

MANVEL PUBLIC SCHOOL MASTER CONTRACT 2015-2016

The Manvel Public School District School Board, hereinafter referred to as the Board, and the Manvel Education Association of Classroom Teachers, hereinafter referred to as the Association, as the exclusive representative of the certified personnel employed or to be employed as classroom teachers.

The purpose of this recognition is the mutual agreement that the parties will negotiate with regard to matters of common concern, and will use professional, educational and statutory channels for appeal to resolve impasse.

LENGTH OF SCHOOL DAY

The workday for all full-time teachers shall be from 8:00 a.m. to 4:00 p.m. Exceptions to this clause relates to extracurricular and professional events. (Inservice, staff meeting, basketball games, etc.)

PAY DAY

Teachers will be paid on the 15th and the last day of the month. If this day falls on a weekend, payment will be made on the previous Friday.

SALARY

Refer to the 2015-2016 negotiated agreement.

SINGLE POLICY HEALTH INSURANCE COVERAGE

The Board will furnish each full-time teacher with a 12-month single policy medical coverage or with an amount of cash not to exceed \$150.00/month. Each full-time teacher will be provided with a long-term disability insurance coverage.

SICK LEAVE

At the beginning of each school year each teacher shall be credited with a 10 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 to a limit of 75 days. The teachers are allowed to sell sick days over the 75 day limit for \$15.00 each. The teachers are allowed to use 10 of their credited sick days a year for themselves, their children or spouse and/or family illness. The immediate family is to include father, mother, brothers, sisters, father-in-law, mother-in-law and grandchildren.

PERSONAL LEAVE

Teachers will be allowed 2 personal leave days per year which may accumulate to a maximum of

4 days. Teachers who do not use these days will be paid \$70.00 per day for each unused day. Teachers must follow the procedures outlined in the Teacher's Handbook when applying for personal leave days.

PROFESSIONAL DAYS

Teachers are allowed 2 professional leave days per year. Requests must receive approval of the administrator.

FUNERAL LEAVE

Funeral leave will be defined as absence due to death in the immediate family, however, one of the two annual funeral days may be used for others. No salary deduction will be made for funeral leave of 2 days, if necessary, up to 3 additional days may be used from the sick day allowance of 10 days per year. Immediate family would include husband, wife, son, daughter, father, mother, sister, brother, parents-in-law, brother-in-law, sister-in-law, or persons living in the teacher's household.

CREDITS BROUGHT IN

Teachers new to the Manvel Public School System shall be allowed to bring in 6 years of experience.

PLANNING TIME

Each teacher shall receive, on an average, 30 minutes per day for preparation time during student contact time.

REDUCTION IN FORCE

The placement of teachers on unrequested leave shall be in inverse order of seniority in the areas of qualification. No teacher shall be placed on unrequested leave if there is any other qualified teacher with less seniority in the areas of qualification. Seniority shall be defined as length of service in the district, exclusive of co-curricular assignments. A senior teacher may replace a junior teacher outside of their category with the recommendation of the RIF committee and approval of the School Board.

A teacher will be considered to be qualified if he/she is teaching in his/her major field of preparation and meet the following criteria:

- a. A teacher (Gr. PK-4) will be allowed to assume a position in this category. (Must meet state certification requirements.)
- b. A teacher (gr. 5-8) will be allowed to assume a position in this category. (Must meet state certification requirements.)

A teacher may request that a RIF review committee be formed to advise the School Board on a placement outside of the RIFed teachers current teaching category. The RIF committee will be composed of: a. An M.E.A. elected primary teacher (PK-4). b. An M.E.A. elected upper grade teacher (5-8). c. The school principal d. school board member (nonvoting). The committees duties will be to review the request for change of placement. The review will include an

interview with the teacher requesting the change of placement and a study of other relevant records. They will advise the School Board of their findings and make a recommendation.

