

GOODRICH PUBLIC SCHOOL  
2015-2018

PROFESSIONAL NEGOTIATIONS AGREEMENT

The Board of Education of Goodrich Public School District #16, and the Teachers of the Goodrich Public School do hereby agree that the education of children is their primary concern and will be promoted by both sides.

SAVING CLAUSE

Should any article, section, or clause of the Contract be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be shall be automatically deleted from this contract to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the contract if not affected by the deleted article, section, or clause.

ARTICLE 1

ONE LINE SALARY SCHEDULE

The Goodrich School Board will determine the base

MINIMUM ANNUAL SALARY

BS	BS+16	MA
\$27,000.00	27,500.00	28,000.00

Increments shall be \$900.00 per year, or prorated by FTE.

Horizontal Increase shall be \$500.00

Teachers hired new to the system, shall bring in, up to 5 years experience, at \$350.00 per year.

Any teacher hired new to the system, if placed above any existing teacher/teachers, those teacher/teachers shall be compensated at the new base.

ARTICLE II

Any portion added, deleted, or changed in any way after final agreement of this document has been reached shall make that portion null and void. This document shall not be a statement of school board and/or administrative policy, but a master contract agreed upon by the Goodrich Public School Board and the Goodrich Education Association.

ARTICLE III

The Goodrich School District will pay \$95.00 per semester hour earned toward the next degree of column in the schedule, limited to 15 quarter hours in one year. Teachers must be registered and accepted by an accredited college for the next higher degree. For those not in a graduate program, the courses to be taken must be approved by the superintendent. Teachers must teach in the Goodrich school system one full year before

they are eligible for the \$95.00 per semester hour. In order to advance from one column to another on the salary schedule, course work must be completed by the beginning of the next school term for which the contract is signed.

#### ARTICLE IV

The length of the teacher's school day shall be one-half hour before classes to one-half hour after classes. Student morning hours shall not begin until at least 15 minutes after the teacher's beginning hour. Teachers will be allowed one period per day for preparation period. When circumstances warrant, a teacher may be allowed to leave the premises, so long as it does not interfere with his/her professional responsibilities to the students. Such permission shall be granted at the discretion of an administrator.

#### ARTICLE V

At the beginning of each school year, each teacher shall be credited with a 15 day sick leave allowance to be used for absences caused by illness or disability of the teacher. The unused portion of such allowance shall accumulate from year to year to a limit of 75 days. At the end of each school year the School Board shall furnish a written statement for each teacher, setting forth the teacher's total unused sick leave credit. Teachers leaving the system shall be paid \$50.00 per day for accumulated sick days. Those teachers who have reached the limit of seventy-five accumulated sick days shall be reimbursed at the end of the school year, at the rate of \$50.00 per day, for each day (of the current 15 days) over seventy-five days that is not used during that year.

#### ARTICLE VI

**EMERGENCY LEAVE:** Five days each year accumulative to 10 days of emergency leave (all to be deducted from sick leave. **EMERGENCY LEAVE DEFINED:** Caught in a storm, a death, or any personal reason that creates an emergency situation where prior request cannot be made.

**PERSONAL LEAVE:** Two days of personal leave, accumulating to four, shall also be granted to those teachers who teach a minimum of 50 percent or more of the school year. A payment of \$25.00 shall be made at the end of each school year for the personal days if they are not used.

An additional day of personal leave shall also be granted, provided the teacher pay the cost of the qualified substitute hired by the school and that no other teacher is taking personal leave on that day.

**PERSONAL LEAVE DEFINED:** Any personal reason. Those wishing personal leave must request it at least two days in advance and it must be approved by the superintendent. When two days are to be used as consecutive school days, the request must be placed with the superintendent at least two weeks in advance.

**PROFESSIONAL LEAVE:** At the superintendent's discretion, two days of professional leave will be granted to each teacher during the school year to attend workshops, seminars, or related experiences for professional growth. The teacher shall retain full salary.

OTHER LEAVE DAYS: For leave other than emergency, personal, or sickness as defined above, the teacher must first receive permission from the superintendent. If the permission is granted, the district will deduct 75% of the teacher's daily salary (based on 1/180 of the yearly salary) for each day absent. The district will pay the substitute. One day shall be granted for E.M.S. training.

#### ARTICLE VII

When a teacher or teachers are absent and a substitute cannot be found or is not hired, the district will pay 1/7 of the substitute's salary to a regular teacher for substituting during prep period. There shall be no substituting pay during the teacher's regular class period. The pay for substitute teachers, to be hired by the school administration, shall be determined by the school board. On the 6th day the superintendent may negotiate a contract with the substitute teacher.

#### ARTICLE VIII

Teachers' contributions to Teachers Fund for Retirement will be tax deferred in accordance with house Bill 1095.

#### ARTICLE IX

Any teacher breaking a signed contract for a reason other than a physical disability shall pay a penalty according to the following schedule:

- (a) From June 1 to June 30 - \$300.00
- (b) From July 1 to July 31 - \$400.00
- (c) From August 1 on - \$600.00

#### ARTICLE X

The Goodrich School Board will pay on a school group health insurance policy, which the board will choose. A comparable comprehensible major medical single policy with the lowest deductible. For the school years 2015- 2018 the single policy will be capped at \$6,800.00.

#### ARTICLE XI

State requirements for recertification must be met within each five-year period beginning on the date of employment. In-service hours shall be provided by the school during the working day of the faculty, after dismissal of students at the rate of 9 hours per years. Current state requirements are four semester hours.

#### ARTICLE XII

##### GRIEVANCE PROCEDURE

A. A grievance shall mean a claim by a teacher or group of local employees or the Goodrich Education Association that a dispute or disagreement of any kind exists involving interpretation or application of the terms of this agreement or of an existing board rule, policy or practice, or that an employee has been treated inequitably or that there exists a condition which jeopardizes employee health or safety.

B. The grievance will be expressed in the following manner: 1. The grievant or his representative shall first present their grievance(s) in writing and orally discuss the

grievance with his principal or immediate supervisor. 2. If no settlement of the grievance is established, the grievant or his representative shall discuss the written grievance orally with the Superintendent of Schools.

3. If the grievant is not satisfied with the results of the oral discussion, he may submit his grievance to the superintendent in writing not later than five working days after the verbal discussion. The superintendent shall, within five working days of receiving the written grievance, make a decision and return it to the grievant, orally and in writing. 4. If the grievant is not satisfied with the disposition of the grievance in steps 1, 2, or 3, the grievant may extend his grievance to the Board of Education in writing. At the next regularly scheduled meeting of the board, the board shall hear the grievance. The grievant and/or his representative shall be allowed to make oral statements regarding the grievance. The decision of the board shall be issued at the meeting orally and in writing to the grievant.

C. No discrimination shall be held against anyone because of the exercise of this right.

D. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants

#### ARTICLE XIII

Extra-curricular activities will be assigned only by mutual agreement of the teacher and will be issued as a separate contract to that individual.

#### ARTICLE XIV

If any item in these provisions should be declared in conflict with state laws, only that item will be declared null and void. All other items will remain in effect.

Signed: