

Letter of Agreement
between
Saginaw Township Education Association
and
Saginaw Township Community Schools
Re-Opener for 2022-2023

The bargaining teams representing the Saginaw Township Education Association and Saginaw Township Community Schools as the Interest Based Bargaining Team (IBB) have been negotiating the 2022-2023 re-opener as provided in their collective bargaining agreement expiring July 31, 2024.
The IBB Team reached agreement on the re-opener that both parties have ratified.

1. Unless otherwise modified by this agreement, the terms and conditions of the collective bargaining agreement expiring July 31, 2024 will continue through July 31, 2024.
2. Modify the following portions of 6.0000, Teaching Conditions. Section 6.1080 outlines parent teacher conferences. A new schedule will be piloted for conferences in the 2022-2023 School Year. The parties will review the effects of the changes at review board after the conferences. A new subsection 6.0186 will be added as follows:

A. 6.0186 Pilot for 2022-2023 Conferences

During fall conferences of 2022, the following changes will be made on a pilot basis. The parties will review these changes, to determine if these changes should be used in future years.

The first set of parent/teacher conferences will be held in the fall.

The schedule for day 1 is:

Elementary	7:45 to 10:55 Morning class for students (half-day release) 2:00 to 6:00 1:00 to 5:00 conferences
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Middle School	8:40 to 11:50 class for students 1:30 to 5:30 6:00 conferences
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High School	7:40 to 10:50 class for students 2:00 to 6:00 1:00-5:00 conferences
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The schedule for day 2 is:

Elementary	11:30 to 2:35 class for students 4:00 to 8:00 conferences
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Middle School	12:30 to 3:29 class for students 4:30 to 8:00 conferences
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High School	11:30 to 2:40 class for students 4:00 to 8:00 conferences
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Elementary **Morning class for students (half-day release)**
2:00 to 7:00 conferences

Elementary teachers who attend all 5 hours of the parent teacher conference will be paid an additional hour.

Middle School **8:40 to 11:50 class for students**
3:00 to 6:30 conferences

High School **7:40 to 10:50 class for students**
3:00 to 7:00 conferences

Lunch will be provided at both Heritage High School and White Pine Middle School shortly after the student dismissal. Employees can choose to have lunch at either building. Employees will need to indicate if they plan on attending lunch and at which building. The lunch will be available to all staff (includes employees not represented by STEA).

The second set of parent/teacher conferences will be held in the spring. Students will attend school for a full day on each day of conferences. Conferences will be held in the evening on both days as follows.

Elementary 4:00 to 6:00 conferences

Middle School 4:30 to 6:30 conferences

High School 4:00 to 6:00 conferences

Teachers will continue to schedule individual conferences outside the aforementioned times when necessary to meet with parents.

Monday's conferences will be for Heritage High School and Elementary Schools. Wednesday's Conferences will be for White Pine Middle School. Tuesday's conferences will be for all three levels.

(Editorial note: not stated in the contract except via the calendar, presently- Monday's and Tuesday's conferences are for Heritage High School and Elementary Schools. White Pine has conferences on Wednesday and Thursday.)

Modify the following portions of 16.0000, Salary Provisions:

- a. Effective August 1, 2022 there will be a 3.0% wage increase. This increase will affect sections 16.0312 through 16.0315. Modify these sections to read:

16.0312 Academic areas of summer school or community school programs sponsored by the Board shall be paid at the following hourly rate for each year of the contract:

For the 2020-21 school year, \$25.92 per hour.
For the 2021-22 school year, \$26.50 per hour.
For the 2022-23 school year, ~~wage re-opener~~ **\$27.30.**
For the 2023-24 school year, wage re-opener.

First priority for these positions will be given to teachers in the system.

16.0313 Summer curriculum development rate shall be paid at an hourly rate as follows:

For the 2020-21 school year, \$15.54 per hour.
For the 2021-22 school year, \$15.89 per hour.
For the 2022-23 school year, ~~wage re-opener~~ **\$16.37**
For the 2023-24 school year, wage re-opener.

