

Sturgis Public Schools (SPS) and Sturgis Education Association (SEA) Letter of Agreement 2015-16 School Year*

1. The first day of school will be Sept. 8, 2015. There will be 175 student days scheduled with student contact time being 7 hours and 10 minutes per day. Teachers will have 183 days in their contract year with a contractual work day of 7 hours and 15 minutes.

2. SPS will move to a single bus run. All buildings will have a start and finish time of approximately 8:15 am to 3:25 pm.

3. Professional Learning Communities and other staff work times will be on Tuesday, Wednesday, and Thursday (of scheduled school days) from 7:15 am to 8:05 am. The following schedule will be utilized:

Tuesday: PLC time, which will be staff directed and lead in concert with District goals and student data. These meetings will exhibit the extensive training which many of the SPS staff have received (DuFour Model). Staff who have not received this training will be encouraged to attend training in the use of the DuFour PLC model.

Central Office Leadership will ensure that these meetings are being held with fidelity to the DuFour PLC model.

Wednesday: Trainings and Meetings (Technology training, staff meetings, SAT's, IEP's, Leader in Me, Positive School Climate, etc.)

Thursday: Revisiting PLC work from Tuesday; consider horizontal and vertical curriculum alignment; Instructional Collaboration: Grade Level/Department Meetings.

4. With the above schedule, no additional non-schedule B/hourly rate meetings will be called, before or after school, unless it is an Emergency Meeting.

5. The above meeting times are intended for Professional Learning and Collaboration and is not and will not be considered as any, or part of the 300 minutes planning time outlined in the contract.

6. Planning time will be used for any and all school related work only, unless specific permission has been given by the supervising administrator.

7. The weeks of conferences (November 9-13 Fall conferences; March 28-April 1 Spring conferences) staff will only be required to meet early on Tuesday for the PLC meeting.

8. Teachers on the salary scale will see a .5% increase, along with steps and column transfers, if applicable.

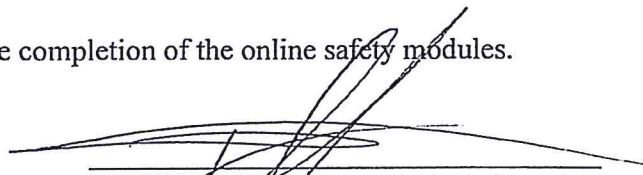
9. Merit Pay will move to \$50. This will be related to the building goals K-8 and 9-12.

10. The state mandated 5 days of Professional Development will vary based on teaching assignment. K-5 staff will attend Leader in Me training (Required: August 17, 18, 19, and 24), while the 6-12 staff will attend Choice Theory training (Required: August 13, 31). Teachers will be responsible for attending 5 days of PD within the school year.

11. Teachers unable to attend the required August 13 training will be required to attend the make-up trainings on Tuesday, Sept. 15 and Wednesday, Sept. 16 from 4-7:00 pm. If not attended, pay will be deducted and a note will be made in the teacher's evaluation.

12. One (1) day of PD will be counted for the completion of the online safety modules.


Mrs. Kristina Crabill, SEA President


Dr. Thomas Langdon, SPS Superintendent

Dated: 8-4-15

*This letter of agreement is for the 2015-16 school year only. State Law dictates that every school district in Michigan will be required to hold 180 student contact days beginning with the 2016-17 school year. If that law is repealed, then school days will be negotiated as part of the official school calendar.