule will be in effect for all faculty members.

Dated this 7th day of May, 2014

SAGINAW TOWNSHIP
COMMUNITY SCHOOLS



Tony Skowronski
Director of Human Resources & Labor Relations

SAGINAW TOWNSHIP
EDUCATION ASSOCIATION



Peter Tyson
STEA President

**Letter of Agreement
between
Saginaw Township Community Schools (STCS)
and
The Saginaw Township Education Association (STEA)**

Re: State Mandated Instructional Time Increase 2000-01 forward

This letter of Agreement is entered into between the Saginaw Township Community Schools Board of Education and the Saginaw Township Education Association. The STCS Board of Education and the STEA agree to the following language regarding the State mandated increase in student instructional hours effective at the start of the 2000-2001 school year:

Elementary School. The parties agree to increase the elementary student instructional schedule by twenty (20) minutes per day. Ten (10) of the additional minutes will be provided by increasing the time allotted for special programs (i.e. art, music, PE, foreign language, etc.) from thirty (30) minutes per day to forty (40) minutes per day for grades one through five. The daily special period will remain at thirty (30) minutes per day for the Young 5's and the Kindergarten level.

Middle School. The parties agree to add five (5) minutes to two (2) periods and increase passing time when students move to exploration class.

High School. The parties agree to add five (5) minutes to 1st, 3rd and 5th periods.

For the STCS:

 / May 7, 2014
date

For the STEA:

 / May 7, 2014
date

**Letter of Understanding
between
Saginaw Township Community Schools
and the
Saginaw Township Education Association**

Re: Sections 6.0154, 6.0155, and 6.0156

Pursuant to the grievance resolutions for grievances from various special education teachers, The Saginaw Township Community Schools (hereinafter "STCS") and the Saginaw Township Education Association (MEA/NEA) (hereinafter "STEA") agree that:

In recognition of the fact that there is a difference between "self-contained" special education classrooms and other classrooms, the provisions of Sections 6.0154, 6.0155 and 6.0156:

Do not apply to self-contained special education classrooms where the students are not taking course work leading to a high school diploma.

Do apply in self-contained special education classrooms where the course leads to a high school diploma in that each listed course on the student's schedule will be counted as a preparation, subject to:

If the course is co-taught because the special education teacher is not certified or qualified, including under No Child Left Behind (N.C.L.B.), that course will be counted as half a preparation.

If the teacher has more than four preparations in a 5 hour schedule, the teacher will be compensated in accordance with the collective bargaining agreement the same as a general education teacher would, provided that a half preparation will be only paid as half of an additional prep.


Dated this 7th day of May, 2014

Saginaw Township Community Schools

Saginaw Township Education
Association (MEA/NEA)



Tony Skowronski, Director of Human Resources



Matt Zimmerman, Uniserv Director

**Letter of Agreement
between
Saginaw Township Community Schools
and
Saginaw Township Education Association**

Re: High School Schedule Sections 6.0110, 6.0120 and 6.0151

The Saginaw Township Education Association (STEA) and the Saginaw Township Community Schools (STCS) have set forth in their collective bargaining agreement the length of the work day, lunch period and class periods. For some time the parties have established a mutually agreeable modifications to the contract language at Heritage High School and wish those changes to continue for the duration of this agreement.

These changes include:

- a. The forty (40) minute lunch provided in 6.0120 is only 35 minutes.
- b. The eight (8) hour day, inclusive of an unpaid lunch, provided in 6.0110 will be 7¾ hours, inclusive of an unpaid lunch.
- c. The fifty-two (52) minute period provided in 6.0151 has been altered to six periods that are fifty (50) minutes and one period that is fifty-five (55) minutes. The additional five minutes will be used for announcements.


Dated this 7th day of May, 2014

Saginaw Township Community Schools

Saginaw Township Education
Association (MEA/NEA)



Tony Skowronski, Director of Human Resources



Matt Zimmerman, Uniserv Director

**Letter of Agreement
between
Saginaw Township Community Schools
and
Saginaw Township Education Association**

Re: Prohibited and Illegal Subjects of Bargaining

The Saginaw Township Education Association and Saginaw Township Community Schools are parties to a collective bargaining agreement. They have recently negotiated an agreement through July 31, 2017.

During the course of negotiations, the parties reviewed recent legislative changes that have affected their bargaining relationship, e.g., Public Acts 100, 101, 102 and 103 of 2011. While some of the effects of such changes are self-evident others are not. The parties have arrived at this collective bargaining agreement using their best judgment concerning these changes, while realizing that they have may not have captured all of the nuances attributable to such changes. In recognition of this situation, the parties agree that should a grievance arise and there is a claim that the alleged contractual violation involves a prohibited or illegal subject of bargaining, that matter will be determined by the Michigan Employment Relations Commission (MERC) prior to being heard by an arbitrator.

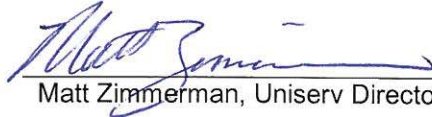
Dated this 7th day of May, 2014

Saginaw Township Community Schools

Saginaw Township Education
Association (MEA/NEA)



Tony Skowronski, Director of Human Resources



Matt Zimmerman, Uniserv Director

**Letter of Agreement
between
Saginaw Township Community Schools (STCS)
and
The Saginaw Township Education Association (STEA)**

Re: Cyber Classroom

The SAGINAW TOWNSHIP COMMUNITY SCHOOLS (hereinafter referred to as the "Employer" or the "School District") and the SAGINAW TOWNSHIP EDUCATION ASSOCIATION (hereinafter referred to as the "Association") agreed to resolve the Cyber Classroom Grievance, Grievance No. 0910-003, filed on January 25, 2010, by setting forth their understandings on how the classroom will operate in the future. Those understandings continue and are:

1. The Cyber Classroom was established in the fall of 2009 as both a pilot project and as an innovative use of technology for the delivery of educational services. The classroom was structured as a six (6) hour a day classroom and designed to allow students to take approved courses online. The structure of the Cyber Classroom did not require the teacher to plan lessons, present educational content or determine grades. Rather, the staff member was required to work with individual students to facilitate their learning through the use of technology.
2. The School District has maintained a position that the teacher in the Cyber Classroom is not subject to the various provisions of the collective bargaining agreement governing such things as class size, teacher-pupil ratios, planning periods, the number of classes taught and similar issues. The Association has maintained that, notwithstanding the provisions of the Public Employment Relations Act, MCL 423.215, matters relating to the working conditions of the teacher in the classroom remain subject to collective bargaining.
3. The Association and the School District agree that the Cyber Classroom teacher (including the incumbent teacher and any other teacher assigned) may continue to be employed under the structure and conditions as originally developed and implemented in the fall of 2009. However, the Association's agreement to allow this to continue is considered without prejudice to the Association's position that the position is subject to collective bargaining. However, as long as the Cyber Classroom teacher continues to function under the current structure, and in the absence of any substantial change to the position related to lesson planning, content presentation and grading, the School District may continue to operate the position under its current structure and the provisions of the collective bargaining agreement related to planning periods, class size, pupil-teacher ratios, overload pay, number of classes taught and similar issues shall not be considered applicable to the teacher in the Cyber Classroom.
4. The School District agrees that, in consideration for the Association's agreement set forth in this resolution, the grievant was paid the amount of \$1000 representing a compromise of any compensation the teacher may otherwise have been entitled to under the collective bargaining agreement for overload pay, lack of planning or preparation and the number of class periods taught during the school day. That payment shall represent a one-time payment of compensation to the teacher and shall not be required in future years.
5. In the event a teacher who is assigned to the Cyber Classroom for a total of 7 hours per day has more than 290 students per day aggregate total for the entire semester, the teacher shall receive a stipend in the amount of \$500 per semester. In the event a

teacher who is assigned to the Cyber Classroom for a total of 7 hours per day has more than 340 students per day aggregate total for the entire semester, the teacher shall receive a stipend in the amount of \$1000 per semester.