16.0314 The homebound rate shall be paid at an hourly rate as follows:

For the 2020-21 school year, \$33.17 per hour.
For the 2021-22 school year, \$33.92 per hour.
For the 2022-23 school year, ~~wage re-opener~~ **\$34.94.**
For the 2023-24 school year, wage re-opener

16.0315 A member will be paid at the following rate for any mandated IEPC or SAT meeting attended of one-half (.5) hour or more before or after the contract day.

For the 2020-21 school year, \$16.08 per hour.
For the 2021-22 school year, \$16.44 per hour.
For the 2022-23 school year, ~~wage re-opener~~ **\$16.93.**
For the 2023-24 school year, wage re-opener

- b. Effective for the 2022-2023 School Year and thereafter until changed through negotiations, there will be a 3.0 % wage increase; Modify 16.0400 to read:

16.0400 Teacher Salary Schedule

A. Hired before Ratification of the 2017-2020 Agreement

2020-21:	See Appendix B, Bachelor Step 1=\$ 36,217
2021-22:	See Appendix D, Bachelor Step 1=\$ 37,032
2022-23:	See Appendix P , Bachelor Step 1= wage re-opener \$38,143
2023-24:	See Appendix ___ , Bachelor Step 1 = \$ wage re-opener

(Wages indexed to a specific salary placement, will use this schedule, e.g.,
16.0,712 Other High School Duties)

B. Hired After Ratification of the 2017-2020 Agreement

2020-21:	See Appendix C, Bachelor Step 1=\$ 40,400
2021-22:	See Appendix E, Bachelor Step 1=\$ 41,309
2022-23:	See Appendix Q , Bachelor Step 1= wage re-opener \$ 42,548
2023-24:	See Appendix ___ , Bachelor Step 1=\$ wage re-opener

(Step 14 and above are the same salary in both schedules)

Schedules attached

- c. This agreement will have another off schedule payment. Modify 16.0401 by labeling the current language as subsection “a.” and adding a new subsection b., so it reads:

16.0401 Off Schedule Payment

- a. On the first pay of November 2021, in recognition of the additional duties required due to the pandemic, teachers will receive a stipend calculated as $\frac{1}{2}$ of 1.0% (0.5%) of the annual salary of the employee's Step and education. If the employee has an assignment as that is half time and no less than a quarter time (0.5 to 0.25 FTE), the employee's stipend's will be one-half of a full time employee's stipend with the same step and educational level. Employees with an assignment that is less than one quarter time will not be paid a stipend. Such stipend will only be available for the 2021-2022 contract year. It will be a one-time payment and will not be made part of the salary schedule.
- b. **Before December 31, 2022, teachers will receive a one-time bonus of \$400. This one-time payment is only for the 2022-2023 school year and does not become part of the salary schedule. This payment is not retirement eligible.**

d. Modify 16.0402 Negotiated Salary Placement revise paragraph "b" to read as follows

- b. For wages earned in 2022-2023, employees will be continued on the salary schedule with one more step than they were placed in 2021-2022, including educational attainment (16.0235). **Additionally, those employed in the 2011-2012 School year and who continued on the same step during the 2012-2013 School Year, are granted one more step.**

e. 16.0712 Other High School Duties, modify to read

This section, 16.0712, does not apply to Mackinaw **High School** teachers.

2020-21: Index based on M.A. Step 13 of \$67,545
2021-22: Index based on M.A. Step 13 of \$69,065
2022-23: Index based on M.A. Step 13 of ~~wage re-opener~~ \$ 71,137
2023-24: Index based on M.A. Step 13 wage re-opener

The new chart for 2022-2023 is attached.

f. Update 16.0740 so it reads:

16.0740 Driver Education

Driver Education coordinator and teachers shall be paid at the indicated rates as follows based on a percent of the M.A. step 13.

Classroom Teachers:

For the 2020-21 school year -.00047 = \$31.75 per hour.
For the 2021-22 school year -.00047 = \$32.46 per hour.
For the 2022-23 school year -.00047 = ~~Wage re-opener~~ **\$33.43** per hour.
For the 2023-24 school year -.00047 = Wage re-opener per hour.

