

# **AGREEMENT**

**between**

**KALAMAZOO PUBLIC SCHOOLS**

**and**

**THE KALAMAZOO EDUCATION ASSOCIATION**

**2021-2023**

[Back to Top](#)

### **Section B: Paid Sabbatical Leave Committee**

Requests for paid sabbaticals will be reviewed by a committee of four (4) persons [two (2) appointed by KEA and two (2) appointed by the Superintendent or his/her designee]. The committee will make a recommendation to the Superintendent.

A teacher who has completed seven (7) consecutive years of teaching in the Kalamazoo Public Schools may be granted a paid sabbatical leave of absence for one (1) semester or for one (1) year for the purpose of improving or developing skills directly related to his/her assignment.

The teacher will receive fifty (50%) percent of the contractual salary said teacher would normally receive for the semester or year the teacher is on leave, provided the teacher signs an agreement to return to the Kalamazoo Public Schools at the beginning of the next semester and remain at least one (1) year or refund the salary received while on leave.

### **Section C: Unpaid Sabbatical**

A tenured teacher may request an unpaid sabbatical leave for a period not to exceed one (1) year for the purpose of improvement of skills for present assignment, for curriculum development, or for working on an educational project. Requests will be reviewed by the Administration and will be approved if judged to be of value to the District.

### **Section D: Application Timelines**

Teachers desiring such leave must make application to the Superintendent at least four (4) months in advance, whenever possible, of the requested date for the commencement of such leave.

### **Section E: Placement Following Sabbatical**

Following a sabbatical leave, the District will return an ancillary staff member to the position held immediately prior to the leave or will enter an agreement about placement before the ancillary staff member begins the leave.

### **Section F: NEA–MEA Service**

An unpaid sabbatical shall be granted upon application for the purpose of serving one (1) term as an officer of the Michigan Education Association or the National Education Association.

### **Section G: Association Notification**

Copies of all sabbatical applications, returning placement agreements and extension requests, as well as their disposition, shall be provided to the Association by the District upon request.

### **Section H: Replacement Substitute**

The District may employ a substitute in the assignment vacated by a teacher on sabbatical.

## **ARTICLE 22 – PROFESSIONAL COMPENSATION**

### **Section A: Salary Schedules**

The basic salaries of bargaining unit employees covered by this Agreement are set forth in [Schedule A](#). [Schedule B](#) sets forth extra duty salaries, Found in Appendix 3.

**KEA-KPS 2021-2023 Agreement**

[Back to Top](#)

All bargaining unit employees will receive one percent(1.00%) an off schedule payment based on each salary in December of 2021 and December of 2022 lump sum for if a bargaining unit employee had ½ of days paid or more from first teacher work day to November 30 and did not resign or retire prior to December 1.

Level	Salary 21-22	Salary 22-23
A	\$40,572.00 (\$209.13 Daily)	\$41,927 (\$216.12 Daily)
B	\$50,572.00 (\$260.68 Daily)	\$51,927 (\$267.67 Daily)
C	\$60,572.00 (\$312.23 Daily)	\$61,927 (\$319.21 Daily)
D	\$70,572.00 (\$363.77 Daily)	\$71,927 (\$370.76 Daily)
E	\$80,572.00 (\$415.32 Daily)	\$81,927 (\$422.31 Daily)

An additional salary schedule increase will occur in the event that the audited fall 2020 enrollment is:

This enrollment incentive payment, if any, will be applied to each bargaining unit members’ salary retroactively to the start of the school year, based on distribution plan agreed to by the union.

	If Fall <b>2021</b> K-12 Enrollment is	Then aggregate Salary Increase is	Individual Increase
1	12,640 to 12,705	0.20%	\$135.49
2	12,706 to 12,771	0.40%	\$270.99
3	12,772 to 12,837	0.55%	\$372.61
4	12,838 to 12,903	0.70%	\$474.24
5	12,905 to 12,969	0.85%	\$575.86
6	12,970 to 13,035	1.00%	\$677.48

Also, the parties shall again consider an enrollment component to be applicable to the 2022 - 2023 school year, as part of this agreement.

For all elementary assignments in place at the start of the school year, half of elementary planning time compensation shall be paid in thirty (30) calendar days following the fall state count day and half of such payment shall be paid in thirty (30) calendar days following the winter state count day. Any teacher hired for an elementary assignment or who has an increase in elementary time after the start of the school year will be paid a prorated payment within eight weeks of hire or increased assignment.

Secondary class size compensation will be paid as stated in Article 7 Section F.