6. In the event the class size during any hour exceeds 45, the assigned teacher may request assistance. The School District will consider the request taking into account such factors as the total learning environment and any specific challenges related to student behavior that may impact the learning process for all students in the classroom. In the event the class size during any hour meets or exceeds 55 students, assistance will be provided. The School District reserves the right to determine the type of assistance to be provided and may select any reasonable method of assistance including the assignment of an instructional assistant, paraprofessional or substitute teacher.
7. The Association agreed to withdraw Grievance No. 0910-003 and to consider its resolution agreement as a full, final and complete agreement of any and all issues related to the School District's creation of the Cyber Classroom and staffing of the position.
8. This agreement shall expire on July 31, 2017 unless specifically renewed by mutual agreement.
9. This agreement shall not be considered to establish a precedent nor shall this agreement be construed in a manner suggesting that the School District has relinquished any of its rights set forth in the School Code or the Public Employment Relations Act (PERA) including the provisions of Section 15 of PERA.

Dated this 7th day of May, 2014

SAGINAW TOWNSHIP COMMUNITY SCHOOLS

SAGINAW TOWNSHIP EDUCATION ASSOCIATION

By Tony Skowicki

By [Signature]

Its: Human Resources Director

Its: President STEA

Appendix A
SAGINAW TOWNSHIP COMMUNITY SCHOOLS
STE A SENIORITY LIST (updated 4/14/14)
(In sequential order)

*Non-Tenure/Probationary
"a" is an ancillary employee

2013	Robinson, Sharon*	Wenzell, Katherine
	Marden, Jennifer*(a)	Estep, Michelle
	VanGuilder, Robin*	Martinez, Diana
	Jones, Andrea*	Smith, Amanda
	Lee, Lori*	
		2007
2012	Hill, Hannah*(a)	Cole, Kimberly (a)
	Sullivan, Margaret*	Ivory, Meghan
	Gronda, Angela*	Hinman, Shannon
	McCauley, Sheri*	O'Loughlin, Jeffrey
	Koeppen, Theresa*	Schumann, Judith
	Kanine, Adam*	Lamirand, Janelle
	Lewis, Ashley*	Morford, Lisa
	Ahlberg, Alyssa*	Goidosik, Amanda
	Muladore, Meagan*	Pfeifer, Jason
	Servinski, Kristine*	Watt, Alicia
		Gronski, Jennifer
		2006
2011	Kerns, Catherine*	Hohwart, Julie
	Simon, Kim*	Pratt, Alison
	Morse, Emily*	Swope, Shelly
	Stewart, Scott*	Senkowski, Brandy
		Schlaud, Kristina
		Egerer, Rebecca
		Heinz, Kelly
2010	Taylor, Daniel*	
	Lewis, Adam*	2005
	Amev, Brad	Burlingame, Cara
	Sollner, Irene	Stanley, Kathryn
	Connolly, Michael*	Collins, Luz Marisol
	Bidwell, Kevin*	Mize, Joseph
	Pittsley, Justin*	Felske, Sheri
		Wicke, Matthew
2009	LeRoux, Thomas	Campeau, Genelle
	Stoney, Jennifer	Kulhanek, David
		Myczkowiak, Deborah(a)
		Kowalski, John
2008	Woods, Susan	Middlin, Thomas
	Buckley, Meghan	Huston, Barbara
	Crachiola, Jennifer	Coutcher, Mark
	Carpenter, Craig	Sanchez, Marta
	Noble, Michelle	Brown, Lindsay
	Cairy, Kimberly	Miller, Sara
	Erickson, William	Kahl, Melanie
	Laurenz, Linda	Wenzel, Ashley
	Raines, Judith	VanTol, Julie
	Martin, Elijah	
		2004
	Wilson, John	Bixby, Janet
	Myers, Britney	List, Jamie
	Wierda, Gerrit	Maillette, Matthew

	Kreger, Holly(a)		Deprez, Tera
	Lester, Sarah		Wobio, Krista
	McAuley, David		Hopper, Farrah
	Mulford, Christina		Stinson, Letitica
	Bell, Michelle (a)		Carlisle, Mary Beth
	Miller, Ann		Fairchild, Ann
	Retberg, Carrie		Bauer, Michael
	Howald, Nicol		
	Fauver, Colleen	2001	Stedry, Amy
	Blaskowski, Anne		Chenoweth, Jodi
	Galonska, Melanie		Rummler, Jill
	Rethman, Nicole		Kern, Antoinette
2003			Joslyn, Robert
	Papst, Kimberly (a)		Bowsher, Kelly
	Vondette, Julie(a)		Collison, Jan
	Cohoon, Sara		Wichmann, Janet
	Reed, Kelly		Macias, Christine
	Hare, Danielle		Rosebush, Jonathan
	Mikoleizik, Kris		Mackley, Hallie
	Cole, Adrienne		Vieau, Kevin
	Keith, Kari		Jacobs, Scott
	Moeller, Jennifer		Klopf, Arica
	Chaltraw, William		Winters, Marcie
	Robbie, Teresa		
	Blaskowski, Joseph	2000	Duncan, Lori
	Hartwick, Nicole		Krzyzaniak, Paul
	Maze, Stacy		Fechter, Brad
	Slavin, Faith		Bordeaux, Melissa
	Egerer, Stacey		Fluder, Kimberly
	Klebe, Trent		Inman, Wendy
	Bowsher, Brian		Engleman, Kelly
	Chobod, Michelle		Maloney, Donald
	Cole, Tim		Church, Graham
	DeRocher, Kelly		Loeffler, Lisa
	Mehalski, Zachary		Van Bocxlaer, Lori
	Kempf, Michelle		Feriend, William
	Drago, Jane		Thompson, Thomas
	Vauhkonen, Sandra		Romain, Autumn
	Carey, T.J.		Todoroff, Brenda
	Hebl, Melissa		Quinn, Dawn
	Rodriguez, Steven		
	Gotham, Lisa	1999	Bernard, Daryl
	Kuhn, Tracy		Michael, Debra
	Schaefer, Joe		Restifo, Lisa
	Sprague, Michelle		Sporman, Amy
2002			Haag, Karol
	Reed, Kevin		Kiss, Kelly
	Yockey, Daniel		Moretuzzo, Pamela
	Sherbeck, Jayne		Marston-Keyser, Karla
	Kowalski, Anne		Benkert, Tricia
	Fry, Christine		Tyson, Peter
	Idzior, Amy		Catlin, Kim
	Totten, Tara		Pike, LaDonna
	Senkowski, Gary		

	Mayer, Betty	1995	Molnar, Brent
	Casler, Mary		Kin, Denise
	Markey, Leah		Frost, Michelle
	Smeltzer, Paula		Conlin, Peggy
	Richardson, Elizabeth		Markey, Lili
	Hill, Susan		Sizelove, Amy
	Weber, Krista		Francis, Ellen
	Painter, William		
	Essex, Kim	1994	Lee, Tammy
	Talbot, Marjorie		
1998		1993	
	Card, Brian		Schmidt, Lisa
	Wressell, Gina		Stanley, Steven
	Ries, Betty		Vondette, Jane
	Johnson, Lisa		Schneider, Stephanie
	Hare, Jamie		Pugh, Kimberly
	Robinson, Jane		Thiel, Christina
	Huebsch, Amy		
	Moore, Rebecca	1992	Little, Joyce
	Blaine, Brian		
	Lagalo, Christine	1991	Hausbeck, Theresa
	Miller, Kathleen		Kelsey, Molly
	Perry, Terri		
	Watz, Jeanne		
1997		1990	
	Bateson, Jamie		Tesch, June
	Fletcher, Jill		Kern, Kate
	Fila, Melissa		McQuinn, Mary
	Windy, Denise		Blodgett, Nancy
	Richardson, Andrew		Goodman, Jody
	Yachcik, Michael (a)		Sweigart, Elaine
	Beamish, Robin		
	Moore, Marcus	1989	VanTiflin, Marie
	Garcia, Jr., Manuel		
	Schneider, Gregory		
1996		1988	
	Darby, Danna		Royer, Pamela
	Merrick, Diane		
	Revard, Cheryl	1986	Durand, Pamela
	Sujkowski, Kerri		
	Wilds, Kathleen	1985	Gerard, Celeste
	McCarthy, Torre		
	Kalinowski, Amy	1984	Conley, Timothy
	Reh, AnneMarie		Wreggelsworth, Janie
	Sawley-Wasmer, Rachel		LeRoy, Teresa
	Smith, Daniel		
	Michelson, Alison	1983	Neal, Roy
	Hall, Karla		
	Tineo-Cook, Betsy		