On the Street Range:

For the 2020-21 school year -.00047 = \$21.75 per hour.
For the 2021-22 school year -.00047 = \$22.24 per hour.

For the 2022-23 school year $-.00047 = \text{Wage re-opener } \22.91 per hour.
For the 2023-24 school year $-.00047 = \text{Wage re-opener}$ per hour.

Drivers Education Coordinator:

For the 2020-21 school year $-2.65\% = \$1,790$.
For the 2021-22 school year $-2.65\% = \$1,830$.
For the 2022-23 school year $-2.65\% = \$ \text{Wage re-opener } \1885 .
For the 2023-24 school year $-2.65\% = \$ \text{Wage re-opener}$.

- g. Update 16.0760 to read as follows and add new Appendices R and S.

16.0760 Coaching Salary Schedule (Middle Schools and High School)

This section, 16.0760, does not apply to Mackinaw High School teachers

This schedule is indexed to MA, Step 13.

2020-21 Coaching Salary Schedules - See Appendix F and G
2021-22 Coaching Salary Schedules – See Appendix H and I
2022-23 Coaching Salary Schedules – See Appendix **R** and **S**
2023-24 Coaching Salary Schedules – See Appendix and

2022-2023 Schedules Attached to this document

- h. Add a Letter of Agreement concerning 16.1200 Early Notification of Retirement Incentive connected to a pilot program based on accumulated sick leave. The Letter of Agreement is attached.

Dated: _____

Dated: _____

Tony Skowronski
Director of Human Resources and
Resources and Labor Relations

Peter Tyson, President
Saginaw Township Education Association

Appendix P

Saginaw Township Community Schools 2022-2023 TEACHER SALARY SCHEDULE

Employee Hired Prior to February 13, 2018
Increase of 3.00% above previous schedule

STEP	BACHELORS		BACHELORS + 18		MASTERS		MASTERS + 15		MASTERS + 30	
	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index
1	38,143	1.0000	40,813	1.0700	45,390	1.1900	48,060	1.2600	49,967	1.3100
2	40,290	1.0563	42,960	1.1263	47,538	1.2463	50,208	1.3163	52,115	1.3663
3	42,434	1.1125	45,104	1.1825	49,681	1.3025	52,351	1.3725	54,258	1.4225
4	44,582	1.1688	47,252	1.2388	51,829	1.3588	54,499	1.4288	56,406	1.4788
5	46,725	1.2250	49,395	1.2950	53,972	1.4150	56,642	1.4850	58,550	1.5350
6	48,873	1.2813	51,543	1.3513	56,120	1.4713	58,790	1.5413	60,697	1.5913
7	51,016	1.3375	53,686	1.4075	58,263	1.5275	60,933	1.5975	62,841	1.6475
8	53,164	1.3938	55,834	1.4638	60,411	1.5838	63,081	1.6538	64,988	1.7038
9	55,307	1.4500	57,977	1.5200	62,555	1.6400	65,225	1.7100	67,132	1.7600
10	57,455	1.5063	60,125	1.5763	64,702	1.6963	67,372	1.7663	69,279	1.8163
11	59,598	1.5625	62,268	1.6325	66,846	1.7525	69,516	1.8225	71,423	1.8725
12	61,746	1.6188	64,416	1.6888	68,993	1.8088	71,663	1.8788	73,570	1.9288
13	63,890	1.6750	66,560	1.7450	71,137	1.8650	73,807	1.9350	75,714	1.9850
14-18	66,216	1.7360	68,982	1.8085	73,727	1.9329	76,496	2.0055	78,472	2.0573
19-23	68,202	1.0300	71,051	1.0300	75,939	1.0300	78,791	1.0300	80,826	1.0300
24-28	70,189	1.0600	73,121	1.0600	78,151	1.0600	81,086	1.0600	83,180	1.0600
29-33	72,175	1.0900	75,190	1.0900	80,362	1.0900	83,381	1.0900	85,534	1.0900
34+	74,162	1.1200	77,260	1.1200	82,574	1.1200	85,676	1.1200	87,889	1.1200