The District, by this agreement, communicates an intent to hire non-certified employees in the KEA Bargaining Unit to perform bargaining unit work as a classroom teacher. This agreement shall be governed by Michigan State Law and the following conditions. If a bargaining unit employee qualifies for a Full-Year Substitute

**KEA-KPS 2021-2023 Agreement**

[Back to Top](#)

Permit, they shall be directly hired and entitled to all provisions of the Master Agreement with the exception of:

1. Article 22 Section A and Schedule A. Salary shall be on Level A for up to three (3) years. Article 22 Section B
2. Article 22 Section H- No Advancement shall be accrued on the salary scale while working toward certification.
3. Upon completion of full certification, the teacher shall be placed on the Salary Schedule based on experience as a Non-Certified teacher as if it were certified service.

**Section B: Insurance**

The employer shall provide a MESSA–PAK Insurance plan or cash option to all bargaining unit employees. Part-time employees who select Plans A or B may do so at an additional cost, as described below.

**Full Medical (Plan A) – Available to only ONE spouse if both spouses are KPS employees**

<u>Health</u>	MESSA Choices II - \$500/1000 In-Network deductible \$1000/2000 annual Out-of-Network deductible \$20/25/50 OV/UC/ER (Office Visits/ Urgent Care/ Emergency Room) co-pay SAVER Rx Includes Preventative Hearing Care Adult Immunizations
<u>Long Term Disability Employer Paid</u>	66 2/3 \$5,000 maximum/month 90 calendar day - modified fill Freeze on offsets Pre-existing condition waiver
<u>Negotiated Life- Employer Paid</u>	\$10,000 and \$10,000 AD & D
<u>Vision- Employer Paid</u>	VSP 3 - Gold
<u>Dental- 80%/20% Cost Share</u> Delta Dental Class I, II, III + max Class IV + max Coordinated Riders	80/80S/80: \$2,000 80: \$2,000 50/50/50/50: \$1,500 Sealants

[Back to Top](#)

Each employee who earns additional credit, after August 28, 2011, at an NCATE or NASDTEC accredited college or university, or State Continuing Education Clock Hours (SCECH)/ or comparable Continuing Education Units (CEU) for ancillary professions not provided by the District, shall be reimbursed the sum of up to one hundred fifty three dollars (\$153) per credit hour, or up to twenty-five dollars and fifty cents (\$25.50) per SCECHs/CEUs , for each additional hour or unit earned. The total sum to be paid for additional credit hours and/or units – including any reimbursed credits from paragraph 1 – shall not exceed four thousand six hundred and ninety two dollars (\$4,692). Credit hours earned must be a part of a program designed to achieve a higher degree or must be taken in a field of study directly related to the employee’s assignment or must be approved by the Superintendent. An official transcript of semester hour credits or SCECHs/CEUs earned from the granting institution shall be submitted to Human Resources. For an official transcript submitted by January 31, reimbursement shall be paid no later than the end of February. For an official transcript submitted by September 30, reimbursement shall be paid no later than the end of October.

The above reimbursement – whether for college credit or SCECHs– shall not exceed the actual tuition and fees paid. If a reimbursement request does include fees [i.e., in cases where tuition per credit hour is under one hundred dollars (\$100)], then the employee’s tuition reimbursement for the year will be limited to one thousand and two dollars (\$1,020).

**Section S: Mileage Allowance**

Employees who are required by the District to drive their personal cars for services to the District shall receive an allowance for mileage at the IRS standard mileage rate for business use of a car, subject to the following provisions, such allowance to cover all car expenses including insurance.

1. No employee shall be required to use his/her own car for field trips or for otherwise transporting students.
2. The use of personal cars for school business must have prior approval of the Administration in writing.
3. Employees who expect to receive a car allowance for mileage must keep an accurate log of miles driven and other pertinent data on a form obtained from their immediate supervisor. Logs must be provided by, and returned to, the designated supervisor on a monthly basis.
4. Mileage shall not be paid from home to school and/or return nor for personal business.
5. This provision shall provide for the payment of mileage to employees who are required to work on a regularly–scheduled basis in two (2) or more buildings during the regular school day.
6. The District agrees to carry a secondary liability policy to cover the employee over and above his/her primary policy. Such District policy shall include coverage for an employee’s transportation of students and/or parents while performing his/her professional duties.
7. In the event that the IRS mileage rate is adjusted and the District does not receive timely notification of such adjustment, employees shall receive the new rate retroactive to the effective date of the adjustment. In order to receive a retroactive adjustment, employees must furnish copies of approved mileage vouchers. Employees will be provided a copy of all mileage vouchers upon approval by the Administration. The District shall not reimburse retroactive payments for amounts less than five (\$5.00) dollars.

**Section T: Nurses Additional Compensation Mileage**

**Mileage:**

[Back to Top](#)

Upon submission of monthly mileage reimbursement forms in accordance with district guidelines, nurses will be reimbursed the IRS rate for business related miles. Nurses who worked during the summer school session shall be paid mileage on the same basis during the summer months worked. This allowance is intended to cover all car operating expenses including insurance. In addition to this allowance, the District agrees to carry a secondary liability insurance policy to cover the nurse over and above his/her primary coverage.

