

**BOARD OF EDUCATION
GAYLORD COMMUNITY SCHOOLS**

AGREEMENT BETWEEN

the

GAYLORD BOARD OF EDUCATION

and the

GAYLORD EDUCATION ASSOCIATION/MEA

September 1, 2011 – August 31, 2012

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AGREEMENT

This AGREEMENT, entered into this 1st day of September 2011 by and between the BOARD OF EDUCATION OF THE GAYLORD COMMUNITY SCHOOLS, of Gaylord, Michigan, hereinafter referred to as BOARD, and the GAYLORD EDUCATION ASSOCIATION/MICHIGAN EDUCATION ASSOCIATION, hereinafter referred to as ASSOCIATION.

WITNESSETH;

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the Gaylord Community School System is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service; and,

WHEREAS, the members of the teaching profession should be qualified to assist in formulating policies and programs designed to improve educational standards; and,

WHEREAS, the Board has a statutory obligation, pursuant to Michigan's Public Employment Relations Act to bargain with the Association as the representatives of its teaching personnel with respect to hours, wages, terms and conditions of employment; and,

WHEREAS, the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize;

IN CONSIDERATION of the following mutual covenants,

IT IS HEREBY AGREED AS FOLLOWS:

ARTICLE 1 - RECOGNITION

- A. The Board hereby recognizes the GEA/MEA as the sole and exclusive bargaining representative, as defined in Section II of the Public Employment Relations Act for the contracted, certified personnel; teachers; counselors; and, social workers, including employees in those classifications on tenure, probation, and leave; but excluding administrators, supervisors, substitutes and all other employees.
- B. The Board agrees not to negotiate with or recognize any teacher's organization other than the GEA/MEA for the duration of this Agreement.
- C. This Agreement shall be binding upon both parties and shall supersede any rules or regulations or practices that are contrary to the specific terms of this Agreement. Any other actions or practices initiated by, imposed or entered into between individuals or parties not specifically negotiated and written into this Agreement will be in violation and subject to grievance. Both parties may, however, mutually agree to meet and renegotiate changes or additions to this Agreement at any time in its duration.
- D. Teachers or other personnel who are not members of the Association shall not be discriminated against by the Association or any of its members.
- E. Teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues and assessments of the Association (including the national and Michigan Education Associations) and such authorizations shall continue in effect from year to year unless revoked in writing between August 1 and August 31 of a given year.
- F. The Board shall also make payroll deductions, upon written authorization from teachers, for annuities, credit unions, savings bonds, charitable donations, life insurance options, or any other plans or programs drawn up, if approved by the Board.
- G. Each bargaining unit member shall, as a condition of employment, (1) on or before thirty (30) days from the date of commencement of duties or the effective date of this agreement, whichever is later, join the association/union, or (2) pay a legally permissible service fee to the Association, pursuant to the Association's "Policy Regarding Objectives to Political-Ideological Expenditures" and the administrative procedures adopted pursuant to that policy. The bargaining unit member may authorize payroll deduction for such fee. In the event that the bargaining unit member shall not pay such service fee directly to the Association, or authorize payment through payroll deduction, the Employer shall, pursuant to MCLA 408.477; MSA 17.277(7) and at the request of the Association, deduct the service fee from the bargaining unit member's wages and remit same to the Association. Payroll deductions made pursuant to this provision shall be made in equal amounts, as nearly as may be, from the paychecks of each bargaining unit member. Monies so deducted shall be remitted to the Association, or its designee, no later than twenty (20) days following deduction.

ARTICLE 1 - Continued

Due to certain requirements established in recent court decisions, the parties acknowledge that the amount of the fee charged to non-union members along with other required information may not be available and transmitted to non-members until mid school year (December, January, or February). Consequently, the parties agree that the procedures in this Article relating to payment or non-payment of the representation fee by non-members shall be activated thirty (30) days following the Association's notification to non-members of the fee for that given school year.

- H. In the event of any legal action against the Gaylord Community Schools, its Board of Education, individual members of the Board of Education and/or its administrative employees and agents brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
- a. The employer gives full and complete cooperation to the Association and permits the Association intervention as a party if it so desires, and
 - b. The employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence obtaining witnesses, and making relevant information available at both trial and appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the Gaylord Community Schools, its Board of Education, individual members of the Board of Education and/or its administrative employees and agents from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the employer's compliance with this Article, but this does not include any liability for compensation paid under the Michigan Employment Security Act.

ARTICLE 2 – BOARD RIGHTS

- A. The Board, on its own behalf and on behalf of the Electors of the District, anything herein to the contrary notwithstanding, retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and the United States and the laws and regulations of local governmental units, including the right to the executive management and administrative control of the school system, its property, facilities, and employees, including the right to:
1. Manage and control its programs, services, equipment, facilities, and its operations and to direct the working forces and affairs of the School District.
 2. Continue its rights of assignment and direction of personnel, determine the number of personnel (including the right not to fill positions for the purpose of attrition) and scheduling of all the foregoing.
 3. The right to direct the working forces, including the right to hire, promote, suspend and discharge employees for just cause, transfer employees, assign work or duties to employees, determine the size of the work force and to lay off employees.
 4. Adopt reasonable rules and regulations and to define job content and position descriptions.
 5. Determine the qualifications of employees, including essential job functions of employees.
 6. Determine the extent and existence of educational programming and operation including the establishment or relocation of programs, departments, divisions, or subdivisions, buildings, other facilities, services or third party contracts.
 7. Determine the financial policies, including all accounting procedures and record-keeping requirements.
 8. Determine the policies affecting the selection, testing, or training of employees.
 9. Establish in-service training programs for employees.
 10. The executive management and administrative control of the school system.
- B. The exercise of its rights, powers, duties, authority, and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the explicit and express terms of this Agreement and then only to the extent that such are so specifically and expressly abridged, modified or limited.
- C. Nothing in this Agreement shall be construed to limit in any way the board's right to operate the school system efficiently and economically and the Board retains all of the rights, functions, and authority which it had prior to the existence of an Agreement with the Association.

ARTICLE 3 – TEACHERS’ RIGHTS

- A. Pursuant to the Public Employment Relations Act, the Board hereby agrees that every teacher as defined in Article I, Section A of this Agreement, shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage any teacher in the employment of any rights conferred by the Public Employment Relations Act or other laws of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of membership in the Association or collective professional negotiations with the Board or institution of any grievance, complaint or proceeding under this Agreement, or otherwise with respect to any terms or conditions of employment.
- B. The Association and its members shall have the right in accordance with Board policy for rental and use of the Gaylord Community Schools’ buildings and facilities, to use school building facilities at all reasonable hours for meetings, except when school is in session. No one shall be prevented from wearing insignias, common pins, or other identification of membership in the Association, either on or off the school premises. A bulletin board shall be made available to the Association in each building. Communication by the Association to the Association members on association matters may be distributed by use of the teacher mailbox and email, per acceptable use policy. Other communications shall also be clearly identified.
- C. The Board of Education agrees to furnish the Association, in response to written reasonable requests, the available information concerning the financial resources of the District, and such other information as requested in writing which will assist the Association in developing an intelligent, accurate, informative, and constructive program on behalf of the teachers together with other information, in the form in which it is available, which may be necessary for the Association to process any grievance or complaint. Additional copies will be provided at a reasonable charge.
- D. Nothing contained herein shall be construed to deny or restrict to any teacher rights under the Michigan General School Laws or other laws or regulations applicable. The rights granted to teachers hereunder shall be deemed to be in addition to those provided by law or contract.
- E. The Association recognizes that it shall not have the right to partake in any election campaigns involving the Association during regular school hours.
- F. The Association may counsel with the Board on any new or modified fiscal, budgetary or tax programs, instruction programs, or major revisions of educational policy, which are proposed and the Association may avail itself of the opportunity to advise the Board with respect to such matters.
- G. The Board may place on the agenda of each regular meeting for consideration under “New Business” any matters brought to its attention by the Association so long as those matters are made known at least four (4) days prior to said regular meeting.

ARTICLE 3 – Continued

H. The provisions of this Agreement shall apply without regard to race, creed or religion, color, political affiliations, national origin, age, sex, or marital status except as otherwise prescribed in this Agreement.

I. Schools potentially identifiable as failing to make adequate yearly progress:

Before a final determination is made by the State identifying an elementary or secondary school for school improvement under 20 USC 6316(b) paragraphs (1) or (5), or for corrective action under paragraph (7), or for restructuring under paragraph (8) of ESEA, the Employer shall cooperate with the Association by providing its representatives an opportunity to review the school-level data, including academic assessment data, on which the proposed identification is based. If the Association believes that the proposed identification is in error for statistical or other substantive reasons, it shall provide supportive evidence within the time allotted to the District, which shall consider that evidence before making a final determination. In addition, the parties will commence bargaining any changes in working conditions that may apply to a failing school.

ARTICLE 4 – PROFESSIONAL BEHAVIOR

A. Teachers shall comply with reasonable rules, regulations, policies and directions adopted by the Board or its representatives that are not inconsistent with the provisions of this Agreement. Violations will result in progressive disciplinary action being taken, including but not limited to oral reprimand or warning, suspension with or without pay, demotion or dismissal. Teachers shall have appropriate due process rights. Any disciplinary action shall be appropriate to the behavior that precipitated the disciplinary action.

B. The Association recognizes that gross abuses of sick leave or other leave, chronic tardiness or absence, willful deficiencies in professional performance, or other violations of discipline by a teacher reflect adversely upon the teaching profession and create undesirable conditions in the school building. The Association will use its best efforts to correct breaches of professional behavior by any teacher.

ARTICLE 5 – PROFESSIONAL COMPENSATION

- A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in the Agreement. The daily rate of pay is calculated by dividing the annual salary by the number of scheduled teacher work days in the school year.
- B. The salary schedule is based upon a normal weekly teaching load within the calendar year during normal teaching hours. Salary steps are based on years of teaching experience. Sixty (60) to one hundred nineteen (119) days of continuous employment shall earn a half year of credit toward the next pay step, one hundred twenty (120) to one hundred eighty (180) days of continuous employment shall earn one step on the pay scale for the succeeding school year. There shall be no additional compensation for extra-curricular activities except in accordance with this Agreement.

When teachers substitute in another teacher's class, the teacher shall receive compensatory pay according to the Schedule B rate.

For all time spent after the established school day in required parent/teacher conferences, or teacher meetings called by the Administrator on Saturday or Sunday, or holidays, compensatory pay will be earned at the Schedule B rate. In addition, compensatory time may be earned for time spent in student-related activities.

Earned compensatory time must be recorded by the teacher on a form and turned in to administration. To use compensatory time, pre-approval must be obtained from the appropriate administrator. Use of accumulated compensatory time will be recorded by the administration on a form, a copy of which will be given to the teacher.

- C. Teachers to be employed in the system (newly hired) with previous teaching experience will be given one-half year credit for each year of previous teaching experience, provided the teacher was a licensed, certified teacher at the time they were teaching. At the Board's discretion, additional years of credit for previous teaching experience may be granted, but in no event may placement on the salary schedule exceed step ten. Any employee starting the school year with one-half (1/2) year of teaching credit will advance to the next step at the start of the second (2nd) semester. (The combined salary for the two semesters may be spread equally over the entire school year at the Board's discretion). Advancement on the education column will continue as per Appendix A.

The following examples will further explain the intent of this passage:

| Previous Experience | Granted Experience | Salary Schedule Step | |
|---------------------|--------------------|----------------------|---------|
| | | Minimum | Maximum |
| 6 years | 3 years | 4 | 7 |
| 10 years | 5 years | 6 | 11 |
| 15 years | 7.5 years | 8.5 | 16 |
| 22 years | 11 years | 12 | 23 |
| 27 years | 13.5 years | 14.5 | 28 |

The formula to apply in determining the actual Salary Schedule Step is:
 (Granted years of experience + 1) = Salary Step

ARTICLE 5 – Continued

- D. Fully qualified vocational teachers will be allowed one (1) step on the salary schedule for each full year of substantiated work experience (not to exceed 2 years) in the area of which they are teaching and required for permanent or provisional vocational education certification. This shall be prorated by vocational class taught and shall be withdrawn when the teacher is assigned to a class(es) not requiring vocational certification. (Any affected teacher shall remain at their present salary step until actual classroom experience replaces any vocational experience granted.)
- E. Teachers earning approved credits prior to any semester shall be compensated and/or placed in the appropriate category to be effective the next succeeding semester. Notification of additional hours must be made prior to the succeeding semester of that school year. Proof of credits earned must be furnished by transcript sixty (60) days after the beginning of the semester.
- F. Teachers enrolling in college credit courses shall have such classes approved in writing by the Superintendent prior to enrollment. Courses must be graduate level courses from an accredited college or university or a college or university authorized as a professional educator preparation institution by a state governmental agency authorized to make such decisions. The course(s) must be either relevant to the teacher's current assignment, or be an approved graduate course which is part of a planned program leading to an advanced degree in an educational field, or be approved by the superintendent.
- G. When teachers are authorized to travel in their private vehicles for the school, they shall be compensated at the IRS rate.

Teachers transporting students with Board approval will be covered by school liability policy. Teachers required to travel between buildings during the day will be reimbursed for travel between buildings, but not to their first assignment of the day or from their last assignment.

Travel time will be defined as the time needed to travel by automobile from one building to another. Teachers traveling between all assigned in-town school buildings as listed in this agreement will be provided 15 minutes of travel time. Additional travel time may be allotted during inclement weather.

- H. Inservice Trainers: Subject to the Superintendent's prior approval, when members of the teaching staff serve as trainers for in-service programs within the district Compensation shall be two and one-half (2.5) times the teacher's daily rate (2 hours presentation: 5 hours pay). Pay to be based on teacher's daily rate. This figure to be divided by eight (8) hours per day. Minimum presentation time for compensation purposes will be one (1) hour.
- I. Teachers shall be reimbursed for the full cost of certificate renewal provided that their certificate is on file with the Michigan Department of Education by June 1 of the year of expiration.

ARTICLE 6 – TEACHING HOURS AND CONDITIONS

- A. The regular school day for teachers will be 7 hours, 45 minutes including lunch. On Fridays, and on days before holidays and vacations, teachers may leave 15 minutes after the end of the student day. There will be a common starting and ending time for all teachers in all buildings (7:30 a.m. – 3:15 p.m.).
- B. The normal weekly teaching load will not exceed 28.5 pupil contact hours per week.
- C. All teachers shall have a duty-free lunch of at least 35 minutes plus 5 minutes passing time (passing time does include the supervision of students). It is understood that teachers may be assigned to assist the Administration during lunchtime as part of their normal teaching assignment.
- D. All teachers shall have at least one preparation period per day or receive compensation for the same. During the preparation period the teacher will be engaged directly in work-related activities. The preparation period will be at least 45 minutes. Elementary teachers will have a minimum of 200 minutes of planning time each week during the student day.