BACHELORS + 18-is available only to those hired before January 1, 2012*

Appendix Q

**Saginaw Township Community Schools
2022-2023 TEACHER SALARY SCHEDULE
Employee Hired after February 13, 2018 or Chosen by Employee
Increase of 3.00% above previous schedule**

STEP	BACHELORS		MASTERS		MASTERS + 15		MASTERS + 30	
	Amount	Index	Amount	Index	Amount	Index	Amount	Index
1	42,548	1.0000	49,794	1.1703	52,466	1.2331	54,372	1.2779
2	43,714	1.0274	50,964	1.1978	53,632	1.2605	55,538	1.3053
3	44,884	1.0549	52,130	1.2252	54,798	1.2879	56,708	1.3328
4	46,050	1.0823	53,296	1.2526	55,968	1.3154	57,874	1.3602
5	47,216	1.1097	54,461	1.2800	57,133	1.3428	59,040	1.3876
6	48,381	1.1371	55,632	1.3075	58,299	1.3702	60,205	1.4150
7	49,551	1.1646	56,797	1.3349	59,465	1.3976	61,375	1.4425
8	50,717	1.1920	57,963	1.3623	60,635	1.4251	62,541	1.4699
9	51,883	1.2194	59,129	1.3897	61,801	1.4525	63,707	1.4973
10	53,049	1.2468	60,299	1.4172	62,967	1.4799	64,873	1.5247
11	57,835	1.3593	65,086	1.5297	67,753	1.5924	69,660	1.6372
12	62,622	1.4718	69,872	1.6422	72,540	1.7049	74,446	1.7497
13	63,890	1.5016	71,136	1.6719	73,804	1.7346	75,714	1.7795
14-18	66,216	1.5562	73,727	1.7328	76,496	1.7978	78,472	1.8443
19-23	68,202	1.0300	75,939	1.0300	78,791	1.0300	80,826	1.0300
24-28	70,189	1.0600	78,151	1.0600	81,086	1.0600	83,180	1.0600
29-33	72,175	1.0900	80,362	1.0900	83,381	1.0900	85,534	1.0900
34+	74,162	1.1200	82,574	1.1200	85,676	1.1200	87,889	1.1200

N.B., Step 14 is set equal to Step 14 of the Wage Schedule for those hired prior to ratification of the 2017-20 Agreement. Therefore, at Step 14, the index times the Bachelors Step 1 may not be in complete agreement.

c. **2022-2023**
Index based on M.A. Step 13 of \$71,137

	STEP I	2022-2023	STEP II	2022--2023
	Index	Amount	Index	Amount
Band	0.0616	\$4,382	0.0659	\$4,688
Band Assistant[1]	0.0144	\$1,024	0.018	\$1,280
Cheerleading (fall)	0.025	\$1,778	0.03	\$2,134
Cheerleading Asst. (fall)	0.0144	\$1,024	0.018	\$1,280
Cheerleading (winter)	0.025	\$1,778	0.03	\$2,134
Cheerleading Asst. (winter)	0.0144	\$1,024	0.018	\$1,280
Debate	0.0282	\$2,006	0.031	\$2,205
DECA[2]	0.0282	\$2,006	0.031	\$2,205
MI Youth in Government	0.0282	\$2,006	0.031	\$2,205
Forensics	0.0282	\$2,006	0.031	\$2,205
Intramurals (men)	0.0377	\$2,682	0.0413	\$2,938
Intramurals (women)	0.0377	\$2,682	0.0413	\$2,938
Orchestra	0.0282	\$2,006	0.031	\$2,205
Literary Mag.	0.0114	\$811	0.0124	\$882
Vocal Music	0.0297	\$2,113	0.0325	\$2,312
Yearbook	0.0282	\$2,006	0.031	\$2,205
Pom Pon (fall)	0.025	\$1,778	0.03	\$2,134
Pom Pon Asst. (fall)	0.0144	\$1,024	0.018	\$1,280
Pom Pon (winter)	0.025	\$1,778	0.03	\$2,134
Pom Pon Asst. (winter)	0.0144	\$1,024	0.018	\$1,280
Dramatics[3]	0.0214	\$1,522	0.0244	\$1,736
Student Gov't.[4]	0.03778	\$2,688	0.04139	\$2,944
Peer Counseling[5]	none	1,900		

[1] Band Assistant Stipend to be awarded when band enrollment exceeds sixty (60) participants.