It is not part of the nurses' duties to transport students or students' families in the course of their duties.

**Section U: Deferred Income**

The District shall continue to provide employees the opportunity to defer income through group tax deferred annuity programs. The District shall make appropriate remittance each pay period directly to the company with whom the employee has a group tax deferred annuity contract. The parties agree that the number of companies eligible to participate shall be limited to the number of companies on record with the District as of November 15, 1980.

**Section V: Extra Duty Activity and Transportation**

When an employee is required by an extra-duty activity to transport pupils and it is necessary for the employee to secure a chauffeur's license, the District will reimburse the employee for the cost of such license upon proof of such expense. The District will also reimburse an employee for the cost of CPR and WSI training when such qualifications are required by the District for a particular assignment.

**Section W: National Board Certification**

As an incentive to pursue critical self-improvement as a professional educator, and in recognition of successful completion and attainment of National Board Certification as offered by the National Board for Professional Teaching Standards, a teacher achieving National Board Certification status shall receive an increase in his/her scheduled annual salary by \$2,952.70, starting in the next semester following confirmation of certification, and continuing every year thereafter. Said bonus shall supplement normal step increases and degree advances. The District shall provide support to an official applicant for National Board Certification. All materials produced by the teacher in preparing for such certification shall remain the property of the teacher.

On a first-come, first-served basis, up to twenty (20) teachers, per calendar year, may use up to five hundred (\$500) of their available tuition reimbursement allocation (per Section Q) towards the application fee(s) for National Board Certification. The employee shall submit to Human Resources a copy of receipt(s) showing the fee(s) paid to the NBPTS. In the event that another scholarship or grant reduces the teacher's share of the fee, the reimbursement shall not exceed the actual expense incurred by the teacher. Reimbursement shall be made following proof of submission of portfolio materials by the teacher to NBPTS.

**Section X: National Certification Renewal**

When a nurse, speech therapist, occupational therapist, physical therapist, school psychologist, social worker, or teacher of the hearing impaired, incurs a required renewal fee for national certification, he/she shall be reimbursed for such fee, not to exceed one hundred dollars (\$100) per year, and not to exceed three thousand dollars (\$3,000) during a school year, on a first come first serve basis. Proof of payment must be submitted to Human Resources not later than May 1.

**Section Y: Overpayments and Underpayments**

The employee has a responsibility to monitor his or her wages as paid by the district. If the employee believes there is a discrepancy, he/she has a responsibility to contact the District. Likewise, if the District believes an employee to be overpaid or underpaid the District shall make appropriate contact.

[Back to Top](#)

## ARTICLE 34 – DURATION OF AGREEMENT

THIS AGREEMENT supersedes all previous Articles of Agreement between the parties and shall become effective as of 17<sup>th</sup> of August, 2021, and shall remain effective until the 16<sup>th</sup> of August, 2023.

### KALAMAZOO PUBLIC SCHOOLS

### KALAMAZOO EDUCATION ASSOCIATION



Sheila R Dorsey-Smith (Sep 24, 2021 11:42 EDT)

Sheila Dorsey-Smith  
Its Assistant Superintendent for Human  
Resources



Amanda Miller (Sep 23, 2021 15:42 EDT)

Amanda Miller  
Its President



Jim English  
Its Assistant Superintendent for  
Operations



Sygnett Swann (Sep 23, 2021 16:23 EDT)

Sygnett Swann  
Its Secretary



Marshall W. Grate (Oct 7, 2021 16:25 EDT)

Marshall Grate  
Its Chief Negotiator



Tim Russ (Sep 23, 2021 15:44 EDT)