In the event that it is necessary for teacher(s) to teach an extra class assignment during their preparation period, volunteers shall be sought from the tenured teaching staff who are certified, qualified and available for the particular class to be taught. In the event that two or more volunteers are equally certified and qualified (as determined by the building administrator), assignments will be made in order of seniority. Such assignments shall be non-continuing.—If the need for the teacher(s) to teach during their preparation period continues into another semester or school year, volunteers will again be sought and must reapply for the assignment.

Non-tenured teachers shall only be considered for extra class assignment in the event that there are no certified, qualified, tenured teachers who volunteer for the assignment. Placement of a non-tenured teacher to an extra class assignment shall be made only after consultation with the GEA president.

- E. The parties recognize that adequate school facilities are desirable to enhance the high quality of education that is the goal of both the Board and the Association.
 - 1. Because the pupil/teacher ratio is an important aspect of an effectual educational program, the Board will maintain a pupil/teacher ratio of less than 24 to 1.
 - 2. The Board shall make available in each school housing 150 or more students lounge and lavatory facilities exclusively for teacher use and at least one (1) room, appropriately furnished, which shall be reserved for use as a faculty lounge in which eating shall be permitted. Such facilities will be included in any new building plans.

ARTICLE 6 – Continued

- F. Parent/Teacher Conferences for the middle school and the high school may be scheduled each semester for a period not to exceed 2 ½ hours on each of two times at no additional compensation. Conferences for the elementary buildings may be scheduled according to the same plan as the high school except those teachers who elect to schedule their own conferences as they feel the need will not have to report on the times the conferences are scheduled.
- G. Recognizing the professional interest of the Gaylord Education Association in the student day schedule, and the benefits to the Board and Association in working cooperatively, it is the intent of the Board and Association to work together in creating a student day schedule. It is agreed that if the schedule needs substantial change that both the Board and Association will meet in good faith to create a schedule that is in the best interests of the District, teachers and students. It is recognized that the Board and its agents have the right to determine the final schedule, if the Board and Association cannot reach agreement.
- H. Individual school improvement teams shall have the flexibility to revise schedules as long as they do not substantially alter the terms of agreement in the contract.
- I. Teachers who have accepted coaching positions outside the School District shall be granted the opportunity to leave their building at the end of the student day. Teachers who accept coaching assignments outside the District, shall make up the time missed at the beginning of the teacher workday and shall notify their principal of this schedule.
- J. Up to 60 minutes a week, in segments of the employee's choosing may be used for physical fitness activities as long as it does not interfere with a scheduled meeting.

ARTICLE 7 – PROTECTION OF TEACHERS

- A. It shall be the responsibility of the Board of Education to provide liability insurance protection up to \$1,000,000 for all teachers, for incidents which happen while the teacher is acting in the line of duty.
- B. Any case of physical assault on a teacher by a student, parent, or employee, or upon a student by a teacher shall be reported promptly to the Administration.
- C. Any complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention when such action is deemed necessary by the Administration.
- D. Teachers shall exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of negligence or neglect of duty, for any damage or loss to person or property.
- E. Freedom of Information Act (FOIA) Request:

If a Freedom of Information Request (FOIA) is received for a teacher's personal file or personnel file information, the teacher and/or the Association will be notified of the request when it is received by an administrator. If the teacher indicates that he/she will challenge whether the information is disclosable under FOIA, the Board will take the maximum time permitted by FOIA before it responds to the request. The Board will cooperate to the fullest extent of the law wherever possible, including expunging or withholding material that is legally not disclosable.

ARTICLE 8 – ASSIGNMENTS, VACANCIES, QUALIFICATIONS & TRANSFERS

A. ASSIGNMENTS:

Proposed teaching assignments for the forthcoming year shall be posted and made available to the teachers no later than the preceding first day of June. All known vacancies in extra duty positions will be posted or made available to the teachers by the preceding first day of June. Adult Education and Driver Education positions will be posted as vacancies occur. In the event changes in teaching assignment(s) are made, all affected teachers and the GEA will be notified.

B. VACANCIES:

Vacancies shall be defined as any bargaining unit position(s) open due to resignation, termination or retirement, or any newly created position. The Board may terminate or hold vacant any position. The parties agree to a practice of filling bargaining unit vacancies with bargaining unit members who are certified and qualified. The administration shall promptly notify the Association President of such vacancies. Vacancies shall be posted in all faculty lounges. Between June 1 and September 1, all vacancies will be posted in the Board of Education office and in each school building office, on the job hotline, and on the district's web page. Consideration shall be given by the Board first to those qualified applicants currently within the school system.

When the District intends to fill a teaching vacancy, an interview committee will make a written recommendation to the Principal and Superintendent. The interview committee will consist of the building administrator, at least two teachers (one selected by GEA), and may include the superintendent (or designee). The Superintendent will make the final recommendations to the Board of Education.

All known vacancies will be posted for 10 days unless mutually agreed upon by the Superintendent and GEA, except during August 16 through September 1 at which time they will be posted for 5 days.

C. TRANSFERS:

The Board recognizes that it is desirable in making assignments to consider the interests and aspirations of its teachers. Requests by a teacher for transfer to a different class, building, or position shall be made in writing by May 1st, one (1) copy of which shall be filed with the Superintendent. The application shall set forth the school, grade, or position sought, and the applicant's academic qualifications. Such requests may be renewed annually to assure active consideration by the Board. Any teacher interested in a transfer who notifies the Board, in writing, by May 1st of the current school year, will be notified by the Board as soon as positions become available. The Board or its designee will notify the member by phone and/or letter. The notification period will be 10 workdays, except in the month of August, in which it will be reduced to 5 workdays. Workdays are defined to mean days in which the School District's central offices are open for business.

ARTICLE 8 – Continued

Since transfers of teachers between school subject assignments, classrooms, or grades are sometimes disruptive of the educational process and might interfere with the optimum teacher performance, the parties agree that unrequested transfers of teachers are to be minimized and avoided whenever possible. No transfer or change in assignments shall be made without prior discussion with the teacher.

The Superintendent shall notify the teacher and the Association President of the reason(s) for the transfer.

Teachers shall not be assigned outside the scope of their teaching certificates and their major or minor field of study except temporarily and as needed in the judgment of the Administration. The Association shall be notified when a teacher is so assigned. The Board shall be notified by the teacher whenever an application for a change in certification is requested.

D. Qualifications for Teaching:

For the purposes of this agreement, “qualified” means “highly qualified” where applicable.

“Highly qualified” shall be defined as satisfying the appropriate provisions of the NCLB/ESEA legislation, as interpreted by the Michigan Department of Education for implementation in Michigan public school districts.

The general qualifications for teaching assignments in the Gaylord Community School District are as follow:

1. Teachers with assignments in Grades K – 6:

- a. Possession of a valid elementary teaching certificate and a minimum of six (6) semester hours of credit earned in the successful completion of courses in reading methods except for any teacher employed by the Board pursuant to Section 380.1233(b) of the Revised School Code.
- b. Elementary teachers employed after the 1992-93 school year must have minimally earned a Bachelor’s degree from an National Council for Accreditation of Teacher Education (NCATE), or other recognized accredited college or university and must have passed the Michigan Test for Teacher Competency (MTTC) basic skills test and the comprehensive elementary examination.
- c. Teachers in positions of music, physical education, art, etc., must also possess specific certification in the subject(s) to be taught.

2. Teachers with assignments in Grades 7– 8:

- a. Possession of a valid elementary or secondary teaching certificate and possessing either a major or minor in the subject area to be taught except for any teacher employed by the Board pursuant to Section 380.1233(b) of the Revised School Code.

ARTICLE 8 – Continued

- b. Elementary certificated teachers employed after the 1992-93 school year who are assigned to teach specific content areas in grades 7 - 8 must have minimally earned a Bachelor's degree from an NCATE (or other recognized) accredited college or university, must have passed the Michigan Test for Teacher Competency (MTTC) basic skills test, and must have passed MTTC subject area examinations appropriate to their assignment.
 - c. Secondary certificated teachers employed after the 1992-93 school year must have minimally earned a Bachelor's degree from an NCATE (or other recognized) accredited college or university and must have passed the Michigan Test for Teacher Competency (MTTC) basic skills test and must have passed MTTC subject area examinations appropriate to their assignment.
3. Teachers with assignments Grades 9 – 12:
- a. Possession of a valid secondary teaching certificate and possessing either a major or minor in the subject area(s) to be taught except for any teacher employed by the Board pursuant to Section 380.1233(b) of the Revised School Code.
 - b. Teachers in grades 9 - 12 with secondary certificates employed after the 1992-93 school year must have earned a least a Bachelor's degree from an NCATE (or other recognized) accredited college or university and must have passed the Michigan Test for Teacher Competency (MTTC) basic skills test and subject matter examinations in their major and minor fields of study.
4. Additional applicable qualifications:
- a. Special Education teachers shall be deemed to be qualified, if they are certified for the position to which they are assigned.
 - b. It is the responsibility of each individual teacher to provide written evidence that they meet requirements for Michigan Teacher Certification and where applicable Highly Qualified status promulgated by the Michigan State Board of Education. An exception would be any teacher employed by the Board pursuant to Section 380.1233(b) of the Revised School Code. It is the responsibility of individual teachers to keep their certification and HQ status documentation current and to make sure that a copy of their current teaching certificate and HQ verification is on file in the District's personnel files. The Board of Education will in good faith notify each teacher by June 1 of the preceding year, and then again once during the following school year of expiration that their certification and/or HQ status will be expiring. It is, however, the responsibility of the employee to keep their status current.
 - c. Any teacher employed by the Board pursuant to Section 380.1233(b) of the Revised School Code must have passed the Michigan Test for Teacher Competency (MTTC) basic skills test and any subject matter examinations relevant to their individual teaching assignment.

ARTICLE 8 – Continued

5. Qualifications for Other Bargaining Unit Positions

Individuals employed as Reading Consultants, Computer Instructors, Media Specialists/Librarians, Counselors, Social Workers and/or School Psychologists will meet the District's qualifications for employment, if they provide evidence that they meet requirements established for these positions by the State of Michigan.

E. SCHEDULE B (Extra-duty) ASSIGNMENTS:

Except for co-curricular positions directly connected with an assigned class (e.g. – marching band, vocal and choral groups, drama productions, student newspaper and/or yearbook), any assignments in addition to the normal teaching schedule during the regular school year, including adult education courses, driver education, credit recovery classes, extra duties enumerated in Schedule B, and summer school courses shall not be obligatory, but shall be with the consent of the teacher and compensated at the rates as outlined in Schedule B. Preferential consideration shall be given to the present staff in making such assignments, whenever their qualifications, competency, and other relevant factors are equal to or greater than those of non-staff applicants.

Consideration will be given to the applicant based on qualifications, competency, and other relevant factors. If the staff member is not granted the position, the Board, or its designee, shall respond to the applicant, in writing, explaining this decision and the factors used to deny the applicant.

ARTICLE 9 – TEACHER EVALUATION

A. Teachers will be evaluated every year. A teacher may elect to have an association representative present during post-observation conferences between the teacher and an administrator.

B. Observation procedures:

At the beginning of the evaluation cycle, a pre-evaluation conference will be held to review the evaluation form, expectations, and to arrange the observation schedule. At the end of the evaluation cycle, a conference will be held to review the “Teacher Evaluation Report”, which will be completed by March 15. Teachers may submit written comments about their summative evaluation. Social workers will be evaluated using the Social Worker Staff Evaluation Form.

C. Probationary Teachers:

1. The probationary teacher shall be evaluated according to the Michigan law that was in effect on June 29, 2011. There will be a minimum of two observations for both the mid-year and end-of-the-year reports. The evaluation must include an assessment of the teacher’s progress in meeting the goals of the IDP, including professional development of the teacher.
2. The formal written evaluation for the probationary teacher will be submitted to the teacher at a post-conference within 15 workdays of the last observation for the mid-year evaluation and the formal end-of-the-year evaluation.
3. Any unsatisfactory behavior shall be supported by observation and identified by the evaluator. The evaluator will also provide suggestions for remediation. All evaluations will fall into one of the following classifications: Highly Effective, Effective, Minimally Effective, Ineffective.
4. At least sixty (60) days prior to the end of each school year, a probationary teacher shall be provided a written statement as to whether or not his/her work has been satisfactory. Failure to provide this written statement shall be evidence that the teacher’s work has been satisfactory.

ARTICLE 9 – Continued

- D. Any unsatisfactory judgment, in any category, must be supported by observation and/or documentation to support the conclusion made by the evaluator and will result in the development of a plan of improvement that identifies specifically the area that needs improvement and provides the employee with specific, appropriate, written recommendations for improvement which are stated in behavioral terms and are measurable and observable. A fair timeline for such improvement shall include follow-up observations to evaluate areas of concern and provide a program of assistance. Recommendations for improvement are not required for non tenured teachers whose contracts are recommended for discontinuance or termination.
- E. All observations or monitoring of the work performance of teachers will be conducted openly and with their full knowledge. Performance not documented between observations is deemed satisfactory. If, because of satisfactory performance, an administrator decides a formal evaluation of a tenured teacher is not necessary, the administrator will indicate the satisfactory rating in writing in the summary section located on the last page of the Teacher Evaluation Report. The report will be signed by both parties and placed in the teacher's personnel file by May 15th.
- F. Tenured teachers whose services are being considered for termination under provisions of the tenure act shall receive a registered letter of notification and statement of charges from the Superintendent and advised of their rights under the tenure act for hearing and appeal. The Association President shall receive a copy of such notification.
- G. No material other than items required in the normal course of business (HQ documentation, staffing notifications, salary/lane changes, request for PD or coursework) originating after initial employment will be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher may submit a written notation regarding any such material and the same shall be attached to the file copy of the material in question. If the teacher believes that material placed in the file is inappropriate, he/she may receive an adjustment, provided cause is shown, through the grievance procedure whereupon the material will be corrected or expunged from the file. If the teacher is asked to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material but in no instance, shall said signature be interpreted to mean agreement with the content of the material. Teachers' comments, relative to evaluations or other written material, will be included in their personnel file at their request. All recommendations, written or oral, shall be based solely on the contents of the teacher's personnel file.