[2] Up to two people

[3] Building Principal will be consulted to determine the number and types of plays to be performed.

[4] Should Student Government be moved back into the daily schedule as a class, the stipend will no longer be paid.

[5] No peer counselors will be assigned during the employee's prep hour

Saginaw Township Community Schools
Middle School Coaching Schedule 2022-2023

Salary Base-Master's Step 13:

\$71,137

Years Experience in Coaching

Middle School	Step 1		Step 2	
	Index	Amount	Index	Amount
Basketball - Boys 7 th grade	0.01867	1328	0.023266	1,655
Basketball - Boys 8 th grade	0.01867	1328	0.023266	1,655
Basketball - Girls 7 th grade	0.01867	1328	0.023266	1,655
Basketball - Girls 8 th grade	0.01867	1328	0.023266	1,655
Cheerleading	0.01867	1328	0.023266	1,655
Cross country	0.01867	1328	0.023266	1,655
Football	0.01867	1328	0.023266	1,655
Pompon	0.01867	1328	0.023266	1,655
Softball 7 th grade	0.01867	1328	0.023266	1,655
Softball 8 th grade	0.01867	1328	0.023266	1,655
Swimming - Boys 7 th /8 th grades	0.01867	1328	0.023266	1,655
Swimming - Girls 7 th /8 th grades	0.01867	1328	0.023266	1,655
Swimming - Girls (Assistant)	0.009337	664	0.010893	775
Tennis – Boys	0.018674	1,328	0.023266	1,655
Tennis – Girls	0.018674	1,328	0.023266	1,655
Track - 7 th /8 th grades	0.018674	1,328	0.023266	1,655
Track Assistant 7 th /8 th grade	0.009337	664	0.010893	775
Volleyball 7 th grade	0.018674	1,328	0.023266	1,655
Volleyball 8 th grade	0.018674	1,328	0.023266	1,655
Wrestling 7 th /8 th grades	0.018674	1,328	0.023266	1,655
WPMS Athletic Dir. (annually)	0.072396	5,150	0.076016	5,408