1979	DeWolf-Ott, Joyce	1973	Terbrack, Sandra
1978	Mertz, Lou Ellen	1968	Jakes, Ruth

^l **Section 2.0115** *The term “ancillary employee” shall mean an employee represented by the Association in paragraph 2.0100 who is not required to hold a teaching certificate/permit to be employed. Presently (February 2014), these positions include counselor, school social worker, speech therapists, and school psychologists. If the employee is covered by the Teacher Tenure Act, the employee is not an ancillary employee.*

**Saginaw Township Community Schools
2012-13 TEACHER SALARY SCHEDULE**

Years Exp Credit	BACHELOR'S		BACHELOR'S+ 18*		MASTER'S		MASTER'S+ 15		MASTER'S+ 30	
	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index
0	34,583	0.9437	37,148	1.0137	41,546	1.1337	44,111	1.2037	45,943	1.2537
1	36,646	1.0000	39,211	1.0700	43,609	1.1900	46,174	1.2600	48,006	1.3100
2	38,709	1.0563	41,274	1.1263	45,672	1.2463	48,237	1.3163	50,069	1.3663
3	40,769	1.1125	43,334	1.1825	47,731	1.3025	50,297	1.3725	52,129	1.4225
4	42,832	1.1688	45,397	1.2388	49,795	1.3588	52,360	1.4288	54,192	1.4788
5	44,891	1.2250	47,457	1.2950	51,854	1.4150	54,419	1.4850	56,252	1.5350
6	46,955	1.2813	49,520	1.3513	53,917	1.4713	56,482	1.5413	58,315	1.5913
7	49,014	1.3375	51,579	1.4075	55,977	1.5275	58,542	1.5975	60,374	1.6475
8	51,077	1.3938	53,642	1.4638	58,040	1.5838	60,605	1.6538	62,437	1.7038
9	53,137	1.4500	55,702	1.5200	60,099	1.6400	62,665	1.7100	64,497	1.7600
10	55,200	1.5063	57,765	1.5763	62,163	1.6963	64,728	1.7663	66,560	1.8163
11	57,259	1.5625	59,825	1.6325	64,222	1.7525	66,787	1.8225	68,620	1.8725
12	59,323	1.6188	61,888	1.6888	66,285	1.8088	68,851	1.8788	70,683	1.9288
13	61,382	1.6750	63,947	1.7450	68,345	1.8650	70,910	1.9350	72,742	1.9850
14	63,617	1.7360	66,274	1.8085	70,833	1.9329	73,494	2.0055	75,392	2.0573
19	65,526	1.0300	68,263	1.0300	72,958	1.0300	75,698	1.0300	77,654	1.0300
24	67,435	1.0600	70,251	1.0600	75,083	1.0600	77,903	1.0600	79,915	1.0600
29	69,343	1.0900	72,239	1.0900	77,208	1.0900	80,108	1.0900	82,177	1.0900
34	71,252	1.1200	74,227	1.1200	79,333	1.1200	82,313	1.1200	84,439	1.1200

BACHELOR'S+ 18-is available only to those hired before January 1, 2012*

n.b., This wage schedule was in effect for 2010-2011 and 2011-2012, amount paid subject to parties' settlement; for 2012-2013 See 16.0400

**Saginaw Township Community Schools
2012-2013 Middle School Coaching Salary Schedule**

Years Experience in Coaching

Salary Base-Master's Step 13:

\$68,345

Middle School			Step 2	
	Index	Amount	Index	Amount
Basketball - Boys 7th grade	0.018674	1,276	0.021786	1,489
Basketball - Boys 8th grade	0.018674	1,276	0.021786	1,489
Basketball - Girls 7th grade	0.018674	1,276	0.021786	1,489
Basketball - Girls 8th grade	0.018674	1,276	0.021786	1,489
Cheerleading	0.018674	1,276	0.021786	1,489
Cross country	0.018674	1,276	0.021786	1,489
Football	0.018674	1,276	0.021786	1,489
Pompon	0.018674	1,276	0.021786	1,489
Softball 7th grade	0.018674	1,276	0.021786	1,489
Softball 8th grade	0.018674	1,276	0.021786	1,489
Swimming - Boys 7th/8th grades	0.018674	1,276	0.021786	1,489
Swimming - Girls 7th/8th grades	0.018674	1,276	0.021786	1,489
Swimming - Girls (Assistant)	0.009337	638	0.010893	744
Tennis - Boys	0.018674	1,276	0.021786	1,489
Tennis - Girls	0.018674	1,276	0.021786	1,489
Track - 7th/8th grades	0.018674	1,276	0.021786	1,489
Track Assistant 7th/8th grade	0.009337	638	0.010893	744
Volleyball 7th grade	0.018674	1,276	0.021786	1,489
Volleyball 8th grade	0.018674	1,276	0.021786	1,489
Wrestling 7th/8th grades	0.018674	1,276	0.021786	1,489
WPMS Athletic Dir. (annually)	None	5,000	n/a	n/a

**Saginaw Township Community Schools
2012-2013 High School Coaching Salary Schedule**

Salary Base-Masters Step 13:								
\$68,345	Years Experience in Coaching							
	1		2		3		4	
HIGH SCHOOL	Index	Amount	Index	Amount	Index	Amount	Index	Amount
Head Football	.0662	4,524	.0742	5,071	.0821	5,611	.0901	6,158
Varsity Asst. Football	.0410	2,802	.0460	3,144	.0509	3,479	.0559	3,820
Head J.V. Football	.0410	2,802	.0460	3,144	.0509	3,479	.0559	3,820
Head Freshman Football	.0410	2,802	.0460	3,144	.0509	3,479	.0559	3,820
J.V. Asst. Football	.0384	2,624	.0430	2,939	.0476	3,253	.0522	3,568
Freshman Asst. Football	.0384	2,624	.0430	2,939	.0476	3,253	.0522	3,568
Head Basketball	.0662	4,524	.0742	5,071	.0821	5,611	.0901	6,158
Head J.V. Basketball	.0410	2,802	.0460	3,144	.0509	3,479	.0559	3,820
Freshman Basketball	.0410	2,802	.0460	3,144	.0509	3,479	.0559	3,820
HHS Asst Athletic Dir. (1 hr. release time)	.0662	4,524	.0742	5,071	.0821	5,611	.0901	6,158
Head Swimming	.0550	3,759	.0600	4,101	.0650	4,442	.0700	4,784
J.V. Swimming	.0358	2,447	.0390	2,665	.0423	2,891	.0455	3,110
Head Wrestling	.0550	3,759	.0600	4,101	.0650	4,442	.0700	4,784
J.V. Wrestling	.0358	2,447	.0390	2,665	.0423	2,891	.0455	3,110
Head Baseball	.0350	2,392	.0400	2,734	.0450	3,076	.0500	3,417
J.V. Baseball	.0228	1,558	.0260	1,777	.0293	2,003	.0325	2,221
Head Track	.0350	2,392	.0400	2,734	.0450	3,076	.0500	3,417
J.V. Track	.0228	1,558	.0260	1,777	.0293	2,003	.0325	2,221
Head Tennis	.0250	1,709	.0300	2,050	.0350	2,392	.0400	2,734
J.V. Tennis	.0163	1,114	.0195	1,333	.0228	1,558	.0260	1,777
Head Golf	.0250	1,709	.0300	2,050	.0350	2,392	.0400	2,734
J.V. Golf	.0163	1,114	.0195	1,333	.0228	1,558	.0260	1,777
Head Volleyball	.0550	3,759	.0600	4,101	.0650	4,442	.0700	4,784
J.V. Volleyball	.0358	2,447	.0390	2,665	.0423	2,891	.0455	3,110
Head Softball	.0350	2,392	.0400	2,734	.0450	3,076	.0500	3,417
J. V. Softball	.0228	1,558	.0260	1,777	.0293	2,003	.0325	2,221
Bowling	.0250	1,709	.0300	2,050	.0350	2,392	.0400	2,734
Head Skiing	.0250	1,709	.0300	2,050	.0350	2,392	.0400	2,734
J.V. Skiing	.0163	1,114	.0195	1,333	.0228	1,558	.0260	1,777
Cross Country	.0250	1,709	.0300	2,050	.0350	2,392	.0400	2,734
J.V. Cross Country	.0163	1,114	.0195	1,333	.0228	1,558	.0260	1,777
Head Hockey	.0550	3,759	.0600	4,101	.0650	4,442	.0700	4,784
J.V. Hockey	.0358	2,447	.0390	2,665	.0423	2,891	.0455	3,110
Head Soccer	.0350	2,392	.0400	2,734	.0450	3,076	.0500	3,417
J.V. Soccer	.0228	1,558	.0260	1,777	.0293	2,003	.0325	2,221

**Saginaw Township Community Schools
2013-14 TEACHER SALARY SCHEDULE**

Years Exp Credit	BACHELOR'S		BACHELOR'S+ 18*		MASTER'S		MASTER'S+ 15		MASTER'S+ 30	
	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index
0	33,839	0.9437	36,349	1.0137	40,652	1.1337	43,162	1.2037	44,955	1.2537
1	35,858	1.0000	38,368	1.0700	42,671	1.1900	45,181	1.2600	46,974	1.3100
2	37,877	1.0563	40,387	1.1263	44,690	1.2463	47,200	1.3163	48,993	1.3663
3	39,892	1.1125	42,402	1.1825	46,705	1.3025	49,215	1.3725	51,008	1.4225
4	41,911	1.1688	44,421	1.2388	48,724	1.3588	51,234	1.4288	53,027	1.4788
5	43,926	1.2250	46,436	1.2950	50,739	1.4150	53,249	1.4850	55,042	1.5350
6	45,945	1.2813	48,455	1.3513	52,758	1.4713	55,268	1.5413	57,061	1.5913
7	47,960	1.3375	50,470	1.4075	54,773	1.5275	57,283	1.5975	59,076	1.6475
8	49,979	1.3938	52,489	1.4638	56,792	1.5838	59,302	1.6538	61,095	1.7038
9	51,994	1.4500	54,504	1.5200	58,807	1.6400	61,317	1.7100	63,110	1.7600
10	54,013	1.5063	56,523	1.5763	60,826	1.6963	63,336	1.7663	65,129	1.8163
11	56,028	1.5625	58,538	1.6325	62,841	1.7525	65,351	1.8225	67,144	1.8725
12	58,047	1.6188	60,557	1.6888	64,860	1.8088	67,370	1.8788	69,163	1.9288
13	60,062	1.6750	62,572	1.7450	66,875	1.8650	69,385	1.9350	71,178	1.9850
14	62,249	1.7360	64,849	1.8085	69,310	1.9329	71,913	2.0055	73,771	2.0573
19	64,117	1.0300	66,795	1.0300	71,389	1.0300	74,071	1.0300	75,984	1.0300
24	65,984	1.0600	68,740	1.0600	73,469	1.0600	76,228	1.0600	78,197	1.0600
29	67,852	1.0900	70,686	1.0900	75,548	1.0900	78,385	1.0900	80,410	1.0900
34	69,719	1.1200	72,631	1.1200	77,627	1.1200	80,543	1.1200	82,623	1.1200

BACHELOR'S+ 18-is available only to those hired before January 1, 2012*

**Saginaw Township Community Schools
2013-2014 Middle School Coaching Salary Schedule**

Years Experience in Coaching

Salary Base-Master's Step 13:

\$66,875 Middle School			Step 2	
	Index	Amount	Index	Amount
Basketball - Boys 7th grade	0.018674	1,249	0.021786	1,457
Basketball - Boys 8th grade	0.018674	1,249	0.021786	1,457
Basketball - Girls 7th grade	0.018674	1,249	0.021786	1,457
Basketball - Girls 8th grade	0.018674	1,249	0.021786	1,457
Cheerleading	0.018674	1,249	0.021786	1,457
Cross country	0.018674	1,249	0.021786	1,457
Football	0.018674	1,249	0.021786	1,457
Pompon	0.018674	1,249	0.021786	1,457
Softball 7th grade	0.018674	1,249	0.021786	1,457
Softball 8th grade	0.018674	1,249	0.021786	1,457
Swimming - Boys 7th/8th grades	0.018674	1,249	0.021786	1,457
Swimming - Girls 7th/8th grades	0.018674	1,249	0.021786	1,457
Swimming - Girls (Assistant)	0.009337	624	0.010893	728
Tennis - Boys	0.018674	1,249	0.021786	1,457
Tennis - Girls	0.018674	1,249	0.021786	1,457
Track - 7th/8th grades	0.018674	1,249	0.021786	1,457
Track Assistant 7th/8th grade	0.009337	624	0.010893	728
Volleyball 7th grade	0.018674	1,249	0.021786	1,457
Volleyball 8th grade	0.018674	1,249	0.021786	1,457
Wrestling 7th/8th grades	0.018674	1,249	0.021786	1,457
WPMS Athletic Dir. (annually)	None	5,000	n/a	n/a