**ARTICLE 10 – REDUCTIONS IN PERSONNEL AND ANNEXATION, CONSOLIDATION,
OR OTHER REORGANIZATION OF THE DISTRICT**

It is within the sole discretion of the Board of Education to reduce the educational program, the curriculum offerings and/or staff. If it becomes necessary to reduce staff, the Association will be consulted and will be provided with all necessary data necessary to monitor the procedure used.

A. In the event of a general cutback or reduction of teachers through layoff from employment, the following procedure, based upon program needs, will be utilized:

1. Teachers that are less than fully qualified and less than fully certified in a specific position that is being reduced or eliminated will be laid off first, provided there are fully qualified, fully certified teachers to replace and perform all of the duties of the laid off teachers.
2. If reduction is still necessary, then probationary teachers in the specific positions being reduced or eliminated will be laid off, provided there are fully qualified, fully certified teachers to replace and perform all of the duties of the laid off teachers.
3. If reduction is still necessary, then teachers in the specific position being reduced or eliminated will receive layoff notices. They then have the right to assume a position for which they are certified and qualified if it is held by a less senior teacher.

4. Definitions:

Certification: The endorsements listed on the teacher’s current, valid certificate issued by the Michigan Department of Education.

Qualifications: Defined in Article 8, paragraph D

Seniority: Seniority shall be defined as total years of continuous service since the last date of hire (including approved leaves of absence) to the school district in a bargaining unit position.

It is agreed that when employee hire dates are the same their seniority will be based on the last four numbers of the person’s social security number. The lowest number is placed higher on the Seniority List.

NOTE: Clarification on seniority specifically indicates that all staff hired prior to 1990 would receive seniority in the district (but not necessary salary step) for teaching as a continuous yearlong substitute, or as was previously designated under specific circumstances.

The certification and qualifications of a teacher to be laid off shall be based upon the information on file with the District at the time written notice of lay off is issued.

Article 10 – continued

- B. After a reduction of teachers as outlined above, if there are teaching positions that become vacant, laid off teachers who are certified and qualified will be given the first opportunity to fill such positions. In the event two or more teachers are certified and qualified for a vacancy, the recall to employment offer shall be made to the teacher who is the most qualified and most senior.
- C. Before official action on a reduction of teachers is taken by the Board of Education, it will give notice to the Association President of the contemplated reduction and afford the Association representatives the opportunity to discuss it with the employer. As soon as the names of the teachers to be laid off are known, a list of such names shall be given to the Association President. A teacher shall be given sixty (60) days notice before he/she is laid off, unless there is a financial emergency.
- D. In the event of layoff, the Board will institute a recall procedure which, when implemented, will ensure teachers that they will be recalled in the reverse order of layoff, subject to the certification and qualification requirements outlined in this contract. The recall limit shall be determined by seniority to the district but no more than eight years of seniority, as determined by the seniority list.
- E. A seniority list shall be published in cooperation with the Superintendent and Association President and posted in all buildings of the district by November 1 of each school year and emailed to each employee.

Sixty (60) to one hundred nineteen (119) days of continuous employment shall constitute a half-year of seniority. One Hundred twenty (120) days or more of continuous employment shall constitute a full year of seniority. Teachers who work less than a full day shall receive full seniority.

The seniority list will be finalized each year by November 1, and once approved no changes will be considered prior to the previous November 1. If no objections are brought to the District's attention within 15 days of its publication, no changes will be considered for the current school year.

All seniority is lost when employment is severed by resignation, retirement or discharge for cause. In cases of layoff, bargaining unit members so affected shall retain all seniority accumulated as of the effective date of layoff. Seniority shall continue to accumulate when bargaining unit members are on sabbatical or involuntary military leave.

- F. Recall notification will be by certified mail to the employee's last known address. The employee has thirty (30) days in which to notify the Board of Education office of his/her intent to accept the position. Notification of acceptance by the teacher will be in writing and delivered in person or by certified mail to the Board of Education Office. Once a laid-off employee refuses recall to an equivalent position, all rights to recall are terminated. It is the responsibility of the employee on layoff to inform the Board of any changes in address, certification or other qualifications.

ARTICLE 11– DEPARTMENT CHAIRPERSONS

- A. The Administration may select each year from among the school faculty, Department Chairpersons in such teaching areas it may deem appropriate.
- B. The Department Chairperson shall be responsible for providing leadership in departmental coordination including coordination of programs and materials, proper sequencing of objectives, and promotion and development of effective instructional techniques for department staff members.
- C. Elementary schools shall be represented by at least four members unless structure is modified by curriculum council or the Board.
- D. When appropriate, the title K-12 Department Chairperson shall be used.

ARTICLE 12 – HEALTH RELATED ISSUES

- A. The Board will pay up to \$50 toward the cost of a physical exam every other year. The bill must be submitted within ninety (90) days of the exam, but prior to October 1.
- B. Every employee shall, at the request of the Superintendent, submit to a physical or psychiatric examination at Board expense.
- C. Communicable diseases shall be as defined by the Michigan Department of Public Health (1979 Admin. Code 325.9001). It is recognized that students with acute infectious communicable diseases will be excluded from school pursuant to rules promulgated by the Department of Public Health. It is further recognized that students with chronic or ongoing communicable diseases whose transmittal can be avoided by reasonable hygienic procedures and environmental management may, given individual circumstances of the case, not be excludable from school. In the event that Board of Education authorizes the development or subsequent revision of Board policies dealing with communicable diseases, employer will provide the Association, prior to adoption or implementation, notice and opportunity to bargain on said policies as they impact on the working conditions and health and safety of bargaining unit members.
- D. In the event that a child with an ongoing chronic communicable disease is allowed, by policy or by law, to attend school, all bargaining unit members potentially having contact with the student, to the extent allowed by law, shall be notified in advance of the child's placement and/or return to school. The Board shall provide in-service instruction in hygienic practices and management to members coming into contact with students having such communicable diseases. The Board and GEA will write a policy concerning the handling of students with lice.
- E. The Board of Education will distribute to each teacher copies of the Board policy and administrative rules pertaining to communicable disease.

ARTICLE 13 - LEAVES

- A. Leaves of Absence: A leave of absence without pay may be granted to any teacher for one of the following reasons upon application by the teacher, setting forth the reasons for the requested leave of absence. Each case shall be decided on its own merit and if leave under section A of this Article is granted, upon return from such leave, the teacher will be placed at the same position on the salary schedule as the teacher would have been had the teacher taught in the system during such period.
1. A leave of absence up to two (2) years may be granted for the purpose of participating in exchange teaching programs; the Peace Corps, Teacher Corps, or Job Corps as a full-time participant in such programs; or a cultural travel or work program related to professional responsibilities, provided said teacher states intention to return to the school system. Further extension of such a leave may be granted at the discretion of the Board upon application.
 2. A leave of absence on one (1) year may be granted to any teacher for the purpose of engaging in study reasonably related to professional responsibilities at an accredited college or university upon application wherein the teacher states intent to return to the school system and sets forth requirements and goals to be accomplished or worked toward during such leave. Extension may be granted at the discretion of the Board upon application.
 3. A sabbatical leave may be granted for a period not to exceed one (1) year subject to applicable Michigan statutory provisions and provided said teacher agrees to remain in the employ of the district for a period of not less than two (2) years following return from sabbatical leave. The Board may impose such conditions or requirements relative to the teacher's sabbatical leave as it may deem appropriate and will compensate said teacher at fifty percent (50%) of regular annual salary. During a teacher's leave for any of the above reasons, the "sick leave" and insurance policy benefits shall not apply; however, unused sick days held at the beginning of the leave will be reinstated. Employees returning from sabbatical leave having complied with all of the terms and conditions thereof shall be entitled to re-employment at the beginning of the next school semester. Subject to the provisions of the Michigan Revised School Code, re-employment of teachers, except as hereinabove indicated, during the school year shall be at the discretion of the Board. A teacher returning from sabbatical leave as scheduled shall be entitled to his/her original position.

In the event that a teacher granted a sabbatical leave fails to return to the employ of the District for a period of two (2) school years, the individual must reimburse all salary paid during the period of sabbatical leave. Thus, an individual granted such a leave must sign a Promissory Note agreeing to such reimbursement as a condition of taking such a leave.

ARTICLE 13 – Continued

B. Military Leave: The Board and Association recognize the importance of military service in the National Guard and Reserves. Participation in the National Guard and Reserves serves a vital national need, and therefore participation is encouraged. A military leave of absence shall be granted to members of the National Guard and/or Reserves as follows:

1. A teacher called for active duty on State level shall be compensated for the difference between the teaching pay and the pay received for the performance of military duties during those times the teacher would have otherwise been scheduled to work in school. The teacher must turn the paycheck from military service over to the school and, in turn, will be issued the regular check from the school.
2. Seniority and all other benefits specified by law shall continue to accrue while on military leave.
3. Teachers in the National Guard and Reserve shall use all good faith efforts to schedule annual training activities outside the normal school calendar.
4. Any teacher who has left or leaves a teaching position other than a temporary teaching position in order to serve in any branch of the armed services of the United States and who upon termination of such services is still qualified and competent to perform the duties of such teaching position and makes application to said school district for reemployment within 90 days after being relieved from such military service shall be restored at the beginning of the semester or term following the application to his/her position held immediately prior to reporting for active duty. If said position has been eliminated the employee shall have the right to bump any employee with less seniority.

C. Family and Medical Leave Act

1. Leaves of absence of up to twelve (12) weeks without pay shall be granted to any eligible unit member for any of the following purposes:
 - a. the birth or placement for adoption or foster care of a child;
 - b. the serious health condition of a family member;
 - c. the employee's own serious health condition;
 - d. the care of a qualifying child under age 18
 - e. other reasons as required by federal law
2. Seniority shall continue to accrue during the leave up to 12 weeks.
3. The employee may elect to use paid sick leave and personal leave and/or vacation leave, or any combination thereof, for all or part of the duration of the leave.
4. The employer shall continue all health insurance benefits up to twelve (12) weeks during a family leave.

ARTICLE 13 – Continued

5. A family leave may be taken on an intermittent or reduced schedule basis at the employee's option.
 6. A pregnant unit member may commence the family leave before or after the birth of her child, at her option. The family leave is available to the unit member at the termination of her disability benefits, at the option of the bargaining unit member. The unit member may terminate the leave anytime after the birth of the child or in the event of the death of the child.
 7. Upon return from family leave, the unit member shall be placed in the same position held immediately before the leave began. If the position no longer exists, employee shall be returned to equivalent positions for which they are qualified.
 8. A request for up to an additional year of leave can be made at the conclusion of the leave.
- D. Teachers may, at the discretion of the Superintendent, be permitted to take an unpaid leave of absence. Such leave shall not extend over twenty (20) working days. Time requested beyond that period shall be with Board of Education approval and involve forfeiture of fringe benefits.
- E. Personal Days: Two (2) personal days will be available each year. These days may be used for personal business when notice is given five (5) days in advance. These days may not be used the day before or the first school day following a holiday or the first week of a new semester except in case of an emergency.

Personal days may be given in lieu of pay for professional development training, curriculum alignment, National Accreditation, building/district work, school improvement training and training related to the enhancement of the instructional and assessment skills of classroom teachers. These personal days may not be used before a holiday or to extend a holiday. They may not be used for counseling work at any time during the school calendar year. The superintendent reserves the right to limit these days to not more than five percent (5%) of the bargaining unit per day.* In emergencies, the time limit may be waived by the Superintendent. If a teacher terminates prior to the completion of the second semester, only one (1) personal day will be earned. If the teacher does not use the personal days, he/she will be compensated at \$90 per day or may choose to carry over up to 3 days into the next school year. The teacher will notify the district if they wish to carry over 1-3 days by June 1st and may not have more than 5 on record at the beginning of a school year.

* These numbers will be waived for the first week of the firearms season and any other time, if qualified substitutes are available.

ARTICLE 13 – Continued

- F. Jury Duty: A teacher called for jury duty or to give testimony before any judicial or administrative tribunal shall be compensated for the difference between the teaching pay and the pay received for the performance of such obligation on each day the teacher would have otherwise been scheduled to work that the teacher reports for or performs jury duty.
- G. Sick Leave: Sick leave is defined as: Bona fide physical or mental incapacity of the teacher to report for a discharge of duties to the extent of unused days credited.
1. Sick leave is earned and credited at the rate of ten (10) days per year. Previously accumulated sick leave plus ten (10) days shall be credited at the beginning of each school year for all full-time teaching personnel. Sick leave for part-time teaching personnel shall be prorated. Teachers who terminate for reasons other than health will have earned one (1) day sick leave per month of full-time employment for the months actually worked.—Teachers who terminate and who use more sick days than entitled shall reimburse the District at their per diem rate, and this amount may be deducted from any remaining salary due the teacher.
 2. Any teachers whose personal illness extends beyond the period compensable under Article 13D, shall be granted a leave of absence without pay for reasons of health which, in accordance with general school laws, may not exceed one (1) year from the date granted by the Board. Extensions of such leave may be granted by the Board upon written request of the teacher. A teacher anticipating extended illness may be granted such leave prior to the expiration of accumulated compensable leave days, and upon returning from sick leave, will have the unused portion of accumulated compensable leave reinstated.

Upon return from a leave of absence, the teacher shall, at the teacher's request, be returned to the same position held prior to leave, providing that the leave terminates during the same school year that it began, or to a position for which he/she holds current certification; if the leave extends into another school year provided that sixty (60) days notice prior to return is given in writing or return does not fall within the last thirty (30) days of the school year.

Prior to return from a leave of absence for reasons of health, the Board may require the teacher to provide a certificate that the teacher is fit to return and perform the essential functions of his/her assignment. The Board reserves the right to have teachers returning from such a leave promptly examined by a doctor of its choice at Board expense. Should the findings of the Board's physician result in the returning teacher being denied reinstatement, said teacher can appeal the decision and submit the findings of a physician(s) or his/her choice. If the results of these examinations indicate the teacher is mentally and physically capable of performing his/her normal classroom duties and if the Board still denies reinstatement, the teacher and Board shall agree on a third physician whose recommendations shall be binding. The expenses of the third physician shall be equally divided between the teacher and the Board.