Tim Russ  
Its UniServ Director

**2022-2023**

Year	Bachelors			Masters			Masters Plus 30			Doctorate		
		Annual	Daily		Annual	Daily		Annual	Daily		Annual	Daily
1	A	\$ 41,927	\$ 216.12	A	\$ 41,927	\$ 216.12	B	\$ 51,927	\$ 267.67	B	\$ 51,927	\$ 267.67
2	A	\$ 41,927	\$ 216.12	A	\$ 41,927	\$ 216.12	B	\$ 51,927	\$ 267.67	B	\$ 51,927	\$ 267.67
3	A	\$ 41,927	\$ 216.12	B	\$ 51,927	\$ 267.67	B	\$ 51,927	\$ 267.67	C	\$ 61,927	\$ 319.21
4	A	\$ 41,927	\$ 216.12	B	\$ 51,927	\$ 267.67	B	\$ 51,927	\$ 267.67	C	\$ 61,927	\$ 319.21
5	B	\$ 51,927	\$ 267.67	B	\$ 51,927	\$ 267.67	B	\$ 51,927	\$ 267.67	C	\$ 61,927	\$ 319.21
6	B	\$ 51,927	\$ 267.67	B	\$ 51,927	\$ 267.67	C	\$ 61,927	\$ 319.21	C	\$ 61,927	\$ 319.21
7	B	\$ 51,927	\$ 267.67	B	\$ 51,927	\$ 267.67	C	\$ 61,927	\$ 319.21	D	\$ 71,927	\$ 370.76
8	B	\$ 51,927	\$ 267.67	C	\$ 61,927	\$ 319.21	C	\$ 61,927	\$ 319.21	D	\$ 71,927	\$ 370.76
9	B	\$ 51,927	\$ 267.67	C	\$ 61,927	\$ 319.21	C	\$ 61,927	\$ 319.21	D	\$ 71,927	\$ 370.76
10	C	\$ 61,927	\$ 319.21	C	\$ 61,927	\$ 319.21	C	\$ 61,927	\$ 319.21	D	\$ 71,927	\$ 370.76
11	C	\$ 61,927	\$ 319.21	C	\$ 61,927	\$ 319.21	C	\$ 61,927	\$ 319.21	D	\$ 71,927	\$ 370.76
12	C	\$ 61,927	\$ 319.21	C	\$ 61,927	\$ 319.21	D	\$ 71,927	\$ 370.76	D	\$ 71,927	\$ 370.76
13	C	\$ 61,927	\$ 319.21	D	\$ 71,927	\$ 370.76	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31
14	D	\$ 71,927	\$ 370.76	D	\$ 71,927	\$ 370.76	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31
15	D	\$ 71,927	\$ 370.76	D	\$ 71,927	\$ 370.76	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31
16	D	\$ 71,927	\$ 370.76	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
17	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
18	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
19	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
20	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
21	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
22	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
23	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
24	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
25	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
26	D	\$ 71,927	\$ 370.76	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
27	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
28	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
29	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31
30	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31	E	\$ 81,927	\$ 422.31

**Schedule B- Extra Duty Salaries- Annual Rates and Hourly Rates**

**Section A: Rates**

The following pay scales shall apply to fully certified, qualified teachers and other bargaining unit employees for performing the following extra duties.

**Schedule B<sub>1</sub>: High School Rates**

2021-2022

	Activity	Amount per Season or Year	
		Head Coaches or Lead Advisor	Assistant Coaches or Assistant Advisor
Activity Salary Rates	Baseball	\$ 4,613.59	\$ 3,229.51
	Basketball	\$ 6,828.11	\$ 4,761.22
	<b>Phoenix Basketball</b>	\$ 6,828.11	\$ 4,761.23
	Cross Country	\$ 4,059.96	\$ 2,841.97
	Football	\$ 6,643.57	\$ 4,650.50
	Golf	\$ 3,321.78	
	Gymnastics	\$ 3,690.87	
	Ice Hockey	\$ 5,167.22	\$ 3,617.05
	Soccer	\$ 4,059.96	\$ 2,841.97
	Softball	\$ 4,613.59	\$ 3,229.51
	Swimming	\$ 5,167.22	\$ 3,617.05
	Tennis	\$ 3,321.78	\$ 2,325.25
	Track and Field	\$ 4,429.04	\$ 3,100.33
	Volleyball	\$ 4,798.13	\$ 3,358.69
	Wrestling	\$ 4,982.67	\$ 3,469.42
	Cheerleading-Football	\$ 2,952.70	\$ 2,066.89
	Cheerleading-Basketball	\$ 4,059.96	\$ 2,841.97
	Cheerleading-Competitive	\$ 3,321.78	
	Athletic Game Aide	\$ 6,828.11	
	Athletic Ticket Aide	\$ 6,828.11	
	Head Driver Education Instrutors	\$ 4,059.96	
	High School Band Director	\$ 5,905.39	\$ 4,059.96
	High School Choral Director	\$ 4,429.04	
	High School Orchestra	\$ 4,429.04	
	Instrumental Jazz	\$ 3,321.78	
	Dramatics Coach	\$ 3,321.78	
	Debate	\$ 4,429.04	\$ 1,476.35
	Forensics	\$ 3,137.24	\$ 1,107.26
	National Honor Society	\$ 1,107.26	
	High School Yearbook	\$ 1,845.44	
	High School Newspaper	\$ 1,107.26	
	Day Care Center Director	\$ 3,690.87	
	Mock Trial Coach	\$ 2,952.70	
	Student Government	\$ 738.17	
	Future Teacher Development Leader (One elementary total and one per middle school)	\$ 3,321.78	
	Grades 9-12 Team Leader	\$ 1,217.99	
	Department Heads	\$ 2,214.52	
	Co-Op Heads	\$ 2,952.70	
	Senior Class Sponsor	\$ 2,583.61	
	Junior Class Sponsor	\$ 2,583.61	
Sophomore Class Sponsor	\$ 1,476.35		
Freshman Class Sponsor	\$ 1,476.35		
<b>B.F.A. Advisor</b>	\$ 1,660.90		
<b>D.E.C.A. Advisor</b>	\$ 1,660.90		
<b>F.C.C.L.A. Advisor</b>	\$ 1,660.90		

