

# **Agreement**

between

**Board of Education  
of the  
Saline Area School District**

and

**Saline Education Association  
Washtenaw County Education Association  
SEA/WCEA  
MEA/NEA**

July 1, 2004 – June 30, 2006

## TABLE OF CONTENTS

### Relationship between Board and Association:

	Agreement & Witnesseth .....	1
I	Recognition.....	1
II	Resolution for Quality & Excellence.....	2
III	Collaborative Bargaining .....	3
IV	Continuity of Operations.....	3
V	Board Rights & Responsibilities .....	3
VI	Association & Teacher Rights .....	4
VII	Academic Freedom.....	5
VIII	Deductions for Professional Fees .....	6
IX	Site-Based Shared Decision Making .....	7
X	Grievance Procedure.....	8

### Teaching Conditions:

XI	Qualifications & Assignments .....	10
XII	Vacancies & Promotions.....	10
XIII	Reductions in Personnel.....	12
XIV	Special Teaching Assignments .....	13
XV	Teaching Hours .....	14
XVI	Calendar .....	17
XVII	Teaching Conditions & Class Loads .....	20
XVIII	Department Chairperson .....	22
XIX	Curriculum Advisory Council.....	23
XX	Teacher Mentor Program.....	24
XXI	Teacher Improvement .....	26
XXII	Student Discipline & Teacher Protection.....	27
XXIII	Teacher Evaluation .....	28
XXIV	Professional Behavior .....	29

### Salary and Benefits:

XXV	Personal Business, Professional Days.....	30
XXVI	Sick Leave .....	32
XXVII	Leaves of Absence.....	33
XXVIII	Sabbatical Leave .....	35
XXIX	Teacher Severance for Unused Sick Days.....	36
XXX	Supplemental Retirement Stipend .....	36
XXXI	Transition Mentor Stipend.....	38
XXXII	Compensation .....	39
XXXIII	Insurance .....	41
XXXIV	Tax Sheltered Annuity .....	42
XXXV	Duration of Agreement .....	43

### Salary Schedules & Forms:

A	Teaching Salaries .....	44
B-1	Extra Service Duties .....	46
B-2	Music .....	47
B-3	Coaching.....	48
	FMLA/Maternity/Parental Leave Form .....	50
	FMLA/Illness Leave Form .....	51
	Sick Bank Days Form .....	52
	Supplemental Retirement/Teacher Severance .....	53
	Transition Mentor Form.....	54
	Tax Sheltered Annuity (Board Paid) .....	55