ARTICLE 13 – Continued

3. Absences due to injury or illness incurred in the course of a teacher's employment for which a teacher receives benefits under the Worker's Compensation Act shall be charged against the teacher's sick leave days in the proportion (to the closest one half [1/2] day) that such absence is not compensated under Worker's Compensation.
4. Teachers will be allowed to use sick days for care of "Immediate Family" as defined in Article 13, section 7.
5. In the case of any teacher who has accumulated five (5) separate sick leave occurrences during the course of a school year, the Superintendent may require a certificate of necessary absence from a licensed physician in order for the teacher to qualify for sick leave pay.
6. Beginning in the 1997-98 contract year, all members having 20 or more sick days will fall under a grand fathered clause. All of their accumulated sick days will remain in their severance bank. Grand-fathered sick days may be used for sick leave purposes but may not be replaced. Employees hired before June 30, 1997 who have up to 20 accumulated days will have a one-time option (August 25, 1997) to place days in a sick bank.

Employees who have chosen to bank 0-20 days may accumulate no more than 60 days. Days accumulated above 60 days will be paid out yearly at substitute rate or be a TSA (Tax-sheltered annuity) of his/her choice. At retirement, accumulated days in the sick bank will be paid out at the current substitute rate.

Employees hired after June 30, 1997, may accumulate no more than 60 days. Days accumulated above 60 days will be paid out yearly at substitute rate or be placed in a TSA (tax-sheltered annuity of his/her choice). At retirement, accumulated days in the sick bank will be paid out at the current substitute rate.

7. Bereavement Leave: Five (5) days leave of absence will pay chargeable against the teacher's sick leave allowance shall be granted for death in the immediate family, to be taken at the time of the funeral.

Definition of Immediate Family: The term is interpreted to mean: mother, father, spouse, parent of spouse, brother, sister, child, grandparent, grandchild, in-laws, or any dependent who lives in the immediate household.

Upon written request, the Superintendent may allow up to two (2) days for death of a non-family member. It is anticipated that these would be extremely limited cases in which the teacher can show a familial-like relationship with the deceased.

Bereavement leave of a special nature may be granted at the discretion of the Superintendent.

ARTICLE 13 – Continued

H. Merit Leave: Merit leave can be earned at the following rate:

- *Zero (0) absences per school year = two (2) merit days per school year, or
- *Three (3) or fewer absences per school year = one (1) merit day per school year.

For merit leave purposes “absence” includes:

- *Sick Leave
- *Unpaid leave
- *Bereavement leave in excess of three (3) days.

For merit leave purposes “absence” does not include:

- *Personal days
- *Bereavement leave of up to three (3) days
- *Merit leave days

Beginning 9/1/88 no more than seven (7) merit days may be accumulated. Previously accumulated merit days will not be affected by this cap.

Unused merit days will be reimbursed at \$90 per day at the teacher’s request. Merit days reimbursed at retirement will be at the teacher’s most recent regular daily rate.

Merit leave may be taken the school year following the school year in which it was earned. Not more than five (5) merit leave days may be used in any school year. Requests for merit leave must be submitted ten (10) school days prior to the leave. Merit leave may be used the day before or the first school day following a holiday or vacation but no more than ten percent (10%) of the staff of a building covered by this agreement provided an approved substitute teacher is available. Preference shall be given on a rotating basis for requests submitted three (3) months in advance for such use with the exception of spring break where the requests will be determined by September 30. Any requests received after these dates will be on a first come, first serve basis according to the number of openings available.

ARTICLE 14 – INSURANCE

Effective August 1, 2011, upon acceptance of the employee's written application and enrollment by the carrier, the Board of Education shall make premium payments to provide each full-time member (a full time member is one who is employed for a full duty day) with the benefits as defined in Appendices H, I, J, K and L. The total premium paid by the Board and the GEA member's contribution will be spelled out in the Appendices for the entirety of this agreement.

The Board shall continue to provide a plan for the purpose of compliance with Section 125 of the Internal Revenue Code.

Part-time employees will be provided the Dental and Vision benefits described in Appendices I and J if they are employed at least 40% of a regular duty day, with the Board paying the pro-rated share based upon the number of hours worked to the number of hours for full-time.

Part-time members who are employed at least 40% of a regular duty day that do not elect health coverage will receive the same vision and dental insurance coverages offered above paid at the pro-rated basis. All part-time employees will be furnished the Life and LTD benefits with the coverage levels described in Appendices K and L, paid by the Board. Cash in lieu of health is a pro-rated benefit for part-time employees that do not elect health coverage.

Any teacher granted an unpaid leave of absence in excess of three (3) weeks shall, at their written request, be continued under all insurance benefits in accordance with the insurance company's policy provisions with the premiums to be paid by the individual on leave.

In the event of any violation of a no-strike clause, the Board will discontinue paying premiums for the duration of the strike.

The Board agrees to pay reasonable and customary medical expenses in BC/BS approved amounts for out-of-network medical provider costs that would have been covered by 2007-2008 MESSA Plans in effect in the school district that year and that are not covered by the insurance plan agreed to for the duration of this contract.

The parties will meet every year to review their experience under this plan. Plan design changes may be made by mutual agreement.

ARTICLE 15 – SEVERANCE ALLOWANCE/RETIREMENT INCENTIVE

Severance allowance will be paid to retiring teachers with ten (10) or more years in the system who also qualify for retirement, become eligible for retirement benefits under the Michigan Public Schools Employees' Retirement Fund. For purposes of severance, total years of service and total accumulated sick leave shall be counted in determining the severance allowance.

Severance will be computed and paid as follows: The Board will pay for each sick leave day accumulated at the time of retirement:

\$20 per day up to 100 days
\$22 per day for each day between 101 and 125
\$25 per day for each day between 126 and 150
\$27 per day for each day between 151 and 200
\$30 for all days over 201

This annual payment will be made on or before February 1 each year to a maximum of seven (7) annual payments. To receive payment, teachers must actually retire under the terms of the Michigan Public School Employees Retirement System. The number of annual payments will be based on the number of years a teacher has been eligible to retire under MPERS according to the following schedule:

| | |
|-------------------------------------|------------|
| 1 st year of eligibility | 7 payments |
| 2 nd year of eligibility | 6 payments |
| 3 rd year of eligibility | 5 payments |
| 4 th year of eligibility | 4 payments |
| 5 th year of eligibility | 3 payments |
| 6 th year of eligibility | 2 payments |
| 7 th year of eligibility | 1 payment |

A teacher retiring after 7 years of eligibility will receive one payment.

For teachers with over 100 sick leave days, absences during the last three (3) years of employment prior to retirement leading to long-term disability, or as a result of hospitalization or confinement by doctor's orders, will not be deducted when computing accumulated sick leave for severance purposes.

A teacher and the Board may mutually agree to an alternate severance allowance.

Effective September 1, 1997, all language is grandfathered for GEA membership hired prior to June 30, 1997.

ARTICLE 16 – GRIEVANCE PROCEDURE

- A. A claim by a teacher that there has been a violation or misapplication of any provision of this Agreement may be processed as a grievance as hereinafter provided.
- B. The primary purpose of this procedure is to secure at the lowest level possible equitable solutions to the problems of the parties that might arise out of this Agreement. Both parties agree that these proceedings shall be kept as confidential as may be appropriate and is permissible under State statute at each level of the proceedings. Nothing herein contained shall be construed as limiting the right of any teacher with a grievance to discuss the matter informally with an appropriate member of the Administration or proceeding independently as described in Section G of this Article.
- C. In the event any Association representative is a party in interest to any grievance, the teacher may elect to be disqualified and a substitute can be named by the Association. The Building Principal shall be the Administrative representative when the particular grievance arises in a building. The Board hereby designates the Superintendent as its representative when the grievance arises in more than one (1) school building.
- D. In the event that a teacher believes there is a basis for a grievance, the teacher shall first discuss the alleged grievance with the building principal either personally or accompanied by the Association representative. The grievance must be filed in writing within twenty (20) calendar days of the grievant's knowledge thereof. The grievance must be filed on the grievance form (Appendix G) and must include the specific article and section allegedly violated. It must state when the alleged violation occurred, by whom, the alleged resulting damage, and the relief sought.
- E. Nothing herein is intended to limit or exclude any teacher from filing a grievance on behalf of the Association.

STEP 1: Within five (5) school days of the receipt of the grievance, the Principal shall meet with the grievant in an effort to resolve the grievance. The Principal shall indicate the disposition of the grievance in writing within five (5) school days of such meeting and furnish a copy thereof to the Association.

STEP 2: If the grievant is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) school days of such a meeting, or ten (10) days from the date of filing, whichever shall be later, the grievance shall be submitted to the Superintendent or designee within five (5) school days. Within five (5) school days therefrom, the Superintendent or designee shall meet with the grievant on the grievance and shall indicate disposition of the grievance in writing to the grievant within five (5) school days of such meeting.

ARTICLE 16 – Continued

STEP 3: If the grievant is not satisfied with the disposition of the grievance by the Superintendent or designee, or if no disposition has been made within five (5) school days of such meeting, or ten (10) school days from the date of filing, whichever shall be later, within ten (10) school days the grievance shall be transmitted to the Board by filing a written copy thereof with the Secretary or other designee of the Board. The Board, no later than its next regular meeting or two (2) calendar weeks (whichever shall be later), may hold a hearing on the grievance, review such grievance in executive session or give such other consideration as it shall deem appropriate. Disposition of the grievance in writing by the Board shall be made not later than seven (7) days thereafter. A copy of such disposition shall be furnished to the Association.

STEP 4: If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the grievance may be submitted within ten (10) days after the decision of the Board, or within ten (10) days of the date the Board's decision was due, to arbitration before an impartial arbitrator by providing the Superintendent with written notice that the grievance is being submitted to arbitration. An arbitrator shall be selected by the American Arbitration Association in accordance with its rules that shall likewise cover the arbitration proceedings. The Board and the Association shall not be permitted to assert in any such arbitration proceeding any ground, or to rely on any evidence not previously disclosed to the other party, provided however, newly discovered evidence may be presented if it can be shown to the satisfaction of the arbitrator that such evidence was not discovered previously due to the neglect or failure of the offering party to exercise due diligence. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any Court of competent jurisdiction.

The fees and expenses of the arbitrator shall be shared equally by the parties.

If the demand for arbitration is not delivered to the American Arbitration Association within fifteen (15) days after the decision of the Board, or if the Board did not render a decision on the date the Board's decision was due, it will be deemed to have been abandoned.

F. Time limits in this Article shall be strictly observed, but may be extended by written agreement of the parties. In the event a grievance is filed after May 15th of any year and strict adherence to the time limits may result in hardship to any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

For purposes of this Article, the term "days" shall mean days when the District's Central Office is open for business.

G. If an individual teacher has a personal complaint which the teacher desires to discuss with a supervisor, the teacher is free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement.

ARTICLE 16 – Continued

- H. No reprisals of any nature shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.
- I. Restrictions on the arbitrator's authority: The arbitrator shall have no power to:
 - 1. Rule on an issue previously barred from the scope of the grievance procedures.
 - 2. Add to, subtract from, or otherwise modify the expressed terms and conditions of this agreement.
 - 3. Award punitive damages.
 - 4. Issue a back pay award for any amount in excess of lost wages nor for a period to exceed twenty (20) days prior to the date the grievance was filed.
 - 5. Establish wage schedules.
 - 6. Rule on an issue involving the content of an employee evaluation.

ARTICLE 17 – NEGOTIATIONS PROCEDURES

- A. It is understood and agreed that this contract embodies the entire understanding of the parties and that the terms of the Agreement shall govern the relationship of the parties during its duration; provided, however, that in the event a misunderstanding arises as to the interpretations of any of the provisions herein, the parties may undertake to cooperate to arrange meetings, select representatives for discussions, and furnish necessary information in considering and resolving such matters.
- B. If either party should fail to submit a proposed change or addition as above set forth, the Article or the subject of that Article shall not be a subject of negotiation. However, during negotiations, the parties can mutually agree to negotiate, modify, change, add, or delete any material in the contract, anything herein to contrary notwithstanding.
- C. It is recognized that no final agreement between the parties may be executed without ratification by the Board of Education and by the members of the GEA, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.
- D. Upon reaching a tentative final agreement, it is agreed that the GEA will meet for purposes of ratification of such agreement at the next scheduled meeting or within thirty (30) days. It is agreed that the Board will meet in official session to consider ratification within ten (10) days of receipt of notification that the GEA membership has ratified the agreement.
- E. Contract Review Committee: Representatives of the District and the Association shall meet informally every month from August through May for the purpose of reviewing the implementation of this Master Agreement and of resolving problems, which may arise. The first contract review meeting of the school year shall be held on the third Thursday of September. At this meeting, the Contract Review Committee shall establish a schedule for subsequent monthly meetings to be held at dates and times mutually agreeable to both parties.

Up to five teacher representatives shall be selected by the Association and up to five administration representatives shall separately designate a teacher chairperson and an administrator chairperson who shall serve concurrently as co-chairpersons. Each chairperson shall submit to the other chairperson, one week in advance of the scheduled meeting, items for discussion.

The meetings of the Review Committee shall be reduced to writing in the form of memoranda of understanding and submitted to the Association and the Board of Education for approval. Upon approval by GEA and the Board of Education, the memoranda shall become a part of the Master Agreement for the duration of the agreement.

ARTICLE 18 – STRIKE PROHIBITION

The Association recognizes that strikes (as defined by Section 1 of Act 336, PA 1947, as amended, of the State of Michigan) by teachers are contrary to law and public policy. The Board and Association subscribe to the principle that differences shall be resolved by appropriate and peaceful means in keeping with the high standards of the profession, without interruption of the school program. Accordingly, the Association agrees that during the term of this Agreement, it shall not direct, instigate, participate in, encourage, or support any strike against the Board by any teacher or group of teachers.

ARTICLE 19 – MISCELLANEOUS PROVISIONS

- A. This Agreement shall constitute the full and complete commitments and understanding between the parties hereto and may be altered, changed, added to, deleted from, or modified only in accordance with the provisions of Article 17 herein.
- B. Any individual contract between the Board and an individual teacher,—heretofore executed,—shall be subject to and consistent with the terms and conditions of the Agreement. If an individual contract contains any language inconsistent with this Agreement, the language in this Agreement shall be controlling.
- C. This Agreement shall supersede any rules, regulations, or practices of the Board and the Association which shall be contrary to or inconsistent with its terms.
- D. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be 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.
- E. Copies of this Agreement titled “AGREEMENT BETWEEN THE GAYLORD BOARD OF EDUCATION – THE GAYLORD EDUCATION ASSOCIATION” shall be printed at the expense of the Board within thirty (30) days after the Agreement is signed and a sufficient number of copies shall be presented to the Association for distribution to all teachers now employed. The Board will provide a copy to all teachers hereafter employed.
- F. The school year shall be completed between the week prior to Labor Day and the second Friday in June (calendar adjustments may be necessary if the district is required by law to make up days/hours).