Appendices 2021-2023  
 Appendix 3 Compensation Schedules  
[Back to Top](#)

2022-2023

	Activity	Amount per Season or Year	
		Head Coaches or Lead Advisor	Assistant Coaches or Assistant Advisor
	Baseball	\$ 4,705.86	\$ 3,294.10
	Basketball	\$ 6,964.67	\$ 4,856.45
	<b>Phoenix Basketball</b>	\$ 6,964.68	\$ 4,856.45
	Cross Country	\$ 4,141.16	\$ 2,898.81
	Football	\$ 6,776.44	\$ 4,743.51
	Golf	\$ 3,388.22	
	Gymnastics	\$ 3,764.69	
	Ice Hockey	\$ 5,270.56	\$ 3,689.39
	Soccer	\$ 4,141.16	\$ 2,898.81
	Softball	\$ 4,705.86	\$ 3,294.10
	Swimming	\$ 5,270.56	\$ 3,689.39
	Tennis	\$ 3,388.22	\$ 2,371.75
	Track and Field	\$ 4,517.62	\$ 3,162.34
	Volleyball	\$ 4,894.09	\$ 3,425.87
	Wrestling	\$ 5,082.33	\$ 3,538.81
	Cheerleading–Football	\$ 3,011.75	\$ 2,108.22
	Cheerleading–Basketball	\$ 4,141.16	\$ 2,898.81
	Cheerleading–Competitive	\$ 3,388.22	
	Athletic Game Aide	\$ 6,964.67	
	Athletic Ticket Aide	\$ 6,964.67	
	Head Driver Education Instructors	\$ 4,141.16	
	High School Band Director	\$ 6,023.50	\$ 4,141.16
	High School Choral Director	\$ 4,517.62	
	High School Orchestra	\$ 4,517.62	
	Instrumental Jazz	\$ 3,388.22	
	Dramatics Coach	\$ 3,388.22	
	Debate	\$ 4,517.62	\$ 1,505.87
	Forensics	\$ 3,199.98	\$ 1,129.41
	National Honor Society	\$ 1,129.41	
	High School Yearbook	\$ 1,882.34	
	High School Newspaper	\$ 1,129.41	
	Day Care Center Director	\$ 3,764.69	
	Mock Trial Coach	\$ 3,011.75	
	Student Government	\$ 752.94	
	Future Teacher Development Leader (One elementary total and one per middle school)	\$ 3,388.22	
	Grades 9-12 Team Leader	\$ 1,242.35	
	Department Heads	\$ 2,258.81	
	Co-Op Heads	\$ 3,011.75	
	Senior Class Sponsor	\$ 2,635.28	
	Junior Class Sponsor	\$ 2,635.28	
	Sophomore Class Sponsor	\$ 1,505.87	
	Freshman Class Sponsor	\$ 1,505.87	
	<b>B.F.A. Advisor</b>	\$ 1,694.11	
	<b>D.E.C.A. Advisor</b>	\$ 1,694.11	
	<b>F.C.C.L.A. Advisor</b>	\$ 1,694.11	

Activity Salary Rates

Appendices 2021-2023

Appendix 3 Compensation Schedules

[Back to Top](#)

Schedule B<sub>2</sub>: Secondary Class Size Overage Compensation

		Payment Amount per class per Trimester 21-22	Payment Amount per class per Trimester 22-23
	<b>Class Size Threshold for Payment</b>		
<b>Position</b>			
Freshman Academy- (English, Math, Science			
and Social Studies)			
	32 or more	\$510.00	\$520.20
Secondary Classes other than P.E. and F.A.			
	36 or 37	\$510.00	\$520.20
Secondary Physical Education			
	48 or more	\$500.00	\$520.20
See Article 7 Section E			

Appendices 2021-2023  
 Appendix 3 Compensation Schedules  
[Back to Top](#)

Schedule B<sub>3</sub>: Lead Teachers' Rates

2021-2022

Lead Teachers	Position	Annual Amount	Summer Days at Curriculum Rate
	Social Studies (6-12)	\$ 5,905.39	10 to 15 days
	Physical Education (K-12)	\$ 5,905.39	10 to 15 days
	Elementary Science (K-5)	\$ 5,905.39	20 days
	Secondary Science (6-12)	\$ 5,905.39	10 to 15 days
	Special Education Itinerant Ancillary Staff Lead (See Section P Below)	\$ 2,214.52	