**Saginaw Township Community Schools
2013-2014 High School Coaching Salary Schedule**

Salary Base-Masters Step 13:									
\$66,875	Years Experience in Coaching								
	1		2		3		4		
HIGH SCHOOL	Index	Amount	Index	Amount	Index	Amount	Index	Amount	
Head Football	.0662	4,427	.0742	4,962	.0821	5,490	.0901	6,025	
Varsity Asst. Football	.0410	2,742	.0460	3,076	.0509	3,404	.0559	3,738	
Head J.V. Football	.0410	2,742	.0460	3,076	.0509	3,404	.0559	3,738	
Head Freshman Football	.0410	2,742	.0460	3,076	.0509	3,404	.0559	3,738	
J.V. Asst. Football	.0384	2,568	.0430	2,876	.0476	3,183	.0522	3,491	
Freshman Asst. Football	.0384	2,568	.0430	2,876	.0476	3,183	.0522	3,491	
Head Basketball	.0662	4,427	.0742	4,962	.0821	5,490	.0901	6,025	
Head J.V. Basketball	.0410	2,742	.0460	3,076	.0509	3,404	.0559	3,738	
Freshman Basketball	.0410	2,742	.0460	3,076	.0509	3,404	.0559	3,738	
HHS Asst Athletic Dir. (1 hr. release time)	.0662	4,427	.0742	4,962	.0821	5,490	.0901	6,025	
Head Swimming	.0550	3,678	.0600	4,013	.0650	4,347	.0700	4,681	
J.V. Swimming	.0358	2,394	.0390	2,608	.0423	2,829	.0455	3,043	
Head Wrestling	.0550	3,678	.0600	4,013	.0650	4,347	.0700	4,681	
J.V. Wrestling	.0358	2,394	.0390	2,608	.0423	2,829	.0455	3,043	
Head Baseball	.0350	2,341	.0400	2,675	.0450	3,009	.0500	3,344	
J.V. Baseball	.0228	1,525	.0260	1,739	.0293	1,959	.0325	2,173	
Head Track	.0350	2,341	.0400	2,675	.0450	3,009	.0500	3,344	
J.V. Track	.0228	1,525	.0260	1,739	.0293	1,959	.0325	2,173	
Head Tennis	.0250	1,672	.0300	2,006	.0350	2,341	.0400	2,675	
J.V. Tennis	.0163	1,090	.0195	1,304	.0228	1,525	.0260	1,739	
Head Golf	.0250	1,672	.0300	2,006	.0350	2,341	.0400	2,675	
J.V. Golf	.0163	1,090	.0195	1,304	.0228	1,525	.0260	1,739	
Head Volleyball	.0550	3,678	.0600	4,013	.0650	4,347	.0700	4,681	
J.V. Volleyball	.0358	2,394	.0390	2,608	.0423	2,829	.0455	3,043	
Head Softball	.0350	2,341	.0400	2,675	.0450	3,009	.0500	3,344	
J. V. Softball	.0228	1,525	.0260	1,739	.0293	1,959	.0325	2,173	
Bowling	.0250	1,672	.0300	2,006	.0350	2,341	.0400	2,675	
Head Skiing	.0250	1,672	.0300	2,006	.0350	2,341	.0400	2,675	
J.V. Skiing	.0163	1,090	.0195	1,304	.0228	1,525	.0260	1,739	
Cross Country	.0250	1,672	.0300	2,006	.0350	2,341	.0400	2,675	
J.V. Cross Country	.0163	1,090	.0195	1,304	.0228	1,525	.0260	1,739	
Head Hockey	.0550	3,678	.0600	4,013	.0650	4,347	.0700	4,681	
J.V. Hockey	.0358	2,394	.0390	2,608	.0423	2,829	.0455	3,043	
Head Soccer	.0350	2,341	.0400	2,675	.0450	3,009	.0500	3,344	
J.V. Soccer	.0228	1,525	.0260	1,739	.0293	1,959	.0325	2,173	

2012-2013 Teacher Calendar

August 2012

Mon	Tue	Wed	Thu	Fri
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27/w*	28/w*	29/w	30/w	31/x

W* - New Teacher Workdays
W - All Teachers Workdays

Cumulative: NTD=4 CTD=2 SD=0

September 2012

Mon	Tue	Wed	Thu	Fri
3/x	4/FD	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

X-No School Labor Day
FD-First Day of School
Student Days (SD)=19
Teacher Days (TD)=19
Cumulative: NTD=23 CTD=21 SD=19

October 2012

Mon	Tue	Wed	Thu	Fri
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

Student Days (SD)=23
Teacher Days (TD)=23

Cumulative: NTD=46 CTD=44 SD=42

November 2012

Mon	Tue	Wed	Thu	Fri
			1	2
5	6	7	8	9/ERW %
12	13	14/c1	15/c2	16
19	20	21/x	22/x	23/x
26	27	28	29	30

ERW-Elem Record Day; Elem students AM
-(HS/MS has school full day with students)
C1, C2-Parent Teacher Conferences
X-No School - Thanksgiving Break
SD=18.5 Elem/19 HS-MS TD=19
Cumulative: SD=60.5 Elem/61 HS-MS
Cumulative: NTD=65 CTD=63 SD=61

December 2012

Mon	Tue	Wed	Thu	Fri
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24/x	25/x	26/x	27/x	28/x
31/x				

X-No School Winter Break
Student Days (SD)=15
Teacher Days (TD)=15

Cumulative: SD=75.5 Elem/76 HS-MS
Cumulative: NTD=80 CTD=78 SD=76

January 2013

Mon	Tue	Wed	Thu	Fri
	1/X	2	3	4
7	8	9	10	11
14	15	16	17	18/HS MS RW
21	22	23	24	25
28	29	30	31	

X-No School Winter Break
HSMSRW=HS/MS Record Workday (full day)
-(Elem has school full day with students)
HS/MS Marking period ends January 18
SD=22 Elem/21 HS-MS TD=22
Cumulative: SD=97.5 Elem/97 HS-MS
Cumulative: NTD=102 CTD=100 SD=98

February

Mon	Tue	Wed	Thu	Fri
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22/ERW %
25	26	27	28	

ERW-Elem Record Day; Elem students AM
-(HS/MS has school full day with students)
Elementary Tri-mester ends February 22
SD=19.5 Elem/20 HS-MS TD=20

Cumulative: NTD=122 CTD=120 SD=117*

March

Mon	Tue	Wed	Thu	Fri
				1
4/c3	5/c3	6/c4	7/c4	8/x
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29/x

X-No School Good Friday
C3, C4-Parent Teacher Conferences
Student Days (SD)=19
Teacher Days (TD)=19
HS/MS Marking period ends Mar. 22

Cumulative: NTD=141 CTD=139 SD=136

April

Mon	Tue	Wed	Thu	Fri
1/x	2/x	3/x	4/x	5/x
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

X-No School - Spring Break
Student Days (SD)=17
Teacher Days (TD)=17

Cumulative: NTD=158 CTD=156 SD=153

May

Mon	Tue	Wed	Thu	Fri
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27/x	28	29	30	31

X-No School - Memorial Day
Student & Teacher Days=22
Cumulative: NTD=180 CTD=178 SD=175

June

Mon	Tue	Wed	Thu	Fri
3	4	5	6	7/LD
10/RW	11	12	13	14
17	18	19	20	21

LD-Last student Day
Student Days (SD)=5
Teacher Days (TD)=6
RW-Record Workday
Cumulative: NTD=186 CTD=184 SD=180

C1 HHS/Elem: students AM; Conf. 12-4
C1 WPMS: students AM; Conf. 1-5
C2 HHS/Elem: students PM; Conf. 4-8
C2 WPMS: students PM; Conf. 4:30-8:30
C3 HHS/Elem 4-6 pm both days
C4 WPMS 4:30-6:30 pm both days

CTD - Current Teachers Workdays
NTD - New Teachers Workdays
* previous month Cumulative SD= days of attendance
* February thereafter = days of instruction

Appendix I
2013-2014 Calendar

2013-2014 Teacher Calendar (does not include PD Days)