Additional in-service/professional development days in addition to those scheduled outside the school calendar may be scheduled outside the school year or during the school year at the discretion of the Board. The days may be targeted towards a specific group or the entire staff and may be scheduled on Saturdays, vacations, etc. In any case, the involvement of teachers in in-service/professional development days shall be voluntary. Compensation will be at the Schedule B rate.

No more than 184 days will be scheduled for teachers, no more than 183 for students. Teachers will not be required to report when school is closed by storm or road conditions.

If required by law, the district may reschedule the minimum number of days/hours necessary to meet the demands of the law up to five (5) days without additional compensation to teachers. Compensation for the days beyond the five (5) will be negotiated.

ARTICLE 19 – Continued

G. Eighteen (18) professional days shall be credited each year to the Gaylord Education Association to be used at the President’s discretion. The GEA President will notify the appropriate building principal of which Association member(s) will be using this leave five (5) days in advance. The GEA will reimburse the Board of Education for the cost of substitutes by June 30 of each school year.

H. Staff meetings shall be scheduled as follows:

| | |
|-----------------------------|------------------------|
| First Monday of each month | Building Administrator |
| Second Monday of each month | Administration |
| Third Monday of each month | GEA |

Teachers will contribute up to 2 hours per month after the duty day for Building Administrator and Administration staff meetings as designated above. No meeting will last past 4:30 p.m. and any additional time beyond that will be voluntary and will be compensated at the Schedule B rate.

I. Wellness: In light of evidence that indicates that “Wellness” program in the work place improves health, reduces stress, reduces insurance costs and reduces staff absenteeism, the Gaylord Board of Education agrees to investigate the development of such a program with the Gaylord Education Association.

The Board proposes to work with the Association in developing an “Employee Assistance Program”.

Such a program might include stress management workshops, exercise activities, weight lifting, weight loss and control programs, stop smoking programs and medical supervision.

Both parties agree to work with other interested groups in the community.

J. Sixth Grade Camp: Each 6th grade teacher who completes a full week of supervision at 6th grade camp will be compensated at a rate of \$450, before taxes.

In addition, each teacher who completes a full week of supervision at 6th grade camp will receive additional compensation of personal days at the following schedule:

| | |
|---|------------------------------|
| 1-5 years of 6 th grade camp experience | = 1 additional personal day |
| 6-10 years of 6 th grade camp experience | = 2 additional personal days |
| 11 or more years of 6 th grade camp experience | = 3 additional personal days |

These days are only earned for a full week of working at camp.

ARTICLE 20 – SCHOOL IMPROVEMENT OR REFORM PLANS

- A. The parties of this agreement are aware that legislation and State Department rules exist that make it advisable to adopt a “school improvement plan or process”, and/or a “site-based decision making plan” or other such similar plans.
- B. The Board shall notify the Association if the Board is considering formulating or modifying such a plan or process.
- C. Upon notification by the Board to the Association that such a school improvement plan/process (SIP) is to be used or modified, the Board agrees to following provisions:
 - 1. The Association President shall name at least one Association member to each district level and building level SIP and professional development committee.
 - 2. The Association President shall receive copies of all minutes and approved actions of each SIP committee.
 - 3. Participation in any SIP is strictly voluntary.
 - 4. Non-participation in a SIP shall not be used in teacher evaluations.
 - 5. SIP committees shall not discuss:
 - a. wages
 - b. fringe benefits
 - c. individual employee performance/evaluation
 - d. individual employee discipline
- D. A plan which is in conflict with the Master Agreement, Board policy(ies) or past practice shall not be adopted until ratified by both parties.
- E. A district-wide professional development committee shall be established to help plan professional development activities in conformity with Board goals. This committee will help plan and evaluate related professional development activities at the District, building, grade and/or department levels. It will be a standing committee responsible to help establish on-going professional development activities prior to the start of each school year.
- F. The building-level school improvement committees shall serve as sub-committees of the District professional development committee to make recommendations, help implement professional development activities and recommend conference attendance.

ARTICLE 21 – SURVEILLANCE

- A. In the event that the district installs cameras or other surveillance devices, the parties will bargain the implementation.
1. Before installation of surveillance equipment, the building administrator must present proposal to Superintendent. The building proposal must include prior discussion with staff and union representatives. The Superintendent must present proposal to the G.E.A. Contract Review Committee.
 2. It is specifically understood that surveillance equipment (i.e. cameras) cannot be used for purposes of teacher evaluation or monitoring.
 3. Surveillance equipment is to be used for building and student safety. Other electronic surveillance operations will be used to protect the building and student security.
- B. Use of the Phone System: Phone call logs will be used for the purpose of assessing charges for personal calls. It is understood that teachers may make use of the phone system for personal business if needed on an occasional basis. Personal calls should, except in emergencies, be made outside student contact time. The phone logs will not be used in evaluation.

ARTICLE 22 – LEAST RESTRICTIVE ENVIRONMENT

- A. The parties acknowledge that the policy of least restrictive environment is legally mandated. It is also recognized that the extent to which any individual disabled student should participate in regular education programs and services involves considerations of that student's unique needs as determined by an individual educational planning team (IEPT). Although it is agreed that the disabled student's participation and right to participate in regular education programs and services cannot be affected by this Agreement, the District does agree to consider how the disabled student's placement will affect teachers when determining the disabled student's placement.
- B. The District shall determine the need for a teacher who will be providing instructional or other services to a disabled student to participate in the IEPT which may initially place (or continue the placement of) the student in a regular education classroom. The district shall provide release time in the event the district directs or authorizes a teacher to attend an IEPT that is scheduled during a time the teacher is assigned to teach a class.
- C. If any teacher has a reasonable basis to believe that a disabled student's current individual educational plan (IEP) is not meeting the student's unique needs as required by law, the teacher will advise his/her principal in writing.
- D. On a case-by-case basis, the District will determine what training and other support should be provided to a teacher who will be providing instructional or other services to a disabled student. Should the teacher(s) disagree, the decision can be appealed to an advisory committee consisting of the special education director, the building principal, the building social worker or counselor, and two (2) additional teachers to be named by the Superintendent with the approval of the Association.

ARTICLE 23 – MEDICALLY FRAGILE STUDENTS

No bargaining unit member shall be required to provide health services such as tracheotomy, diapering, blood test, or similar procedures to medically fragile student, except in an emergency situation.

ARTICLE 24 – MENTOR TEACHER

- A. A Mentor Teacher shall be defined as a Master Teacher as identified in Section 1526 of the Revised School Code and shall perform the duties of a Master Teacher.
- B. Mentor Teachers shall be assigned in accordance with the following:
1. Mentor Teachers shall be members of the bargaining unit, a retired teacher, or designated by the superintendent as provided for in the school code, in that order.
 2. Every effort will be made to match Mentor Teachers and Mentees who have the same building level certifications.
 3. Mentors shall be assigned to only one (1) Mentee Teacher at a time.
 4. Mentor Teacher assignments shall be for one (1) year. The relationship shall be subject to review at anytime upon the request of either the Board or the Association. The appointment may be renewed in succeeding years.
 5. All Mentor Teacher assignments will be voluntary.
 6. Mentor teachers will participate in training sessions.
- C. The Board and the Association agree the relationship shall be confidential and shall not, in any fashion, be a matter included in the evaluation of the Mentor Teacher or Mentee.
- D. Upon request, the Administration shall make available reasonable release time so the Mentor Teacher may work with the Mentee in his/her assignment during the regular workday and school calendar year. Where possible the Mentor Teacher and Mentee shall be assigned common preparation time.
- Suggested standards for release time will be the configuration of up to four (4) hours per month for the first year, up to four (4) hours every other month in the second year, up to four (4) hours every three months in the third year. Requests for greater time spent with the Mentee will be addressed with the building principal. It is also understood that time between the Mentor Teacher and the Mentee will necessarily take place weekly beyond the normal working day to establish this collaborative relationship. Time commitments beyond this minimum may be subject to revision due to state mandates. This provision is a suggested standard and will not be a factor in the decision to retain or dismiss a Mentee.
- E. Mentor Teachers may assist in planning or recommending in-service for Mentees.
- F. Both parties recognize the importance of assisting new teachers through the mentoring process and are committed to developing an effective mentoring program.

ARTICLE 25 – DURATION OF AGREEMENT

This AGREEMENT shall be effective as of the 1st day of September 2011 and shall continue in effect until the last day of August 2012.

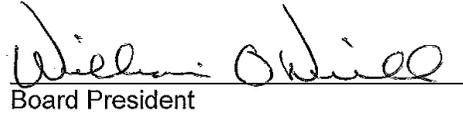
GAYLORD EDUCATION ASSOCIATION

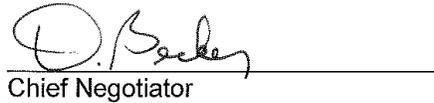
**GAYLORD COMMUNITY SCHOOLS
BOARD OF EDUCATION**

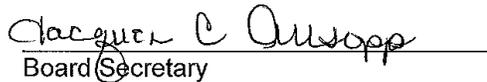
Signed by:


Chairperson, GEA, MEA

Signed by:


Board President


Chief Negotiator


Board Secretary


Superintendent

**APPENDIX A: SCHEDULE A
WAGES/SALARIES**

**GAYLORD COMMUNITY SCHOOLS
GEA CONTRACT**

2011-2012 SALARY SCHEDULE

| STEP | BA | BA +20 | BA+30 | BA+40/MA | MA+15 | MA+30 | MA+40/EDS |
|-----------------------|-----------|---------------|--------------|-----------------|--------------|--------------|------------------|
| 1 | \$ 38,328 | 39,193 | 39,581 | 40,101 | 40,876 | 41,687 | 42,286 |
| 1.5 | 39,160 | 40,190 | 40,578 | 41,203 | 41,997 | 42,789 | 43,389 |
| 2 | 39,992 | 41,188 | 41,575 | 42,305 | 43,118 | 43,891 | 44,492 |
| 2.5 | 40,893 | 42,171 | 42,559 | 43,411 | 44,219 | 44,991 | 45,591 |
| 3 | 41,795 | 43,155 | 43,544 | 44,516 | 45,321 | 46,091 | 46,691 |
| 3.5 | 42,776 | 44,154 | 44,540 | 45,617 | 46,424 | 47,196 | 47,796 |
| 4 | 43,758 | 45,153 | 45,536 | 46,718 | 47,528 | 48,301 | 48,900 |
| 4.5 | 44,733 | 46,148 | 46,532 | 47,819 | 48,629 | 49,402 | 49,998 |
| 5 | 45,709 | 47,144 | 47,528 | 48,919 | 49,730 | 50,503 | 51,095 |
| 5.5 | 46,692 | 48,137 | 48,545 | 50,020 | 50,831 | 51,605 | 52,200 |
| 6 | 47,675 | 49,129 | 49,561 | 51,120 | 51,931 | 52,706 | 53,304 |
| 6.5 | 48,642 | 50,125 | 50,533 | 52,224 | 53,035 | 53,811 | 54,409 |
| 7 | 49,610 | 51,120 | 51,504 | 53,329 | 54,138 | 54,915 | 55,514 |
| 7.5 | 50,597 | 52,115 | 52,501 | 54,429 | 55,238 | 56,015 | 56,614 |
| 8 | 51,583 | 53,110 | 53,497 | 55,530 | 56,338 | 57,115 | 57,714 |
| 8.5 | 52,584 | 54,111 | 54,575 | 56,633 | 57,440 | 58,218 | 58,816 |
| 9 | 53,586 | 55,112 | 55,654 | 57,735 | 58,543 | 59,321 | 59,918 |
| 9.5 | 54,490 | 56,105 | 56,570 | 58,838 | 59,648 | 60,423 | 61,021 |
| 10 | 55,394 | 57,099 | 57,486 | 59,941 | 60,752 | 61,525 | 62,124 |
| 10.5 | 56,351 | 58,093 | 58,489 | 61,045 | 61,855 | 62,646 | 63,445 |
| 11 | 57,310 | 59,088 | 59,492 | 62,148 | 62,958 | 63,767 | 64,766 |
| 11.5 | | 60,093 | 60,487 | 63,288 | 64,109 | 64,948 | 65,710 |
| 12 | | 61,097 | 61,482 | 64,429 | 65,261 | 66,129 | 66,653 |
| Longevity Year | | | | | | | |
| 15 | | 63,398 | 63,783 | 66,731 | 67,560 | 68,429 | 68,954 |
| | | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% |
| 20 | | 65,313 | 65,699 | 68,645 | 69,476 | 70,345 | 70,868 |
| | | 11.00% | 11.00% | 11.00% | 11.00% | 11.00% | 11.00% |
| 25 | | 66,463 | 67,232 | 70,946 | 71,777 | 72,644 | 73,935 |
| | | 14.00% | 15.00% | 17.00% | 17.00% | 17.00% | 19.00% |
| 27 | | 66,848 | 67,616 | 72,096 | 72,925 | 73,794 | 78,918 |
| | | 15.00% | 16.00% | 20.00% | 20.00% | 20.00% | 32.00% |
| 30 | | 67,850 | 68,630 | 73,176 | 74,020 | 74,901 | 80,102 |
| | | 17.62% | 18.65% | 22.82% | 22.86% | 22.89% | 35.09% |
| 33 | | 68,867 | 69,659 | 74,275 | 75,130 | 76,025 | 81,303 |
| | | 20.27% | 21.33% | 25.69% | 25.75% | 25.82% | 38.22% |

APPENDIX A: SCHEDULE A - Continued

For the purpose of clarification, it is understood that any "old" hours count toward earning this salary advancement. However, to qualify, any "new" hours must be obtained within a three-year period. For example, if a teacher had earned 26 hours prior to the implementation of the current contract, and then earned four additional hours, that teacher would advance to the BA+30 track. Ten additional hours, within a three year limit (beginning no earlier than 8/31/98), would place that teacher on the MA/BA+40 track.

For purposes of clarification, advancement beyond the MA/BA+40 track can occur only with an earned Master's degree.

Teachers on step six (6) and above on the BA track will not move vertically until they have moved horizontally. Years spent on step six (6) and above on the BA track will not count toward step increase. EXAMPLE: A teacher on step six (6) of the BA track for three (3) years would move vertically and horizontally to step seven (7) of the BA+20 track when enough credits have been earned.