**Saginaw Township Community Schools
High School Coaching Salary Schedule 2022-2023**

\$71,137 Salary Base

HIGH SCHOOL	Years Experience in Coaching							
	1		2		3		4	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount
Head Football	0.0662	4,709	0.0742	5,278	0.0821	5,840	0.0901	6,409
Varsity Asst. Football	0.041	2,917	0.046	3,272	0.0509	3,621	0.0559	3,977
Head J.V. Football	0.041	2,917	0.046	3,272	0.0509	3,621	0.0559	3,977
Head Freshman Football	0.041	2,917	0.046	3,272	0.0509	3,621	0.0559	3,977
J.V. Asst. Football	0.0384	2,732	0.043	3,059	0.0476	3,386	0.0522	3,713
Freshman Asst. Football	0.0384	2,732	0.043	3,059	0.0476	3,386	0.0522	3,713
Head Basketball	0.0662	4,709	0.0742	5,278	0.0821	5,840	0.0901	6,409
Head J.V. Basketball	0.041	2,917	0.046	3,272	0.0509	3,621	0.0559	3,977
Freshman Basketball	0.041	2,917	0.046	3,272	0.0509	3,621	0.0559	3,977
HHS Asst Athletic Dir. (1 hr. release time)	0.0662	4,709	0.0742	5,278	0.0821	5,840	0.0901	6,409
Head Swimming	0.055	3,913	0.06	4,268	0.065	4,624	0.07	4,980
J.V. Swimming	0.0358	2,547	0.039	2,774	0.0423	3,009	0.0455	3,237
Head Wrestling	0.055	3,913	0.06	4,268	0.065	4,624	0.07	4,980
J.V. Wrestling	0.0358	2,547	0.039	2,774	0.0423	3,009	0.0455	3,237
Head Baseball	0.035	2,490	0.04	2,845	0.045	3,201	0.05	3,557
J.V. Baseball	0.0228	1,622	0.026	1,850	0.0293	2,084	0.0325	2,312
Head Track	0.035	2,490	0.04	2,845	0.045	3,201	0.05	3,557
J.V. Track	0.0228	1,622	0.026	1,850	0.0293	2,084	0.0325	2,312
Head Tennis	0.025	1,778	0.03	2,134	0.035	2,490	0.04	2,845
J.V. Tennis	0.0163	1,160	0.0195	1,387	0.0228	1,622	0.026	1,850
Head Golf	0.025	1,778	0.03	2,134	0.035	2,490	0.04	2,845
J.V. Golf	0.0163	1,160	0.0195	1,387	0.0228	1,622	0.026	1,850
Head Volleyball	0.055	3,913	0.06	4,268	0.065	4,624	0.07	4,980
J.V. Volleyball	0.0358	2,547	0.039	2,774	0.0423	3,009	0.0455	3,237
Head Softball	0.035	2,490	0.04	2,845	0.045	3,201	0.05	3,557
J. V. Softball	0.0228	1,622	0.026	1,850	0.0293	2,084	0.0325	2,312
Bowling	0.025	1,778	0.03	2,134	0.035	2,490	0.04	2,845
Head Skiing	0.025	1,778	0.03	2,134	0.035	2,490	0.04	2,845
J.V. Skiing	0.0163	1,160	0.0195	1,387	0.0228	1,622	0.026	1,850
Cross Country	0.025	1,778	0.03	2,134	0.035	2,490	0.04	2,845
J.V. Cross Country	0.0163	1,160	0.0195	1,387	0.0228	1,622	0.026	1,850
Head Hockey	0.055	3,913	0.06	4,268	0.065	4,624	0.07	4,980
Head Soccer	0.035	2,490	0.04	2,845	0.045	3,201	0.05	3,557
J.V. Soccer	0.0228	1,622	0.026	1,850	0.0293	2,084	0.0325	2,312

**Letter of Agreement
between
Saginaw Township Community Schools
and
Saginaw Township Education Association**

Re: Section 16.1200, Early Notification of Retirement Incentive

The 2020-2024 Collective Bargaining Agreement between Saginaw Township Education Association (STEA) and the Saginaw Township Community Schools (STCS) provides a wage re-opener for multiple years including 2022-2023. While resolving the 2022-2023 re-opener, the parties discussed the belief that attendance could be improved if there was a payment based on unused sick time when an employee retires. The parties have agreed to a pilot program to see if attendance will improve in such circumstances. The parties hereby agree that:

1. This Letter of Agreement establishes a pilot program that modifies Section 16.1200, Early Notification of Retirement Incentive for the 2022-2023, 2023-2024, 2024-2025 and 2025-2026 School Years.
2. During the period of this pilot, an employee who files for retirement through the Michigan Public School Employees Retirement System and also provides notice to the district of the retirement no later than May 1 of that school year, the employee will be eligible for a Notification of Retirement Incentive provided the retirement is effective before the start of the next school year (teachers' return to work date). The employee must faithfully complete their assigned duties of the school year in which the retirement notice is provided. During this pilot, the only payment for retirement notification is as set forth below.
3. If the employee files for retirement and provides notice to the district by February 15, the Early Notification of Retirement Incentive will be \$1000 plus an amount equal to the number of unused sick days times \$50.00/sick leave day.
4. If the employee files for retirement and provides notice to the district after February 15, but on or before May 1, the Early Notification of Retirement Incentive will be an amount equal to the number of unused sick days times \$35.00/sick leave day.
5. The district will pay the incentive after the employee's work year and verification of timely notice and retirement has been completed.
6. With attendance improvement during the pilot, the parties may mutually agree to extend this Letter of Agreement. If not extended, Section 16.1200, Early Notification of Retirement Incentive effective prior to this Letter of Agreement will be in effect.
7. The last paragraph of Section 16.1200 that provides "In any year, if the employer decides to offer an additional incentive for early notification of retirement, it will do so by March 31" remains in effect during this pilot.

Dated: _____

Dated: _____