August					days	new	September					days	new	October					days	new									
Mon	Tue	Wed	Thu	Fri			Mon	Tue	Wed	Thu	Fri			Mon	Tue	Wed	Thu	Fri											
							2x	3FD	4	5	6	4	4		1	2	3	4	4	4									
							9	10	11	12	13	5	5	7	8	9	10	11	5	5									
							16	17	18	19	20	5	5	14	15	16	17	18	5	5									
							23	24	25	26	27	5	5	21	22	23	24	25	5	5									
							30					1	1	28	29	30	31		4	4									
26W*	27W*	28W	29W		month	4 2						month	20 20						month	23 23									
W* = New Teacher Workdays					YTD	4 2	X = No School - Labor Day weekend					YTD	24 22						YTD	47 45									
W = Teacher Workdays										FD = first day of school																			
November					days	elem	2nd	December					days	elem	2nd	January					days	elem	2nd						
Mon	Tue	Wed	Thu	Fri				Mon	Tue	Wed	Thu	Fri				Mon	Tue	Wed	Thu	Fri									
				1	1	1	1	2	3	4	5	6	5	5	5			1x	2x	3x	0	0	0						
4	5	6	7	8ERW	4.5	5	5	9	10	11	12	13	5	5	5	6	7	8	9	10	5	5	5						
11	12	13	14	15	5	5	5	16	17	18	19	20	5	5	5	13	14	15	16	17	5	5	5						
18	19	20C1	21C2	22	5	5	5	23x	24x	25x	26x	27x				20	21	22	23	24	5	4	5						
25	26	27X	28X	29X	2	2	2	30x	31x				27	28	29	30	31	5	5	5									
HS/MS Marking period ends Nov 1					17.5	18	18	X = Winter Break - No School					month	15 15 15	HS/MS Marking period ends Jan 24					month	20 19 20								
Elementary Tri-mester ends Nov 11					64.5	65	63						YTD	79.5 80 78	HSMSRW=HS/MS Record Day (full day)					YTD	99.5 99 98								
C1, C2 = Parent Teacher Conferences					65										New	80	(Elementary full day with students)					New	100						
ERW=Elem Record Day; Elem students AM (HS/MS full day with students)																													
Elementary Report Card Window opens no later than Nov 8, and closes 12:01 am on Nov 14																													
X=No School - Thanksgiving Break																													
February					days	elem	2nd	March					days	elem	2nd	April					days	elem	2nd						
Mon	Tue	Wed	Thu	Fri				Mon	Tue	Wed	Thu	Fri				Mon	Tue	Wed	Thu	Fri									
					5	5	5	3C3	4C3	5C4	6C4	7x	4	4	4		1x	2x	3x	4x	0	0	0						
10	11	12	13	14	5	5	5	10	11	12	13	14	5	5	5	7	8	9	10	11	5	5	5						
17	18	19	20	21ERW	4.5	5	5	17	18	19	20	21	5	5	5	14	15	16	17	18x	5	5	5						
24	25	26	27	28	5	5	5	24	25	26	27	28	5	5	5	21	22	23	24	25	4	4	4						
								31x					0	0	0	28	29	30			3	3	3						
ERW=Elem Record Day; Elem students AM (HS/MS full day with students)					19.5	20	20	C3, C4 = Parent Teacher Conferences					month	19 19 19	X = Spring Break - No School					month	17 17 17								
Elementary Tri-mester ends February 21					119	119	118	HS/MS Marking period ends March 28					YTD	138 138 137	Easter is April 20, 2014					YTD	155 155 154								
Elementary Report Card Window opens no later than Feb 21, and closes 12:01 am on Feb 27					120					X = Spring Break - No School					New	139						New	156						
May					days	elem	2nd	June					days	elem	2nd														
Mon	Tue	Wed	Thu	Fri				Mon	Tue	Wed	Thu	Fri																	
			1	2	2	2	2	2	3	4	5	6	5	5	5														
5	6	7	8	9	5	5	5	9	10	11LD	12RW		3	3	4														
12	13	14	15	16	5	5	5																						
19	20	21	22	23	5	5	5																						
26x	27	28	29	30	4	4	4																						
X=No School - Memorial Day					month	21 21 21	LD = last student day					month	8 8 9																
					YTD	176 176 175	RW=Record Workday					YTD	184 184 184																
					New	177						New	186																

SAGINAW TOWNSHIP

EXTRA DUTY CONTRACT

To:

This is to inform you that you have been granted a special stipend, in addition to your regular contract, as reimbursement for duties and responsibilities over and above your regular assignment, as follows:

Amount: \$

Duties & Responsibilities:

School:

Period of Special Assignment: _____ School Year

This amount, less regular deductions, will be paid to you according to the following schedule:

_____ Proportionately over _____ pay periods

_____ Lump sum

_____ Two equal installments

The amount stated and the duties and responsibilities designed herein are for the period specified, and neither the amount of the stipend nor the duties are to be considered as a part of your regular assignment or the contract for your regular services. This special assignment and stipend are not subject to the Teacher Tenure Act of 1937 as amended. Any continuation of this special assignment beyond the period specified shall be subject to review and approval by the Administration.

Superintendent of Schools

Date

cc: Payroll
Personnel

Notice

Saginaw Township Community Schools will not discriminate against any person based on sex, race, color, national origin, religion, height, weight, marital status, handicap, age, or disability. The Board reaffirms its long-standing policy of compliance with all applicable federal and state laws and regulations prohibiting discrimination including, but not limited to, Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d. et seq.; and 42 U.S.C. §§ 2000e, et seq.; Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; The Americans With Disabilities Act of 1990, 42 U.S.C. §§ 1210, et seq.; The Persons with Disabilities Civil Rights Act, MCL §§ 37.1101, et seq.; and The Elliott-Larsen Civil Rights Act, MCL §§ 37.2101, et seq.

Inquiries or complaints by the public related to discrimination, should be directed to:
Director of Human Resources & Labor Relations, Saginaw Township Community Schools
PO Box 6278, 3465 N. Center Road, Saginaw, MI 48608 Phone: 989-797-1800

**Letter of Agreement
between
Saginaw Township Educational Association
and
Saginaw Township Community Schools**

Re: Unfunded Coaches

The collective bargaining agreement between the Saginaw Township Educational Association and Saginaw Township Community Schools sets forth stipends for athletic coaches that are funded by the district. Many of the athletic teams have unpaid volunteers who coach or assist with coaching. Some sports only have volunteers (e.g., lacrosse – girls' teams, boys' teams). Teams fundraise for a variety of reasons. To help insure a high quality program, teams would like the ability to pay such coaches from funds that the team has raised.

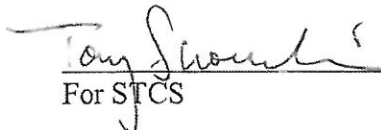
The parties hereby agree that under the direction of the District Athletic Director, teams may fundraise so that the district may hire coaches for these sports. Such hired coaches will be paid on following basis:

- Head Varsity Coach \$1000.00
- JV Head Coach \$ 750.00
- Assistant Coach \$ 500.00

The club/team will be responsible for all costs associated with the funding of the coach (e.g., stipend, retirement).

In sports where the district budget provides for coaches under the STEA contract, only Assistant Coaches can be hired under the fundraising guidelines to supplement the current coaches.

Dated: 1-27-15



For STCS



For STEA

Tentative Agreement
between
Saginaw Township Education Association
and
Saginaw Township Community Schools

**2014-2015 Economic Re-opener
2015-2016 Wage Re-opener**

The bargaining teams representing the Saginaw Township Education Association and Saginaw Township Community Schools as the Interest Based Bargaining Team (IBB) have been negotiating the 2014-2015 economic re-opener as well as the 2015-2016 wage re-opener provided by the parties' current collective bargaining agreement, which will expire July 31, 2017. The IBB Team reached tentative agreement on these re-openers and hereby unanimously recommends ratification of the following:

1. Add 6.0166, concerning secondary counselors, as attached.
2. Modify 6.0214, Daily Compensation (K-5) as attached.
3. Modify 7.0200, concerning involuntary transfer, as attached.
4. Modify the reporting and charging of absences by adding 11.0820 as attached.
5. Modify the language for the disposition of personal days in 12.0321, Cash Payment and 12.0322, Conversion to Sick Days as follows:

12.0321 Cash Payment

If a teacher does not use any personal days during the first semester, the teacher may surrender up to two (2) days for the cash value of \$80.00 each at the end of the first semester. A teacher who has any personal days remaining may surrender up to five (5) days for the cash value of \$80.00 each at the end of the second semester. *Effective June 2015, if a teacher has used less than two personal days during the school year, the cash value at the end of the year will be \$160.00 for each day.* A written request for payment must be made to the Human Resources department within five (5) days of the end of the semester for which the teacher is requesting payment.

12.0322 Conversion to Sick Days

A teacher may request in writing that all remaining personal days be converted to sick days by submitting a written request to the Human Resources department within five (5) days of the end of the second semester.