In the event of identical seniority, the most senior teacher shall be determined by:

- a. most advanced degree;
- b. if the above equal, total graduate credits;
- c. total teaching experience if all above are equal;
- d. date of certification, if all above are equal.

Teachers placed on unrequested leave of absence shall be reinstated to the position from which they have been given leave or any other available position in which they are qualified as such positions become available within 3 years of the date of the reduction in force. If a teacher accepts a full time teaching contract in another district, within the 3 year time period, they will forfeit their right to return under this RIF policy. The order of reinstatement shall be in inverse order in which the teachers were placed in unrequested leave.

Separated personnel returning to employment from the recall list will have all accumulated benefits reinstated and will be placed on the salary schedule at the level where they left plus added earnings due to any accumulation of academic credits during the time away.

EXTENDED LEAVE OF ABSENCE POLICY

Any teacher requesting a one-year leave of absence from the Manvel Public School must notify the Board of Education of this intent, in writing, by March 15th of the preceding school year. The following conditions will govern the granting of leave:

1. No more than one teacher per year will be allowed to participate in extended leave.
2. Any teacher granted leave automatically forfeits their contract rights for the extended leave year. (With the exception of the right to return after the leave year has expired.)
3. To be considered for leave, a teacher must have three years of teaching experience in the Manvel Public School. (Consecutive years of experience.)
4. After receiving an extended leave, a teacher may not request leave until another four consecutive years of teaching experience have expired.
5. The instructor with the most experience at Manvel Public School will be first eligible for the extended leave and the second most eligible will be that staff member with the second most years of experience at the Manvel Public School. In the event of a tie between two people with an equal number of years of consecutive service the issue will be decided by the total years of certified teaching experience.
6. A teacher on extended leave will regain salary status when renewing employment at the experience level attained at the start of the extended leave. The teacher will have until March 15th of the extended leave year to give written notice of intent to return before forfeiting renewal rights.

SAVINGS CLAUSE

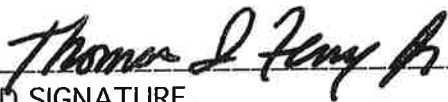
Should any section of this agreement be declared illegal by a court of competent jurisdiction, said section shall be automatically deleted from the agreement to the extent that it violates the law, but the remaining sections shall remain in full force and effect for the duration of this agreement.

INDIVIDUAL CONTRACTS

Any contract between the Board and a teacher shall be expressly subject to the terms and conditions of this agreement. If an individual contract contains any language inconsistent with this agreement, this agreement for its duration shall be controlling.

DURATION

The provisions of this agreement will be effective as of the beginning of the school year 2015-2016. Said agreement will automatically be renewed and continue in full force and effect for additional periods of one year unless either the Board or the Association gives written notice to the other no later than 90 days prior to the expiration date, or any anniversary thereof, of its desire to reopen negotiations at any time on any selected articles of this agreement and to extend the remaining articles without further negotiations. In addition both parties expressly recognize that negotiations on the terms of successor agreement must take place at the request of either party providing proper notice is given. In witness thereof, duly authorized representatives of the Association and the Board hereunto set their hand and seals this 26th day of May, 2015.



BOARD SIGNATURE



ASSOCIATION SIGNATURE

SALARY EXPLANATION SHEET

2015-2016

Note: 2015-2016 salary is based on 184 day contract.

Teacher's Name _____

2014 - 2015 Year Salary _____

Years of Experience (Steps) _____

Education _____ Lane Placement _____
(Salary schedule use only - may vary from actual years of experience)

2015 - 2016 Year Salary _____

Extra Pay (Asst. Principal/etc.) _____

Gross Salary (Unsheltered) Current salary + extra pay _____

CERTIFICATE RENEWAL INFORMATION

Date your teacher credential will expire: _____
(Five graduate credits must be earned every 5 years.)