Teachers who earn a teaching certificate after the completion of a Bachelor's or Master's degree, shall be allowed to apply the additional credits required for the teaching certificate toward advancement on the salary schedule provided that the additional credits meet the graduate level requirement (500 level or above) according to Article 5, paragraph F of the Master Agreement between the Gaylord Board of Education and the Gaylord Education Association.

The graduate credit requirement shall be waived if the teacher's classes are for becoming highly qualified under ESEA and the program of study is approved in advance by the superintendent. Upon satisfactory completion of said program and verification that additional endorsement has been awarded by MDE, all credits, regardless of level, shall count for advancement on the salary schedule.

APPENDIX B - SCHEDULE B
Athletics and Academics

Compensation is based on the individual's years of experience in this activity in the Gaylord Community Schools. The following percentages will apply to the appropriate step of the BA track (The BA track is extended for this purpose, to 11 steps.) Years of experience will not be reduced for individuals hired prior to this Agreement. All current or retired school employees returning to a previously appointed coaching position will continue to be compensated at the percentage in effect during the 2007-2008 school year. All new coaching appointments will be compensated at the new rates.

THESE ARE NON-TENURED POSITIONS

HIGH SCHOOL ATHLETICS:

| <u>Position:</u> | <u>Percentage:</u> |
|----------------------------------|--------------------|
| Varsity Sideline Cheerleading | 8% |
| JV Sideline Cheerleading | 6% |
| Varsity Competitive Cheerleading | 10% |
| JV Competitive Cheerleading | 7% |
| Head Girls Basketball | 12% |
| Asst. Girls Basketball | 7% |
| Asst. Girls Basketball | 7% |
| Head Football | 12% |
| Asst Football-3 | 7% |
| Asst Football-4 | 7% |
| Head Cross Country | 8% |
| Head Golf | 8% |
| Head Boys Soccer | 10% |
| Asst Boys Soccer | 7% |
| Head Girls Soccer | 10% |
| Asst Girls Soccer | 7% |
| Head Boys Basketball | 12% |
| Asst. Boys Basketball-2 | 7% |
| Head Volleyball | 12% |
| Asst Volleyball-2 | 7% |
| Head Wrestling | 12% |
| Asst Wrestling-2 | 7% |
| Head Skiing | 8% |
| Head Baseball | 10% |
| Asst Baseball-2 | 7% |
| Head Softball | 10% |
| Asst Softball-2 | 7% |
| Head Girls Track | 10% |
| Asst Girls Track | 7% |
| Head Boys Track | 10% |
| Asst Boys Track | 7% |

| 2007-2008 Athletic Schedule | |
|------------------------------------|-------------------|
| <u>Position:</u> | <u>Percentage</u> |
| Head Cheerleading | 12% |
| Asst. Cheerleading-2 | 8% |
| Head Girls Basketball | 15% |
| Asst. Girls Basketball | 8% |
| Asst. Girls Basketball | 8% |
| Head Football | 15% |
| Asst Football-2 | 8% |
| Asst Football-4 | 8% |
| Head Cross Country | 12% |
| Head Golf | 12% |
| Head Boys Soccer | 12% |
| Asst Boys Soccer | 8% |
| Head Girls Soccer | 12% |
| Asst Girls Soccer | 8% |
| Head Boys Basketball | 15% |
| Asst. Boys Basketball-2 | 8% |
| Head Volleyball | 12% |
| Asst Volleyball-2 | 8% |
| Head Wrestling | 12% |
| Asst Wrestling | 8% |
| Head Skiing | 12% |
| Asst Skiing | 8% |
| Head Baseball | 12% |
| Asst Baseball-2 | 8% |
| Head Softball | 12% |
| Asst Softball-2 | 8% |
| Head Track | 12% |
| Asst Track-3 | 8% |

APPENDIX B: SCHEDULE B – Continued

MIDDLE SCHOOL ATHLETICS:

| <u>Position:</u> | <u>Percentage:</u> |
|------------------------|--------------------|
| 7th Girls Basketball-2 | 5% |
| 8th Girls Basketball-2 | 5% |
| Cross Country | 5% |
| 7th Boys Basketball-2 | 5% |
| 8th Boys Basketball-2 | 5% |
| Volleyball-2 | 5% |
| Wrestling | 5% |
| Cheerleading-2 | 5% |
| Head Track | 5% |
| Asst. Track - 3 | 5% |
| Intramurals | 5.5% |

ACADEMICS

| <u>Position:</u> | <u>Percentage:</u> |
|----------------------------------|--------------------|
| Head Marching Band Dir. | 12% |
| Jr. Band Director | 7% |
| Drivers Education | \$21/hr |
| 6th Grade Camp | 2% |
| Dept. Chairpersons | 5% |
| Noon Hour | \$15 |
| Head Debate- (if both 10.5%) | 8% |
| Asst Debate | 5% |
| Head Forensics- (if both 8%) | 6% |
| Asst Forensics | 4.5% |
| HS Asst. | 5% |
| Drama- (3 plays min.) | 6% |
| Yearbook | 5% |
| Computer Coordinator | \$1,400 |
| Vocal Music-HS | 4% |
| Vocal MUSIC-MDL | 3% |
| Gifted/Talented, 1 ea | 3% |
| National Honor Society | 2% |
| Student Government – High School | 2% |

Lead Teachers 10% of annual salary

| | | |
|------------------|-----------------|-----------|
| Compensatory Pay | 1-30 minutes: | \$10 |
| | 31- 60 minutes: | \$20 |
| | 61- 90 minutes: | \$30 etc. |

| | |
|-----------------|----------------|
| Mentor Teachers | 1st year \$300 |
| | 2nd year \$200 |
| | 3rd year \$100 |

Mentor Council Member \$250 per year

| 2007-2008 Athletic Schedule | |
|------------------------------------|--------------------|
| <u>Position:</u> | <u>Percentage:</u> |
| 7th Girls Basketball-2 | 6% |
| 8th Girls Basketball-2 | 6% |
| Cross Country | 6% |
| 7th Boys Basketball-2 | 6% |
| 8th Boys Basketball-2 | 6% |
| Volleyball-2 | 6% |
| Wrestling | 6% |
| Cheerleading-2 | 6% |
| Head Track | 6% |
| Asst. Track - 3 | 6% |
| Intramurals | 5.5% |

APPENDIX B: SCHEDULE B – Continued

Department Heads are the only Schedule B positions that will be posted every year. All other positions including computer coordinator will be continuing positions unless the individual filling the position resigns or is asked not to return.

Teachers who teach an additional class during their preparation period shall be compensated according to the following formula: MA Step 12 divided by the number of student days in the school year divided by the number of minutes in the teacher's workday multiplied by the number of minutes of extra class time multiplied by the number of days teaching the extra class.

(Example for 2011-2012: $\$64,429 / 173.5 \text{ days} / 465 \text{ minutes} = \$.80 \text{ per minute} \times 55 \text{ minutes} \times 173.5 \text{ days} = \$7,634$)

Lead teachers shall be compensated in accordance with Schedule B. Specific duties of lead teachers shall be put into writing. In no instance will a lead teacher evaluate or discipline bargaining unit members.

APPENDIX C: CALENDAR

2011-2012 School Calendar

AUGUST 29, 2011 (MONDAY)STAFF FIRST DAY PD (Full Day)
AUGUST 30, 2011 (TUESDAY)..... PROFESSIONAL DEVELOPMENT–ALL STAFF PD (Full Day)
AUGUST 31, 2011 (WEDNESDAY).....PROFESSIONAL DEVELOPMENT–ALL STAFFCOP-ESD PD (Full Day)

SEPTEMBER 1, 2011 (THURSDAY) PROFESSIONAL DEVELOPMENT–ALL STAFF Class/Building Prep (Full Day)
SEPTEMBER 2, 2011 (FRIDAY) NO SCHOOL–ALL STAFF LABOR DAY HOLIDAY
SEPTEMBER 5, 2011 (MONDAY) NO SCHOOL–ALL STAFF LABOR DAY HOLIDAY
SEPTEMBER 6, 2011 (TUESDAY) STUDENT’S FIRST DAY Students (Full Day)
SEPTEMBER 12, 2011 (MONDAY) KINDERGARTEN STUDENT’S FIRST DAY Kindergarten (1/2 day)
(Complete first-week kindergarten schedule will be provided during teacher home visits on Sept. 7 – 10)
SEPTEMBER 29, 2011 (THURSDAY) FULL DAY SCHOOL-ALL STUDENTS GRADES 9-12: Evening PT Conf (5:00 – 7:30 p.m.)
SEPTEMBER 30, 2011 (FRIDAY)NO SCHOOL–STUDENTS..... GRADES K-8: Full Day PD
GRADES 9-12: PD (a.m.); PT Conf (12:30-3:00 p.m.)

NOVEMBER 3, 2011 (THURSDAY) FULL DAY SCHOOL-ALL STUDENTS GRADES K-8: Evening PT Conf (5:00 – 7:30 p.m.)
NOVEMBER 4, 2011 (FRIDAY) NO SCHOOL–STUDENTS.....GRADES K-8: PD (a.m.); PT Conf (12:30-3:00 p.m.)
GRADES 9-12: Full Day PD
NOVEMBER 15, 2011 (TUESDAY)NO SCHOOL–ALL STAFF & STUDENTS FIREARMS SAFETY DAY
NOVEMBER 24-25, 2011 (THURS/FRI) NO SCHOOL–ALL STAFF & STUDENTS THANKSGIVING BREAK

DECEMBER 23, 2011 (FRIDAY)NO SCHOOL–ALL STAFF & STUDENTSHOLIDAY BREAK (Dec. 23, 2011 – Jan. 2, 2012)

JANUARY 3, 2012 (TUESDAY).....SCHOOL RESUMES All Staff & Students
JANUARY 20, 2012 (FRIDAY) NO SCHOOL–STUDENTS..... GRADES K-12: PD (a.m.); Teacher Prep (p.m.)

FEBRUARY 16, 2012 (THURSDAY) FULL DAY SCHOOL-ALL STUDENTS GRADES K-12: Evening PT Conf (5:00 – 7:30 p.m.)
FEBRUARY 17, 2012 (FRIDAY)..... NO SCHOOL–STUDENTS.....GRADES K-12: PD (a.m.); PT Conf (12:30-3:00 p.m.)
FEBRUARY 20, 2012 (MONDAY) NO SCHOOL–ALL STAFF & STUDENTSMID-WINTER BREAK

APRIL 2, 2012 (MONDAY) NO SCHOOL–ALL STAFF & STUDENTS SPRING BREAK (April 2 – 9, 2012)
APRIL 10, 2012 (TUESDAY) SCHOOL RESUMES All Staff & Students

MAY 28, 2012 (MONDAY) NO SCHOOL–ALL STAFF & STUDENTS MEMORIAL DAY HOLIDAY

JUNE 5, 2012 (TUESDAY) LAST DAY OF SCHOOL GRADES K-12: ½ Day Students (a.m.);
Full Day Staff (Records Day/p.m.)

APPENDIX D: KINDERGARTEN PROGRAM

The following shall apply to the Kindergarten program:

1. Teachers may work flexible hours on the non-student day each week, but will be guaranteed 150 minutes of uninterrupted planning time on that day. If kindergarten runs a 5 day a week schedule, regular contract provisions apply.
2. Mileage for home visitations, etc., will be paid as per the Master Agreement.
3. All terms and conditions of the contract including class size shall apply the same as to teachers in traditional programs.
4. No employee shall be reduced in hours and/or compensation as a result of the implementation of the plan.
5. The kindergarten staff may use the first week of school for the purpose of home visits. No more than five days may be used for this purpose. It is also understood that this is a non-precedent setting situation. At the end of each year, for a two-year period, a parent evaluation including questions on the value of the home visits must be conducted. The results of the measurable evaluation will be presented to the GEA Contract Review Meeting in June for continuation. The Kindergarten teachers, Elementary Principals, and Curriculum Director will collaboratively develop the evaluation tool.
6. The schedule for the second week of school will be as follows:

Tuesday, Wednesday and Thursday:

Students will be brought to school by a parent at approximately noon and will remain at school for the rest of the school day. The students will experience the school bus ride at the end of the day.

Friday:

Students will attend a full day of school. They will ride the bus to school and will ride the bus back home at the end of the day. The following week begins a normal week for all kindergarteners.

APPENDIX E: EVALUATION

Gaylord Community Schools Teacher Performance Assessment

| | |
|-----------------------------------|--|
| Teacher | |
| Building | |
| Assignment(s) | |
| Administrator(s) | |
| Date of Evaluation | |
| Evaluation Total | |
| Signature of Administrator | |
| Signature of Teacher | |

Student Growth/Achievement

| | | | | | |
|--|--|---|---|---|---|
| Annual Objective(s) What are the teacher's objectives, as directly related to the building-level School Improvement Goals? | | | | | |
| Strategies How will the teacher specifically implement the objective(s) identified above? | | | | | |
| Activities What will the teacher specifically do to ensure that students are successful? | | | | | |
| Measurement Tools (Data-Driven) How will the teacher measure success? i.e. pre/post-test(s), grade-level common assessments, Unit/Chapter tests? | | | | | |
| What evidence (data) exists to support successful attainment of the Objectives above? | | | | | |
| How can the administrator assist in achieving the objectives? | | | | | |
| What are the specific growth targets for this evaluation cycle? | | | | | |
| Measurement tools (Data-Driven) How will the teacher measure success? i.e. pre/post-test(s), grade level common assessments, Unit/Chapter tests? <i>Existing state student growth measures?</i> | | | | | |
| Were the targets achieved? | | | | | |
| None of the targeted growth goals were met; and some regression is noted. | None of the targeted growth goals were met. However, no regression is noted. | Positive student growth is evident in only one area, with no growth in the other areas. | Positive student growth is evident in some of the areas, but not in others. | Positive student growth is evident in most of the targeted areas. | All of the targeted goals were met. Positive student growth is evident in each of the targeted areas. |

EXAMPLE

| | | | | | |
|---|--|---|---|---|---|
| What are the specific growth targets for this evaluation cycle? | | | | | |
| <ol style="list-style-type: none"> 1. The number of students in Reading Category 4 will increase. 2. The number of students passing the MME reading test will increase by 5%. 3. The % of students passing the AP test will increase. | | | | | |
| Measurement tools (Data-Driven) How will the teacher measure success? i.e. pre/post-test(s), grade level common assessments, Unit/Chapter tests? <i>Existing state student growth measures?</i> | | | | | |
| <p style="text-align: center;"> State MEAP test. State MME test. Comparison of number of students taking vs. passing the AP exam. </p> | | | | | |
| Were the targets achieved? | | | | | |
| <ol style="list-style-type: none"> 1. Yes. The number of students in C4 increased. 2. No. The passing percentage decreased by 10%. 3. Yes. 70% passed vs. 60% previously. | | | | | |
| None of the targeted growth goals were met; and some regression is noted | None of the targeted growth goals were met. However, no regression is noted. | Positive student growth is evident in only one area, with no growth in the other areas. | Positive student growth is evident in some of the areas, but not in others. | Positive student growth is evident in most of the targeted areas. | All of the targeted goals were met. Positive student growth is evident in each of the targeted areas. |