2022-2023

Lead Teachers	Position	Annual Amount	Summer Days at Curriculum Rate
	Social Studies (6-12)	\$ 6,023.50	10 to 15 days
	Physical Education (K-12)	\$ 6,023.50	10 to 15 days
	Elementary Science (K-5)	\$ 6,023.50	20 days
	Secondary Science (6-12)	\$ 6,023.50	10 to 15 days
	Special Education Itinerant Ancillary Staff Lead (See Section P Below)	\$ 2,258.81	

Appendices 2021-2023  
 Appendix 3 Compensation Schedules  
[Back to Top](#)

Schedule B4: Middle School Rates  
 2021-2022

	Activity	Amount per Season or Year	
		Head Coaches or Lead Advisor	Assistant Coaches or Assistant Advisor
Activity Salary Rates	Basketball	\$ 2,952.70	\$ 1,845.44
	Football	\$ 2,583.61	\$ 2,583.61
	Softball	\$ 1,845.44	
	Tennis	\$ 2,214.52	
	Volleyball	\$ 2,583.61	
	Wrestling	\$ 2,583.61	
	Cheerleading–Football	\$ 1,476.35	
	Cheerleading–Basketball	\$ 1,845.44	
	Track and Field	\$ 2,214.52	\$ 1,550.17
	Athletic Aide	\$ 4,429.04	
	Department Heads	\$ 1,734.71	
	Athletic Aide	\$ 4,429.04	
	Athletic Director/Coordinator- One per Building	\$ 6,643.57	
	Middle School Band Director	\$ 1,845.44	
	Middle School Choir Director	\$ 1,845.44	
	Middle School Orchestra Director	\$ 1,845.44	
	Drama Plays	\$ 1,328.71	
Grade 6-8 Team Leader	\$ 1,217.99		
Middle School Musical Director	\$ 1,107.26		

2022-2023

	Activity	Amount per Season or Year	
		Head Coaches or Lead Advisor	Assistant Coaches or Assistant Advisor
Activity Salary Rates	Basketball	\$ 3,011.75	\$ 1,882.34
	Football	\$ 2,635.28	\$ 2,635.28
	Softball	\$ 1,882.34	
	Tennis	\$ 2,258.81	
	Volleyball	\$ 2,635.28	
	Wrestling	\$ 2,635.28	
	Cheerleading–Football	\$ 1,505.87	
	Cheerleading–Basketball	\$ 1,882.34	
	Track and Field	\$ 2,258.81	\$ 1,581.17
	Athletic Aide	\$ 4,517.62	
	Department Heads	\$ 1,769.40	
	Athletic Aide	\$ 4,517.62	
	Athletic Director/Coordinator- One per Building	\$ 6,776.44	
	Middle School Band Director	\$ 1,882.34	
	Middle School Choir Director	\$ 1,882.34	
	Middle School Orchestra Director	\$ 1,882.34	
	Drama Plays	\$ 1,355.29	
Grade 6-8 Team Leader	\$ 1,242.35		
Middle School Musical Director	\$ 1,129.41		

**Appendices 2021-2023**  
**Appendix 3 Compensation Schedules**  
[Back to Top](#)

**Schedule B<sub>5</sub>: Elementary Rates**

Position	Hours Cap	Rates of Pay	Year	
			21-22	22-23
Student Assistant Leader		<i>Per Hour</i>	\$ 23.70	\$ 24.18
Black History Quiz Bowl	60 hours max.	<i>Per Hour</i>	\$ 22.93	\$ 23.39
Social Studies Olympiad	60 hours max. per event	<i>Per Hour</i>	\$ 22.93	\$ 23.39
Science Fair/Olympiad	60 hours max. per event	<i>Per Hour</i>	\$ 22.93	\$ 23.39
Drama/Plays	60 hours max.	<i>Per Hour</i>	\$ 22.93	\$ 23.39
Elementary Intramural Sports	60 hours max.	<i>Per Hour</i>	\$ 22.93	\$ 23.39
Extra Duty Supervision		<i>Per Year</i>	\$ 1,302.54	\$ 1,328.59
Splits		<i>Per Year</i>	\$ 3,690.87	\$ 3,764.69

Appendices 2021-2023

Appendix 3 Compensation Schedules

[Back to Top](#)

Schedule B<sub>6</sub>: All Levels Other Assignments- Hourly and Various Rates of Pay

