

LETTER OF AGREEMENT
Between the
KALAMAZOO EDUCATION ASSOCIATION
And the
KALAMAZOO PUBLIC SCHOOLS
June 6, 2016

RE: Math and Science Partnership

The Kalamazoo Education Association ("KEA" or "Association") and the Kalamazoo Public Schools ("KPS" or "District") agrees to the Letter of Agreement to implement the Math and Science partnership in six schools throughout KPS.

The partnership is a program that will provide 4th and 5th grade math and science teachers at Woods Lake Elementary: A Magnet Center for the Arts, Northeastern Elementary School, Lincoln International Studies School, Edison Environmental Science Academy, Milwood Elementary School, and 7th and 8th grade math and science teachers at Milwood Magnet School: A Center for Math, Science and Technology with professional development in math and/or science for 7 days throughout the 2016-2017 school year.

The voluntary science training will take place during the following dates:

Date	Time
Monday, August 15, 2016	8 a.m. – 3 p.m.
Tuesday, August 16, 2016	8 a.m. – 3 p.m.
Wednesday, August 17, 2016	8 a.m. – 3 p.m.
Thursday, August 18, 2016	8 a.m. – 3 p.m.
Friday, September 30, 2016	8 a.m. – 3 p.m.

Teachers will be paid a stipend of \$150 per day for any days prior to the first teacher work day on all aforementioned training dates except September 30 because it is a regularly scheduled work day.

In addition, teachers are expected to complete 10 hours of E-AYD online coaching and implementation support prior to the end of October. This training will be paid at the hourly rate of \$25 per hour for all participants.

The voluntary mathematics training will take place during the following dates:

Date	Time
Wednesday, August 17, 2016	8 a.m. – 3 p.m.
Thursday, August 18, 2016	8 a.m. – 3 p.m.

In addition, there will be 3 hours of professional development required per month (September – March and May). This PD will take place during the school days in full day blocks with dates to be determined.

Training prior to the school year will be voluntary. If a teacher won't be attending the training there will be options to make it up during the school day. Any make up professional development that is offered will be offered during the negotiated work days and hours.

All professional development relating to this grant will be converted into SCECHs for any members who attend, with the District picking up any associated costs.

Teachers shall receive \$75 for completion of the pre evaluations and \$75 for the post evaluations.

Coaching sessions will last up to one hour per session. Substitutes will be required for coaching sessions unless a teacher advises principal at the beginning of the year. They may meet during their plan time for coaching (paid at curriculum rate) and/or meet before or after the teacher work day (paid at curriculum rate). A teacher shall not be required to meet during plan or lunch. Teachers shall not be required to be videotaped for coaching or the grant without permission.

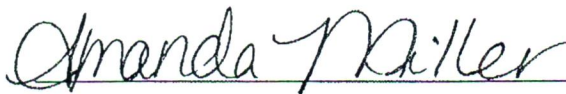
All other meetings will be voluntary and paid at curriculum rate. Per Article 6 Section B employees may not be required to attend after school meetings scheduled by the District for more than 2.5 hours per week.

During the course of this grant, any mandatory subject of bargaining not contained in this letter of agreement must be brought to the attention of the Association and bargained immediately.

This agreement does not establish a precedent, custom or binding practice in any other matter.

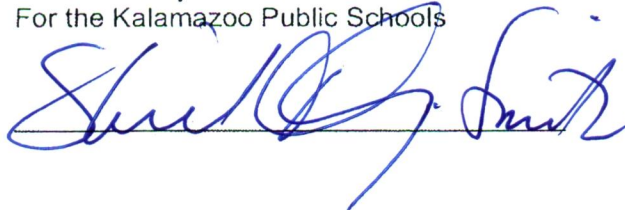
June 6, 2016

Amanda Miller
For the Kalamazoo Education Association

A handwritten signature in black ink, reading "Amanda Miller", written over a horizontal line.

June 6, 2016

Sheila Dorsey-Smith
For the Kalamazoo Public Schools

A handwritten signature in blue ink, reading "Sheila Dorsey-Smith", written over a horizontal line.