APPENDIX E: EVALUATION

(Continued)

Classroom Environment

| | Ineffective | Minimally Effective | Effective | Highly Effective |
|---|--|--|---|--|
| Clear Expectations | No evidence or written documentation. | Expectations are provided (could include syllabus, postings, etc.) | Written evidence of communication to parents and students. | Clear and understood expectations. Students show awareness and ownership. |
| Management | No evidence of organization. Transitions are not smooth; students are unsure of rules; no classroom management plan. | Includes rules and procedures; positive reinforcement is evident. | Procedures are followed with an appropriate response. There is a routine. | Written Classroom Management Plan which includes actions appropriate to students. |
| Engagement | Students are not actively engaged in learning. They are off-task; many students are doing different things in the classroom. No evidence of a routine. | Some students show evidence of being off-task. | Most students are following instructions, routine. Most students are responding according to instruction. | Students are actively engaged in learning. Eyes are on task; students are following along; everyone is on the same page; evidence in a routine. |
| Arrangement of room/conducive to learning atmosphere | Nothing on bulletin boards, walls. No indication of what activities the class is presently involved in. | Evidence of students' work/subject content on bulletin boards/walls. | What is on wall connects to curriculum – student work that demonstrates curriculum/unit lessons. | Examples of student learning on bulletin board and walls. Can determine the unit students are engaged in. Physical set up is appropriate to classroom. |
| Interaction/Rapport | Condescending and/or sarcastic tone. No recognition of teacher/student roles. | Greets students appropriately. | Treats students with respect. Positively supports students. | Provides an environment that respects and nurtures all students to obtain their highest potential. |

Professionalism

| | Ineffective | Minimally Effective | Effective | Highly Effective |
|--|---|---|---|--|
| Attention to administrative tasks, attendance, lesson plans, report cards, etc. | Records are not kept. | Records are kept consistently. Grades current. | Records are kept consistently. Uses effective record keeping system. | Highly effective record system is kept and organized and communicated. |
| Professional attire | Not appropriate to discipline. | Appropriate to discipline. | Consistently setting the standard that is appropriate to discipline. | Always exceeds the standard that is appropriate to discipline. |
| Service to the profession – Professionalism | Makes no effort to volunteer or share professionalism. | Limited involvement in professionalism. | Involved in mentoring new teachers. | Involved in numerous professional and extracurricular activities. |
| Consistent with FERPA | Violates confidentiality laws. Leaves sensitive material on copy machines, desks, or in public areas. | Awareness of confidentiality laws. | Awareness and attention to confidentiality laws. | High respect for, and securely maintains all confidential/sensitive materials. |
| Professional Development | Does not attend professional development. | Meets professional development hours. Attends professional development. | Seeks out extra professional development. Membership in professional organizations. | Seeks out opportunities to present/participate in professional development. |
| Interaction/Rapport | Condescending, sarcastic, or otherwise inappropriate tone with others. | Is appropriate with colleagues and the public. | Treats colleagues and public respectfully. | Contributes to an environment that respects everyone. |

APPENDIX E: EVALUATION
(Continued)

Instruction

| | Ineffective | Minimally Effective | Effective | Highly Effective |
|--------------------------------|--|---|---|--|
| Knowledge of curriculum | Limited evidence of grade level curriculum knowledge. | Basic content knowledge. | Understands curriculum and able to differentiate to student needs. | Demonstrates strong understanding of curriculum by involving enriching activities. |
| Lesson planning | Poor organization. Activities are poorly placed and chosen. | Activities are appropriately chosen and placed. | Detailed and well-explained objective-based lesson plans based on content and curriculum. | Detailed and well-explained objective-based lesson plans based on content and curriculum. Evidence of long term curriculum planning. |
| Delivery | Rigid. Unable to respond to students' learning needs. Poor questioning techniques. | Able to make minor adjustments to lessons. | Adjusts lesson plan as necessary to differentiate instruction. Evidence of higher level questioning techniques. | Transitions between activities are smooth and seamless. Spirals objectives and includes differentiated instruction. Evaluates and adjusts lesson plans as necessary. |
| Technology | Limited use of technology in classroom. | Basic understanding of technology in daily tasks. | Uses technology to enhance lessons. | Stays current with changing trends. Uses up-to-date technology to enhance lessons. |

| Rubric | Weight | Score From Individual Rubrics |
|--------------------------------|---------------|--|
| 1. Student Growth | 30% | |
| 2. Instruction | 40% | |
| 3. Classroom Management | 20% | |
| 4. Professionalism | 10% | |
| Total | 100% | |

APPENDIX E: EVALUATION
(Continued)

SOCIAL WORKER STAFF EVALUATION

GAYLORD COMMUNITY SCHOOL DISTRICT

Date: _____

Social Worker: _____

Assignment: _____

Evaluator's Name: _____

| FOCUS: | Satisfactory | Unsatisfactory | Not applicable/Not Observed |
|--|--------------|----------------|-----------------------------|
| Professionalism | | | |
| Demonstrates promptness | | | |
| Maintains professional appearance | | | |
| Communicates well with parents | | | |
| Works well with students | | | |
| Uses time wisely | | | |
| Accepts constructive criticism | | | |
| Follows established polices and procedures | | | |
| Demonstrates positive attitude/outlook | | | |
| Relates well with colleagues | | | |
| Is flexible when required | | | |
| Can be depended on to follow through with tasks | | | |
| Is discreet with confidential information | | | |
| Contributes to projects/committees to help achieve goals of the program and building | | | |
| Works to improve professional skills and expertise | | | |
| Establishes at least three measurable written goals | | | |
| Provides evidence for meeting goals | | | |

APPENDIX E: EVALUATION
(Continued)

SOCIAL WORKER STAFF EVALUATION
GAYLORD COMMUNITY SCHOOL DISTRICT

| FOCUS: | Satisfactory | Unsatisfactory | Not applicable - Not Observed |
|---|--------------|----------------|----------------------------------|
| Participates in IEPT process, as needed | | | |
| Maintains professional records on individual children | | | |
| Deals with social/affective needs of children | | | |
| Provides necessary support to teachers | | | |
| Apportions time wisely to cover the varied duties of the position | | | |
| Selects appropriate test instruments and assessment methods | | | |

Staff Member Recommendation Date

Recommendations/Plan of Assistance/Comments (See written comments)

I, the undersigned, have discussed the above evaluation with a designated representative of the Gaylord Community School District. My signature is merely an acknowledgement of the evaluation and verification that I have received a copy of it.

Staff Member Signature

District Representative Signature

Date

Date

APPENDIX F: MILEAGE

GAYLORD COMMUNITY SCHOOLS

TRAVEL BETWEEN BUILDINGS

1. USE THE FORM ON THE REVERSE SIDE FOR SUBMITTING A MILEAGE REQUEST BETWEEN BUILDINGS.
2. REQUEST MUST BE MADE AT THE END OF EACH MONTH. REIMBURSED AFTER THE NEXT BOARD MEETING.
3. MUST BE CO-SIGNED WITH YOUR BUILDING ADMINISTRATOR (S).
4. ALLOWABLE RATES:

| | |
|---|-----|
| OHIO TO INTERMEDIATE | 1.5 |
| OHIO TO MAPLE | 2 |
| OHIO TO HIGH SCHOOL | 1 |
| OHIO TO OTSEGO CHRISTIAN SCHOOL | 2.5 |
| OHIO TO ST. MARY CATHEDRAL SCHOOL | 1 |
| MIDDLE TO HIGH SCHOOL | 2 |
| MIDDLE TO INTERMEDIATE | .5 |
| MIDDLE TO OTSEGO CHRISTIAN SCHOOL | 1.5 |
| MIDDLE TO ST. MARY CATHEDRAL SCHOOL | 1.5 |
| INTERMEDIATE TO HIGH SCHOOL | 2 |
| INTERMEDIATE SCHOOL TO OTSEGO CHRISTIAN | 2 |
| INTERMEDIATE SCHOOL TO ST. MARY CATHEDRAL | 1 |
| MAPLE TO OTSEGO CHRISTIAN SCHOOL | 1.5 |
| MAPLE TO ST. MARY CATHEDRAL SCHOOL | 1.5 |
| HIGH TO OTSEGO CHRISTIAN SCHOOL | 2.5 |
| HIGH TO ST. MARY CATHEDRAL SCHOOL | 1.5 |

APPENDIX G

GRIEVANCE REPORT FORM

Grievance #:
School District: Gaylord Community Schools
Building:
Assignment:
Name of Grievance:
Date filed:

Distribution of form
__1. Board
__2. Superintendent
__3. Principal
__4. Association
__5. GEA Member

STEP 1

A. 1. Date alleged violation occurred:
2. Article(s) allegedly violated:

B. 1. Statement of Grievance:

2. Relief Sought:

Signature: _____

Date: _____

C. Disposition of Principal:

Signature: _____

Date: _____

D. Position of Grievant and /or Association:

Signature: _____

Date: _____

STEP 2

A. Date received by Superintendent or Designee:

B. Disposition of Superintendent or Designee:

Signature: _____

Date: _____

C. Position of Grievant and/or Association

Signature: _____

Date: _____

STEP 3

A. Date received by Board of Education or Designee:

B. Disposition of Board:

Signature: _____

Date: _____

C. Position of Grievant and /or Association:

Signature: _____

Date: _____

STEP 4

A. Date submitted to Arbitration:

B. Disposition and award of Arbitrator:

Signature of Arbitrator: _____

Date of Decision: _____

APPENDIX H: PLAN A

Medical and Rx Benefits Summary

| In-Network | Out-of-Network |
|------------|----------------|
|------------|----------------|

Member's responsibility (deductibles, copays and dollar maximums)

Note: Services from a provider for which there is no PPO network and services from a non-network provider in a geographic area of Michigan deemed a "low access area" by BCBSM for that particular provider specialty are covered at the in-network benefit level. If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.

| | | |
|--|---|---|
| Deductibles | \$300 for one member, \$600 for the family (when two or more members are covered under your contract) each calendar year | \$600 for one member, \$1200 for the family (when two or more members are covered under your contract) each calendar year |
| Copays | | |
| <ul style="list-style-type: none"> Fixed dollar copays | <ul style="list-style-type: none"> \$20 copay for office visits \$100 copay for emergency room visits | \$100 copay for emergency room visits |
| <ul style="list-style-type: none"> Percent copays <p>Note: Copays apply once the deductible has been met.</p> | <ul style="list-style-type: none"> 50% of approved amount for private duty nursing 20% of approved amount for most other covered services | <ul style="list-style-type: none"> 50% of approved amount for private duty nursing 40% of approved amount for most other covered services |
| Copay dollar maximums | | |
| <ul style="list-style-type: none"> Percent copay maximums - includes general medical only - excludes fixed dollar copays and mental health care, substance abuse treatment and private duty nursing percent copays | \$1,500 for one member, \$3,000 for two or more members each calendar year | \$3,000 for one member, \$6,000 for two or more members each calendar year |

Preventative care services (not subject to deductible, coinsurance, or copay)

| | | |
|---|--|--|
| Health maintenance exam - includes chest x-ray, EKG and select lab procedures | Covered - 100%, one per calendar year | Not covered |
| Gynecological exam | Covered - 100%, one per calendar year | Not covered |
| Pap smear screening - laboratory and pathology services | Covered - 100%, one per calendar year | Not covered |
| Well-baby and child care | Covered - 100% <ul style="list-style-type: none"> 6 visits, birth through 12 months 6 visits, 13 months through 23 months 6 visits, 24 months through 35 months 2 visits, 36 months through 47 months Visits beyond 47 months are limited to one per member per calendar year under the health maintenance exam benefit | Not covered |
| Adult and childhood preventive services and immunizations as recommended by the USPSTF, ACIP, HRSA or other sources as recognized by BCBSM that are in compliance with the provisions of the Patient Protection and Affordable Care Act | Covered - 100% | Not covered |
| Fecal occult blood screening | Covered - 100%, one per calendar year | Not covered |
| Flexible sigmoidoscopy exam | Covered - 100%, one per calendar year | Not covered |
| Prostate specific antigen (PSA) screening | Covered - 100%, one per calendar year | Not covered |
| Routine mammogram and related reading | Covered - 100% NOTE: Subsequent medically necessary mammograms performed during the same calendar year are subject to your deductible and percent copay. | Covered-60% after out-of-network deductible Note: Non-network readings and interpretations are payable only when the screening mammogram itself is performed by a network provider. |
| One per member per calendar year | | |
| Colonoscopy – routine or medically necessary | Covered - 100% Note: Subsequent medically necessary colonoscopies performed during the same calendar year are subject to your deductible and percent copay. | Covered - 60% after out-of-network deductible Note: Subsequent medically necessary colonoscopies performed during the same calendar year are subject to your deductible and percent copay. |
| One per member per calendar year | | |

APPENDIX H: PLAN A

(Continued)

Physician office services

| | | |
|---|---|--|
| Office visits | Covered- \$20 copay per office visit | Covered - 60% after out-of-network deductible, must be medically necessary |
| Outpatient and home medical care visits | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible, must be medically necessary |
| Office consultations | Covered - \$20 copay per office visit | Covered - 60% after out-of-network deductible, must be medically necessary |
| Urgent care visits | Covered - \$20 copay per office visit | Covered - 60% after out-of-network deductible, must be medically necessary |

Emergency medical care

| | | |
|--|--|--|
| Hospital emergency room | Covered - \$100 copay per visit (copay waived if admitted or for an accidental injury) | Covered - \$100 copay per visit (copay waived if admitted or for an accidental injury) |
| Ambulance services - must be medically necessary | Covered - 80% after in-network deductible | Covered - 80% after in-network deductible |

Diagnostic services

| | | |
|-----------------------------------|---|---|
| Laboratory and pathology services | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |
| Diagnostic tests and x-rays | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |
| Therapeutic radiology | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |

Maternity services provided by a physician

| | | |
|-----------------------------|--|---|
| Prenatal and postnatal care | Covered - 100% (no deductible or copay) Includes care provided by a certified nurse midwife | Covered - 60% after out-of-network deductible |
| Delivery and nursery care | Covered - 80% after in-network deductible Includes delivery provided by a certified nurse midwife | Covered - 60% after out-of-network deductible |

Hospital care

| | | |
|---|---|---|
| Semiprivate room, inpatient physician care, general nursing care, hospital services and supplies Note: Nonemergency services must be rendered in a participating hospital. | Covered - 80% after in-network deductible Unlimited days | Covered - 60% after out-of-network deductible |
| Inpatient consultations | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |
| Chemotherapy | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |

Alternative to hospital care

| | | |
|---|---|---|
| Skilled nursing care | Covered - 80% after in-network deductible Up to 120 days per member per calendar year | Covered - 60% after out-of-network deductible |
| Hospice care | Covered - 100% Up to 28 pre-hospice counseling visits before electing hospice services; when elected, four 90-day periods - provided through a participating hospice program only ; limited to dollar maximum that is reviewed and adjusted periodically | Covered - 100% |
| Home health care - must be medically necessary | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |
| Home infusion therapy - must be medically necessary | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |

Surgical services

| | | |
|--|---|---|
| Surgery - includes related surgical services and medically necessary facility services by a participating ambulatory surgery facility | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |
| Presurgical consultations | Covered - 100% (no deductible or copay) | Covered - 60% after out-of-network deductible |
| Voluntary sterilization | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |
| Voluntary abortion | Not covered | Not covered |

**APPENDIX H: PLAN A
(Continued)**

Human organ transplants

| | | |
|---|---|---|
| Specified human organ transplants - in designated facilities only, when coordinated through the BCBSM Human Organ Transplant Program (800-242-3504) | Covered - 100% (no deductible or copay) | Covered - 100% in designated facilities only |
| Bone marrow transplants - when coordinated through the BCBSM Human Organ Transplant Program (800-242-3504) | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |
| Specified oncology clinical trials | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |
| Kidneys, cornea and skin transplants | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |

Mental health care and substance abuse treatment

| | | |
|---|---|---|
| Inpatient mental health care | Covered - 80% after in-network deductible Unlimited days | Covered - 60% after out-of-network deductible |
| Inpatient substance abuse treatment | Covered - 80% after in-network deductible Unlimited days | Covered - 60% after out-of-network deductible |
| Outpatient mental health care | | |
| • Facility and clinic | Covered - 80% after in-network deductible | Covered - 80% after in-network deductible |
| • Physician's office | Covered - 80% after in-network deductible** | Covered - 60% after out-of-network deductible |
| Outpatient substance abuse treatment - in approved facilities only | Covered - 80% after in-network deductible** | Covered - 80% after in-network deductible |

** Mental health and substance abuse procedures that are the equivalent of an office visit (consultative services rendered in the physicians office) will be treated and processed like an office visit, subject to the fixed dollar office visit copay

Other covered services

| | | |
|--|---|---|
| Outpatient Diabetes Management Program (ODMP) | Covered - 100% (no deductible or copay) | Covered - 60% after out-of-network deductible |
| Allergy testing and therapy | Covered - 100% (no deductible or copay) | Covered - 60% after out-of-network deductible |
| Chiropractic manipulation treatment and osteopathic manipulation treatment | Covered - \$20 copay per office visit Up to a combined maximum of 24 visits per member per calendar year | Covered - 60% after out-of-network deductible |
| Outpatient physical, speech and occupational therapy | Covered - 80% after in-network deductible Limited to a combined maximum of 60 visits per member per calendar year | Covered - 60% after out-of-network deductible |
| Durable medical equipment | Covered - 80% after in-network deductible | Covered - 80% after in-network deductible |
| Prosthetic and orthotic appliances | Covered - 80% after in-network deductible | Covered - 80% after in-network deductible |
| Contraceptive injections | Covered - 80% after in-network deductible | Covered - 60% after out-of-network deductible |
| Prescription contraceptive devices | Covered - 100% (no deductible or copay) | Covered - 60% after out-of-network deductible |
| Private duty nursing | Covered - 50% | Covered - 50% |

Prescription Drugs Covered

| | | |
|--|---|--------------------------------------|
| Federal Legend Drugs | Covered - 100% less copay | Covered - 75% less copay |
| Prescribed over-the-counter drugs (when covered) | Covered - 100% less copay | Covered - 75% less copay |
| State-controlled Drugs | Covered - 100% less copay | Covered - 75% less copay |
| Disposable needles and syringes - when dispensed with insulin or other covered injectable legend drugs | Covered - 100% less copay for insulin or other covered injectable legend drug | Covered - 75% less copay for insulin |
| Mail Order Prescription Drugs - up to 90-day supply | Covered - 100% less copay | Not Covered |

Prescription Drug Copays

| | | |
|---|---|--|
| Fixed Dollar Copay (up to 30 day supply) | \$7 for each generic prescription \$25 for each brand formulary prescription \$50 for each brand non-formulary prescription | In-network copay plus 25% of the approved amount |
| 90-day Retail/Mail Order Prescription Drugs | \$14 for each generic prescription \$50 for each brand formulary prescription \$100 for each brand non-formulary prescription | Not covered |

APPENDIX H: PLAN B

Bargaining unit members not electing health insurance shall receive Plan B of the GEA Plan that shall include the following benefits:

- a. Life Insurance Same as PLAN A
- b. LTD Plan Same as PLAN A
- c. Dental Plan Same as PLAN A
- d. Vision Plan Same as PLAN A
- e. A cash amount of \$2,500. The \$2,500 may be deferred at the employee's option into a tax-sheltered annuity of his/her choice. For the 2011-2012 contract, employees who take the cash in lieu of insurance will contribute \$375.

APPENDIX I: VISION

Vision Benefits Summary

| | Benefit Description |
|-----------------|--------------------------------------|
| Eye Exam | \$20 copay; plan pays 100 % of R & C |

| | |
|---|--------------------------------------|
| Lenses (in lieu of contact lenses)** | |
| • Single Vision | \$10 copay; plan pays 100 % of R & C |
| • Bifocal lenses | \$10 copay; plan pays 100 % of R & C |
| • Trifocal lenses | \$10 copay; plan pays 100 % of R & C |
| • Progressive lenses - basic category | \$10 copay; plan pays 100 % of R & C |
| • Progressive lenses - standard | \$10 copay; plan pays 100 % of R & C |
| • Progressive lenses - premium | \$10 copay; plan pays 100 % of R & C |
| • Progressive lenses - digital | \$10 copay; plan pays 100 % of R & C |

*All progressive lenses include scratch resistant treatment and ultraviolet protection. For all other lens styles, this may be added for an additional charge

| | |
|---|-------------------------------------|
| Frames (in lieu of contact lenses)** | \$10 copay; plan pays maximum \$120 |
|---|-------------------------------------|

**Lenses and frames each require a \$10 copay for a total of \$20. Lenses and frames are covered in lieu of contact lenses

| | |
|--|--------------------------------------|
| Contact lenses (in lieu of frames and lenses) | \$20 copay; plan pays 100 % of R & C |
|--|--------------------------------------|

| | |
|----------------------------|--------------------------|
| Extras and Add-ons: | |
| • Glare-free - Standard | Plan pays 100 % of R & C |
| • Glare-free - Premium | Plan pays 100 % of R & C |
| • Photochromic | Plan pays 100 % of R & C |
| • Polarized sun lenses | Plan pays 100 % of R & C |
| • Solid tints | Plan pays 100 % of R & C |

| | |
|--------------------------|---------------------|
| Benefit Frequency | |
| • Exam | Every calendar year |
| • Lenses | Every calendar year |
| • Frames | Every calendar year |
| • Contact lenses | Every calendar year |
| • Extras and Add-ons | Every calendar year |

THIS FORM PROVIDES BENEFIT HIGHLIGHTS AND IS NOT A CERTIFICATE OF INSURANCE

APPENDIX J: DENTAL

Dental Benefits Summary

| | Benefit Description | Example of Services Covered |
|--------------------|--|--|
| Deductibles | \$25 for one member, \$50 for the family (when two or more members are covered under your contract) each calendar year | Applies to Basic and Major services only |

| | | |
|---|--|-----------|
| Plan Maximums | | |
| <ul style="list-style-type: none"> Diagnostic/Preventive Services, Basic Services, and Major Services (combined) | \$1,750 per person each calendar year | See below |
| <ul style="list-style-type: none"> Orthodontia Services (for dependent children, up to age 19) | \$1,500 per dependent child (up to age 19) in a lifetime | See below |

| | | |
|--|----------------|---|
| Plan Paid Coinsurance | | |
| Type 1 Services | Covered - 100% | Oral exams (2 per calendar year), Consultations, X-rays, Fluoride treatments, Sealants, Space maintainers (dependent children up to age 14) |
| <ul style="list-style-type: none"> Diagnostic/Preventive Services | | |
| Type 2 Services | Covered - 80% | Amalgams and other restorative services, Endodontics, Periodontics, Oral Surgery |
| <ul style="list-style-type: none"> Basic Services | | |
| Type 3 Services | Covered - 80% | Cast restorations, Implantology, Prosthodontics |
| <ul style="list-style-type: none"> Major Services | | |
| <ul style="list-style-type: none"> Orthodontia Services (limited to dependent children, up to age 19) | Covered - 80% | All services related to orthodontia treatment |

| | | |
|--|------------------------|----------------|
| Usual and Customary (U&C) Allowance Table | | |
| <ul style="list-style-type: none"> Diagnostic/Preventive Services | U&C at 90th percentile | Not applicable |
| <ul style="list-style-type: none"> Basic Services | U&C at 90th percentile | Not applicable |
| <ul style="list-style-type: none"> Major Services | U&C at 90th percentile | Not applicable |
| <ul style="list-style-type: none"> Orthodontia Services (limited to dependent children, up to age 19) | U&C | Not applicable |

THIS FORM PROVIDES BENEFIT HIGHLIGHTS AND IS NOT A CERTIFICATE OF INSURANCE

APPENDIX K: TERM LIFE

Basic Life and AD&D Benefit Summary

| | |
|--------------------|---|
| Eligibility | All active full-time employees working 15 hours or more per week except employees working on a temporary or seasonal basis. |
|--------------------|---|

| | |
|-----------------------|----------|
| Benefit Amount | |
| • Basic Life | \$50,000 |
| • AD&D | \$50,000 |

| | |
|----------------------|------|
| Age Reduction | None |
|----------------------|------|

| | |
|-----------------------------|--|
| Benefit Descriptions | |
| • Guarantee Issue | \$50,000 |
| • Accelerated Benefit | 80% of benefit to \$500,000 |
| • Waiver of Premium | Included after 9 months for disabilities beginning before age 60 |
| • Family Medical Leave Act | Yes |
| • Bereavement Counseling | Yes |
| • Travel Assistance | Yes |
| • Seat Belt Benefit | 10% up to \$10,000 |
| • Air Bag Benefit | 5% up to \$5,000 |
| • Seat Belt/Air Bag Max | \$15,000 |
| • Child Education Benefit | Lesser of 2.5% or \$2,500 per dependent up to 4 years |

THIS FORM PROVIDES BENEFIT HIGHLIGHTS AND IS NOT A CERTIFICATE OF INSURANCE

APPENDIX L: LONG TERM DISABILITY

Long Term Disability Benefit Summary (Teachers)

| | |
|--------------------|---|
| Eligibility | All active full-time employees working 15 hours or more per week except employees working on a temporary or seasonal basis. |
|--------------------|---|

| | |
|---|------------------------|
| Benefit Amount | |
| • Percentage of pre-disability earnings | 70% |
| • Monthly maximum | \$5,000 |
| • Monthly minimum | Greater of 10% or \$50 |

| | |
|-------------------------------|---|
| Benefit Descriptions | |
| • Elimination Period | Greater of accrued sick leave or 30 days |
| • Benefit Duration | ADEA 1 with Social Security Normal Retirement Age |
| • Definition of Disability | 2 years own occupation, any occupation thereafter |
| • Social Security Integration | Full family |
| • Family Medical Leave Act | Yes |
| • Mental & Nervous Limitation | None |
| • Substance Abuse Limitation | None |
| • Cost of Living Adjustment | Lesser of 3% or one half % change in CPI |

THIS FORM PROVIDES BENEFIT HIGHLIGHTS AND IS NOT A CERTIFICATE OF INSURANCE

The District will secure a rider equivalent to the waiver of health plan contributions during disability not to exceed 24 months contained in the 2007-08 MESSA LTD plan, as soon as administratively feasible.

**LETTER OF AGREEMENT BETWEEN
THE GAYLORD COMMUNITY SCHOOLS
BOARD OF EDUCATION
AND
THE GAYLORD EDUCATION ASSOCIATION**

The Gaylord Community Schools and the Gaylord Education Association agree to the following:

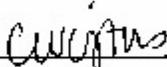
1. The Board agrees to maintain that current benefit level to member dependents between the ages of 25-29 who are currently receiving benefits under the MESSA Choices 2 Plan, and for whom the member pays 50% of support.
2. It is agreed and understood that this Letter of Agreement is intended to apply only to the specific situation described herein and does not establish a precedent, past practice or otherwise bind these parties to any other personnel actions. Therefore, this Letter of Agreement shall not be offered or used in any proceedings or negotiations between these parties as to any other situation, employee or other matter.
3. This LOA is the result of a mutual effort to achieve an early ratified agreement. If this LOA is not ratified, neither the existence of the LOA, or any of its contents, shall be used or referred to, directly or indirectly, by either party as the basis for a grievance, unfair labor practice charge, waiver, or precedent for any mandatory subject of bargaining in any future negotiations between these parties.

For the GEA:



Date 11/12/08

For the Board:



Date 11-12-08

LETTER OF AGREEMENT BETWEEN
THE GAYLORD COMMUNITY SCHOOLS
BOARD OF EDUCATION
AND
THE GAYLORD EDUCATION ASSOCIATION

The Gaylord Community Schools and the Gaylord Education Association agree to the following:

1. The District will self-fund the equivalent of hearing care services as provided in the 07-08 MESSA Choices II health care plan, as soon as administratively feasible.
2. It is agreed and understood that this Letter of Agreement is intended to apply only to the specific situation described herein and does not establish a precedent, past practice or otherwise bind these parties to any other personnel actions. Therefore, this Letter of Agreement shall not be offered or used in any proceedings or negotiations between these parties as to any other situation, employee or other matter.

For the GEA:

D. Beck

Date 11-24-08

For the Board:

Cheryl A. Winters

Date 11-24-08