2021-2022

All Levels Other Assignments	Curriculum rate	\$	22.93
	Summer School Teacher	\$	22.93
	Substituting during planning	\$	22.94
	Intramurals (Including Dance Club and PE Expo)	\$	15.79
	In-Service Activities	\$	15.43
	TV/Radio Production Coordinator	\$	19.01
	Mentor Teacher	See Article 31	
	Secondary Counselor- ten (10) additional days	Pro-rata pay	
	Technically Advanced Group ("TAG") Member	varies by building	
	Grade-Level/Department Meeting Facilitators (Excluding Department Heads) Maximum 1.5 hours per meeting	\$	22.93
	Art, Music and Physical Education preparation, setup/takedown, and supervision of exhibits, performances, or competitions outside of school hours ( 20 Hours maximum in hourly pay or comp. time per year (per Article 22, Section F)	\$	22.93

2022-2023

All Levels Other Assignments	Curriculum rate	\$	23.39
	Summer School Teacher	\$	23.39
	Substituting during planning	\$	23.40
	Intramurals (Including Dance Club and PE Expo)	\$	16.11
	In-Service Activities	\$	15.74
	TV/Radio Production Coordinator	\$	19.39
	Mentor Teacher	See Article 31	
	Secondary Counselor- ten (10) additional days	Pro-rata pay	
	Technically Advanced Group ("TAG") Member	varies by building	
	Grade-Level/Department Meeting Facilitators (Excluding Department Heads) Maximum 1.5 hours per meeting	\$	23.39
	Art, Music and Physical Education preparation, setup/takedown, and supervision of exhibits, performances, or competitions outside of school hours ( 20 Hours maximum in hourly pay or comp. time per year (per Article 22, Section F)	\$	23.39

**Section B: Length of Season**

The length of seasons for the high school sports stated above is defined as three (3) weeks before the first scheduled game through the District Tournament.

**Section C: Extended Season Activities Compensation**

Coaching or supervision for extra-duty activities that extend beyond the District Tournament shall be compensated on a weekly basis.

**Section D: Dollar Expressed Rate Adjustments**

The above rates which are expressed in a dollar amount will be cumulatively adjusted by the same percentage rate in future contracts, if agreed by the parties.

**Section E: Coaching Experience Credit**

A maximum of five (5) years credit outside Kalamazoo may be allowed, provided, however, said experience is from a school comparable to Kalamazoo Central or Loy Norrix. Allowable experience shall be Senior High School experience in the specific sport and in the coaching position.

**Section F: Coaching Assignment Limit**

No coach shall be assigned to more than one (1) coaching positions per season.

**Section G: Longevity Increases in Coaching Compensation**

Add to the salary of each coach two (2%) percent of the coaching base for each year of allowable Kalamazoo coaching experience; said experience shall be limited to ten (10) years in the same activity being coached. "Coaching base" is the dollar amount specified in Schedules B<sub>1-6</sub> above. Coaches include debate, assistant debate, forensics, assistant forensics, dramatics and mock trial coaches.

**Section H: Bargaining Unit Athletic Director**

The senior high athletic director (if in the bargaining unit) shall be assigned five (5) class periods, one (1) planning period.

**Section I: Middle School Athletic Director Assignment**

The middle school athletic director/coordinator shall be an on-site faculty employee, whenever possible, who coordinates all extra-curricular athletic functions at his/her middle school.

**Section J: Intramural Assignments**

Intramural assignments and activities shall be made by the Coordinator of Physical Education. No time will be authorized without his/her approval.

**Section K: Bookstore Manager**

Bookstore managers shall have no homeroom assignments.

**Section L: Elementary Grade Level Split Compensation**

Elementary teachers who have a "split" grade assignment will be compensated an additional \$3618.50.

**Section M: Class Size Overage Payment Freshman Academy**

Per High School Letter of Agreement #4: Trimesters, English, mathematics, science, or social studies teacher who is assigned to a Freshmen Academy team and has thirty-two (32) or more students in a class will be compensated \$500 per trimester per class period.

## **Appendices 2021-2023**

### **Appendix 3 Compensation Schedules**

[Back to Top](#)

#### **Section N: Lead Teachers**

Four Lead Teacher positions will serve the specific areas of 6-12 social studies, K-5 science, 6-12 science, and K-12 physical education. Each will be paid \$5,789.60. The K-5 science Lead Teacher shall be expected to work during the summer up to an additional twenty (20) days, and the other Lead Teachers shall be expected to work during the summer an additional ten (10) to fifteen (15) days, mutually agreed upon, for curriculum work at curriculum rate of pay. The science Lead Teacher position serving Grades 6-12 will be posted and filled at such time as the corresponding Title 1 half-time position is eliminated.

#### **Section O: Team Leaders**

The extra duty compensation for Grades 6-12 Team Leader will be t\$1204.96.

#### **Section P: Itinerant Ancillary Staff Leads**

There shall be 3 Special Education Itinerant Ancillary Staff Leads: one responsible for Speech Pathologists; one responsible for Occupational and Physical Therapists; and one responsible for Social Workers, Teacher Consultants and Psychologists. Duties of the Ancillary Staff Lead shall be that of Department Heads and they shall be compensated at the Department Head rate of \$2,171.10.