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Effective June 2015, when personnel days are converted to sick days, the first three (3) personal days will be converted to four (4) sick days.

6. Modify 16.0236, Professional Growth Requirement by adding paragraphs *b* and *c* as attached.
7. Modify 16.0400 Teacher Salary Schedule, for 2014-2015 and 2015-2016 to read as follows:

2012-13:	See Appendix B (Employees will be paid 2.0% less than indicated)
2013-14:	See Appendix E, Bachelor Step 1=\$ 35,858
2014-15:	See Appendix E, Bachelor Step 1=\$ 35,858 Wage Re-opener
2015-16:	See Appendix E, Bachelor Step 1=\$ 35,858 Wage Re-opener
2016-17:	Wage Re-opener
8. Modify sections 16.0312-16.0760 that contain re-opener language in a similar manner to 16.0400.
9. Modify Appendixes E, (Teacher Salary Schedule), F (Middle School Coaching Salary Schedule) and G (High School Coaching Salary Schedule) to indicate that the Appendix applies to 2013-2014 as well as 2014-2015 and 2015-2016.
10. Modify 16.0401 Off Schedule Payment by adding the following as paragraphs *c* and *d*.
 - c. If the 2014-2015 General Fund revenues exceed expenses, 79.4% of the excess will be paid to active STEA members in November 2015. This will be determined using the fiscal year end audit that has been presented to the Board of Education. General Fund revenues do not include restricted financial gifts or sales of property. Such payment will be a one-time payment which will not be made part of the salary schedule.***
 - d. If the 2015-2016 General Fund revenues exceed expenses, 79.4% of the excess will be paid to active STEA members in November 2016. This will be determined using the fiscal year end audit that has been presented to the Board of Education. General Fund revenues do not include restricted financial gifts or sales of property. Such payment will be a one-time payment which will not be made part of the salary schedule.***
11. Modify 16.0402 Negotiated Salary Placement paragraphs *c* (2014-2015), paragraph *d* (2015-2016) and paragraph *e* (2016-2017) as follows:
 - c. 2014-2015.*** For wages earned in 2014-2015, employees will be placed on the salary schedule with one more year of service than they were placed in 2013-2014 and educational attainment earned by February 15, 2014 (provided that that transcripts are sent directly from the school to and received by Human Resources

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on or before May 1, 2014). ~~This placement will remain until the parties have resolved the 2014-2015 re-opener.~~

Following ratification, Employees who had submitted transcripts for educational attainment by June 1, 2014, will have their salary prorated for the remainder of 2014-2015. The proration shall be based on the percentage student days remaining in the 180 day student calendar. Employees' Years of Experience (Step) will remain the same.

- d. 2015-2016. ~~Employees will remain at the same years of experience and educational credited consistent with the parties' settlement of the 2014-2015 wage re-opener until the parties have resolved the 2015-2016 re-opener.~~ ***For wages earned in 2015-2016, employees will be placed on the salary schedule with one more year of service than they were placed in 2014-2015 and educational attainment earned by May 15, 2015 (provided that that transcripts are sent directly from the school to and received by Human Resources on or before June 30, 2015).***

As part of the resolution of the 2015-2016 wage re-opener, as of 11:59 pm on the 31st of July 2016, so as to begin the 2016-2017 school year prior to the resolution of the 2016-2017 wage re-opener, employees will be placed on the salary schedule with one more year of service than they were placed in 2015-2016 and educational attainment earned by May 15, 2016 (provided that that transcripts are sent directly from the school to and received by Human Resources on or before June 30, 2016).

- e. 2016-2017. Employees will remain at the same years of experience and educational attainment credited consistent with the parties' settlement of the 2015-2016 wage re-opener, ***i.e., the placement effective as of 11:59 pm of July 31, 2016***, until the parties have resolved the 2016-2017 ***wage*** re-opener.

12. Modify 16.0450 by adding new language at the end so it reads:

Each Mackinaw High School teacher's annual salary will be computed on the appropriate hourly rate times the hours scheduled to be at work during the school year including parent/teacher conferences and professional development days. ***This will include three (3) hours of prep time on Friday afternoon. Teachers only need to remain on site for one hour, exclusive of lunch. The principal may call a meeting for Friday after the students' day; teachers will remain for the meeting. The principal's meeting will not be more than an hour and will begin no later than 1:00 PM. Teachers may include such meeting time as part of required on-site hour. Teachers can decide whether to have a lunch break on Friday.***

13. In light of a significant increase in the time needed for data analysis by elementary teachers for MTSS and the difficulty to use substitute teachers to alleviate the problem,

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effective January 2016, Elementary Teachers will have a work day on the same day that secondary teachers have their semester work day.

14. By June 1, 2015, the parties will develop a calendar for the 2015-2016 school year.
15. Modify 17.0130 and the parties' Letter of Agreement concerning *Prohibited and Illegal Subjects of Bargaining* to address general operational requirements of Public Act 152 of 2011, relative to health care costs as set forth in the attached tentative agreement. Add a Letter of Agreement concerning The Effect of Public Act 152 of 2011 on Employee Cost Allocation in 2015-2016 and Review for the Future as attached.
16. Effective October 1, 2015, the annual maximum set forth in 17.0500 for Dental coverage will increase to \$2,400.
17. Form a study committee(s) to review closing the Heritage High School students' achievement gap in a fiscally sound manner by returning to a 6 period day for students and/or having a later starting time. The committee(s) will obtain and review data for these questions. This work will be completed by November 1, 2015 and the committee(s) will report to the IBB Team for consideration of collective bargaining implications arising from either option. The committee would also report its findings to the Board of Education.

Recommended by the Interest Based Bargain Team

Diane Davis
Lori Duncan
Steve Elliott
Corinne Edwards

John Folsom
Kate Kern
Michael Newman
Andrew Richardson
Tony Skowronski

Sue Skulley
Katie Stanley
Peter Tyson
Kevin Vieau
Karen Volk

Facilitators:

Tom Greene

Robert Galardi

Attachments

6.0166 Effective July 1, 2015, Secondary Counselors may be required to work additional days before the start of the teachers' calendar. When the days will occur will be mutually agreed upon between the administrator and the Counselor. The first two days will be treated as comp days during the students' school year. The first such day will be on the January teacher work day. The second day will be on a date mutually agreed upon between the counselor and the administrator. The counselor may request to change when the January comp day will be taken. Such change is subject to mutual agreement between the counselor and the administrator. Additional days worked beyond the first two days will be compensated at \$150.00/day.

6.0214 Daily Compensation (K-5)

This section, 6.0214, does not apply to Mackinaw **High School** teachers.

K (½ day) compensation to be \$4.00 per day per student per session exceeding a ratio of 27:1.

K (all day)-2 compensation to be \$8.00 per day per student exceeding a daily ratio of 27:1.

3-5 compensation to be \$8.00 per day per student exceeding a daily ratio of 30:1.

~~Less than full-time elementary students shall be computed at an hourly rate of .2 per student per hour accumulated on a weekly basis and then paid at the daily rate. The weekly accumulation shall be rounded as follows:~~

~~Minimum of .6/week = \$4.80, .8/week = \$6.40, 1.0/week = \$8.00.~~

A student who spends a partial day in the classroom will be counted only for the time that student is in the classroom in determining the ratio. (E.g., if the ratio is 30:1, a classroom of 29 students with an additional student who attends from 8:00 AM to 10:00 AM and another student who attends from 9:00 AM to 11:00 AM, the 30:1 ratio will be exceeded by one student for one hour.)

If the ratio is exceeded by less than an hour daily, the time will be accumulated weekly and paid at the a prorated rate of \$1.50 per hour per week.

If the ratio is exceeded by at least one hour daily, the teacher will be paid:

***60-90 minutes overload paid \$1.50/day
91-150 minutes overload paid \$3.00/day
151-210 minutes overload paid \$4.50/day
211-270 minutes overload paid \$6.00/day
271 or more minutes overload paid \$8.00/day***

7.0200 A transfer and change of assignment of an ancillary employee will be on a voluntary basis whenever possible. In the case of involuntary assignment and transfer of an ancillary employee, the consideration and wishes of the employee will be honored to the extent that this consideration does not conflict with the instructional requirements of

Attachments

the school. For non-ancillary employees, the district may consider volunteers for transfer. Whenever an involuntary assignment cannot be avoided, a personal interview prior to June 1 or written notification with the affected party will be held to clarify the reasons for making said assignment. ***An employee, who has an unrequested move to a new classroom, will be given one (1) personal day in the school year that the employee begins in the new classroom. During that school year, the employee can have the maximum number of personal days as outlined in 12.0310 plus the one additional day for unrequested move (e.g., in the past, 4 days were annually allotted with 1 carryover for a maximum of 5; with an additional day due to an unrequested move to a new classroom, for that year 6 would be the maximum).***

~~Should an un-requested transfer, including a total work assignment, occur, i.e., the teacher is involuntarily moved to another building, including traveling classroom teachers who have their home base involuntarily moved to another building, the teacher(s) transferred will be provided a minimum of one (1) working day of release time, mutually agreed to between the teacher and administration, to complete necessary arrangements and preparations. It is the responsibility of the teacher to schedule this time with their supervisor. Teachers shall not be requested to complete such arrangements on weekends or holidays.~~

~~On or before June 15th, if the Director of Human Resources and Labor Relations should specifically request, in writing, that the teacher carry out such arrangements on a non-student instruction day, the teacher shall be paid his/her regular daily rate for the days worked.~~

~~A teacher who is involuntarily transferred on or after June 16th and before August 15th will be given the option of the release time or ½ their per diem rate of pay.~~

~~A teacher who is involuntarily transferred on or after August 15th and the first work day of the school year will be given the option of the release time or their per diem pay for their move.~~

11.0820 If an outside substitute is required and the district is required to pay the substitute .5 day pay, then the employee will be charged .5 day against the appropriate time off. If the district is required to pay the substitute a full day, then the employee will be charged a full day against the appropriate time off.

If the teacher does not cancel a substitute and the district is required to pay the substitute because the teacher failed to cancel the assignment and the teacher chooses to work rather than being charged a portion of a personal day, the STEA will reimburse the district. Such reimbursement will not exceed the total cost of seven substitute days each school year.

16.0236 Professional Growth Requirement

- a. Effective with the 1995-96 school year, teachers must earn three (3) credit hours, or nine (9) C.E.U.'s (continuing education units), or ninety (90) SCECH (State Continuing Education Clock Hours) or any combination equal to three (3) credit hours during the preceding five (5) year period to qualify for a longevity step.

Attachments

CEU credit will be given for Red Cross Certified CPR, First Aid and WSI Training (one hour = .1 CEU).

Teachers who have earned the maximum years of experience and met the Professional Growth Requirement shall receive a three (3) percent increase on their respective scale for each five (5) years experience beyond the Salary Schedule maximum.

Add:

- b. *Effective date (date of ratification of 2014-2015 economic re-opener), the additional education requirements will be (3) credit hours, or equivalent C.E.U.'s (continuing education units), or equivalent SCECH (State Continuing Education Clock Hours) or any combination equal to three (3) credit hours during the preceding five (5) year period to qualify for a longevity step. Equivalency will be at the ratio determined by the Michigan Department of Education, which as of August 2014 was 1 credit semester hour = 25 hours; 1 CEU=10 hours; 1 SCECH=1 hour.***

- c. *“Pre-approved Excess District Provided Professional Development Hours” earned after date (date of ratification of 2014-2015 economic re-opener) may be used on the same basis as SCECHs. Qualifying professional development and documentation required will be determined by the Learning, Curriculum, Instruction and Assessment Department (LCIAD) in its sole discretion. Such hours will be those above and beyond what the district provides to all employees (e.g., in 2014-2015 school year, two days prior to students and on six (6) days through the year). Such PD will be meaningful and will not entitle the employee to additional compensation. To be eligible, the employee must have attended the PD provided to all employees or its equivalent that school year. It is anticipated that work such as significant work on school improvement, curriculum or other committees will qualify. Employees will request that the LCIAD approve activities as eligible. Such request must be submitted and approved in advance of the actual PD. This paragraph (16.0236 c) is not subject to the grievance procedure.***

17.0130 Monthly Contributions

Employee contributions for the above health care insurance shall be made according to the following schedule (for a total dollar amount equivalent to 12 months).

Contributions shall be by payroll deduction beginning with the first pay period of the school year for the applicable number of pay periods. Such deductions will be pursuant to a qualified, premium-only, pre-tax payroll deduction plan. ***If additional employee contributions are required to remain compliant with the law (e.g., PA 152 of 2011), the parties will first review other possible options. This review is subject to the parties' Letter of Agreement concerning Subjects of Bargaining.***

April 2015

Reviewed

Attachments

**Letter of Agreement
between
Saginaw Township Community Schools
and
Saginaw Township Education Association**

Re: Prohibited and Illegal Subjects of Bargaining

The Saginaw Township Education Association and Saginaw Township Community Schools are parties to a collective bargaining agreement. They have recently negotiated an agreement through July 31, 2017.

During the course of negotiations, the parties reviewed recent legislative changes that have affected their bargaining relationship, e.g., Public Acts 100, 101, 102 and 103 of 2011. While some of the effects of such changes are self-evident, others are not. The parties have arrived at this collective bargaining agreement using their best judgment concerning these changes, while realizing that they have may not have captured all of the nuances attributable to such changes. In recognition of this situation, the parties agree that should a grievance arise and there is a claim that the alleged contractual violation involves a prohibited or illegal subject of bargaining, that matter will be determined by the Michigan Employment Relations Commission (MERC) prior to being heard by an arbitrator.

While, probably already covered by the original Letter of Agreement, the parties specifically acknowledge that the review set forth in 17.0130 in no way limits the employers' ability to make changes as allowed or required by PA 152 of 2011 and/or the Public Employment Relations Act, PA 336 of 1947 as amended. This paragraph is added to this Letter of Agreement as part of the Economic Re-opener of 2014 ratified on or about DATE.

Dated this 7th _____ day of May, 2015

Saginaw Township Community Schools

Saginaw Township Education
Association (MEA/NEA)

/s/ Tony Skowronski

Tony Skowronski, Director of Human Resources

/s/ Matt Zimmerman

Matt Zimmerman, Uniserv Director

TA of STEA Re-openers for 2014-2015 and 2015-2016

April 2015

Reviewed

Attachments

**Letter of Agreement
between
Saginaw Township Community Schools
and
Saginaw Township Education Association**

**Re: The Effect of Public Act 152 of 2011 on Employee Cost
Allocation in 2015-2016 and Review for the Future**

The Saginaw Township Education Association and Saginaw Township Community Schools are parties to a collective bargaining agreement. They have recently negotiated the 2014-2015 and 2015-2016 re-openers provided in their agreement expiring July 31, 2017.

During those negotiations, requirements of PA 152 of 2011 were reviewed. The parties agreed that employee groups covered by insurances need to meet the hard cap requirement of PA 152 of 2011 for their group. It is agreed without precedent and only for the 2015-2016 school year that if the district meets the hard cap requirement in the aggregate, this bargaining unit will not be required to contribute more for health care costs. If the requirement is not met in the aggregate, this bargaining unit is responsible for the aggregate shortfall. This bargaining unit's shortfall will not exceed what their short fall would be if the calculation was done by employee group rather than in the aggregate. The parties believe the cost requirements will be met or nearly met in the aggregate.

During the 2015-2016 school year, the parties will review and discuss possible options to comply with PA 152 of 2011 in future contract years.