List courses taken to meet credential renewal requirements:

_____	_____	_____
Course	Credits Earned	Date Credit Earned

_____	_____	_____
Course	Credits Earned	Date Credit Earned

_____	_____	_____
Course	Credits Earned	Date Credit Earned

_____	_____	_____
Course	Credits Earned	Date Credit Earned

Teacher Signature

Date

TEACHER SALARY SCHEDULE INFORMATION

Years Experience: _____ Education: _____
 (Salary schedule use only - may vary from actual years of experience)

This Schedule is based on 184 contract days.

Yrs. Exp.	BA	BA + 16	BA + 24	BA + 32	BA +45	BA+60/MA	MA+15	MA + 27
Base	35,601.83	36,201.83	36,801.83	37,401.83	38,001.83	38,601.83	39,201.83	39,801.83
1.00	36,201.83	36,801.83	37,401.83	38,001.83	38,601.83	39,201.83	39,801.83	40,401.83
2.00	36,801.83	37,401.83	38,001.83	38,601.83	39,201.83	39,801.83	40,401.83	41,001.83
3.00	37,401.83	38,001.83	38,601.83	39,201.83	39,801.83	40,401.83	41,001.83	41,601.83
4.00	38,001.83	38,601.83	39,201.83	39,801.83	40,401.83	41,001.83	41,601.83	42,201.83
5.00	38,601.83	39,201.83	39,801.83	40,401.83	41,001.83	41,601.83	42,201.83	42,801.83
6.00	39,201.83	39,801.83	40,401.83	41,001.83	41,601.83	42,201.83	42,801.83	43,401.83
7.00	39,801.83	40,401.83	41,001.83	41,601.83	42,201.83	42,801.83	43,401.83	44,001.83
8.00	40,401.83	41,001.83	41,601.83	42,201.83	42,801.83	43,401.83	44,001.83	44,601.83
9.00	41,001.83	41,601.83	42,201.83	42,801.83	43,401.83	44,001.83	44,601.83	45,201.83
10.00	41,601.83	42,201.83	42,801.83	43,401.83	44,001.83	44,601.83	45,201.83	45,801.83
11.00	42,201.83	42,801.83	43,401.83	44,001.83	44,601.83	45,201.83	45,801.83	46,401.83
12.00	42,801.83	43,401.83	44,001.83	44,601.83	45,201.83	45,801.83	46,401.83	47,001.83
13.00	43,401.83	44,001.83	44,601.83	45,201.83	45,801.83	46,401.83	47,001.83	47,601.83
14.00	44,001.83	44,601.83	45,201.83	45,801.83	46,401.83	47,001.83	47,601.83	48,201.83
15.00	44,601.83	45,201.83	45,801.83	46,401.83	47,001.83	47,601.83	48,201.83	48,801.83
16.00		45,801.83	46,401.83	47,001.83	47,601.83	48,201.83	48,801.83	49,401.83
17.00		46,401.83	47,001.83	47,601.83	48,201.83	48,801.83	49,401.83	50,001.83
18.00		47,001.83	47,601.83	48,201.83	48,801.83	49,401.83	50,001.83	50,601.83
19.00		47,601.83	48,201.83	48,801.83	49,401.83	50,001.83	50,601.83	51,201.83
20.00		48,201.83	48,801.83	49,401.83	50,001.83	50,601.83	51,201.83	51,801.83
21.00			49,401.83	50,001.83	50,601.83	51,201.83	51,801.83	52,401.83
22.00			50,001.83	50,601.83	51,201.83	51,801.83	52,401.83	53,001.83
23.00			50,601.83	51,201.83	51,801.83	52,401.83	53,001.83	53,601.83
24.00			51,201.83	51,801.83	52,401.83	53,001.83	53,601.83	54,201.83
25.00			51,801.83	52,401.83	53,001.83	53,601.83	54,201.83	54,801.83
26.00			52,401.83	53,001.83	53,601.83	54,201.83	54,801.83	55,401.83
27.00			53,001.83	53,601.83	54,201.83	54,801.83	55,401.83	56,001.83