## APPENDIX 4- CALENDAR RULES

1. During the 2020-2021 school year, the District will work collaboratively with the Association to publish a Google Calendar for the 2021-2022 school year. The District shall publish a calendar for the following school year no later than June 30 of each school year according to provisions of Article 6 of this agreement and the following rules:
2. New Teacher Orientation will take place two (2) weeks prior to the week of KEA bargaining unit employees start date and will not exceed five (5) days from 8:00 A.M. -5:00 P.M. with a one (1) hour lunch each day.
3. There shall be no additional meetings before, during, or after work EXCEPT those covered by ADA/IDEA or as noted in calendar during the first two (2) teacher work weeks and the last teacher work week.
4. There shall be a maximum of ten (10) mandatory staff meetings at each building for no more than sixty (60) minutes. Elementary buildings may add an additional staff meeting for the purpose of scheduling parent-teacher conferences. There shall be no Monday staff meetings or Professional Development sessions immediately following breaks mandated by the Kalamazoo County Common Calendar except for after Thanksgiving and Spring Breaks.
5. A “Summary of PD HOURS” shall be distributed with letter to bargaining unit members in August prior to first working day of the year. Meeting schedules for the opening of schools will be mailed out to all KEA members two (2) weeks prior to the teacher start date.
6. As stated in Article 6 Section B “After School” Professional Development activities shall be limited to no more than two (2) hours on Monday and one and one-half (1.5) hours on Wednesday. When combined with staff meetings they shall not exceed two and one-half (2.5) hours in a given week. Article 6, Section A shall apply. There shall be no mandatory PD on “KEA Mondays.”
7. High School: There shall be parent teacher conferences during each trimester within one week of the midpoint of each trimester. The first trimester conferences shall be from one afternoon session from 12:30 P.M. to 3:30 P.M. and one evening session from 4:30 P.M. to 7:30 P.M. The second and third trimester conferences shall be two evenings, one from 4:00 P.M. to 7:00 P.M. and the other 5:00 P.M. to 8:00 P.M. If a teacher cannot meet with a parent, upon request, the teacher must meet with the parent before or after school or during the teacher’s planning time. There shall be two (2) evenings for High School parent-teacher conferences second and third trimester on two (2) evenings within a week of the mid-point of the trimester, as long as not on day of other mandatory after-school activities. Total hours of scheduled high school conferences per trimester shall be six, six, and six (6, 6, 6) for first, second and third trimesters respectively.
8. There shall be one evening for Middle School parent-teacher conferences per trimester on Thursday within one week of the midpoint of each trimester. There shall be one (1) afternoon for Middle School parent teacher conferences per trimester on the same Thursday within one week of the midpoint of each semester. Total hours of scheduled middle school conferences per trimester shall be six, six and six (6, 6, 6) for first, second, and third trimesters respectively. Middle Schools will retain half-days for conferences during the day.

## Appendices 2019-2020

### Appendix 4 Permanent Agreement on Calendar

[Back to Top](#)

9. The building decision on the date and time of parent-teacher conferences and preparation time for parent-teacher conferences must be made by vote of each faculty team (Faculty time is all KEA bargaining unit employees and a single administrator) a minimum of three (3) weeks in advance and disseminated to all building staff.
10. PEEP, half-day ECSE and half-day Kindergarten conference sessions (fall and spring) will be handled as noted in the body of the calendar, utilizing a combination of compensation days and substitutes for those teachers having students in separate A.M. and P.M. sessions. Only teachers with two (2) half-day sessions must be provided with additional records time (one {1} day and conference sessions (two {2} days or four {4} half-days) per mutual agreement. The teacher has option of release time or compensation at the substitute rate. This shall fall within a two (2) week span whereas one (1) week of such time period falls before the two (2) weeks of elementary conference option.
11. Only teachers with two (2) half-day sessions must be provided with additional records time (one {1} day and conference sessions (two {2} days or four {4} half-days) per mutual agreement. The teacher has option of release time or compensation at the substitute rate.
12. Records Days
  - a. For all high schools, there shall be a total of five and one-half (5.5) teacher work days of “records days” per year following the trimester final exams for high schools. Allowable Pattern: (Each Trimester a half (½) day P.M. after finals, a half (½) day P.M. after finals, and a full day at end of trimester.) Grades shall be submitted on or before the close of business on “records day.”
  - b. There shall be a total of four and one-half (4.5) teacher work days of “records days” per year with at least one-half (0.5) day each six (6) weeks of instruction for middle schools. Grades shall be submitted on or before 8:00 A.M. on the next work day after “records day.”
  - c. There shall be a total of three and one-half (3.5) teacher work days of “records days” per year for elementary schools. Report cards shall not be required to be completed until close of business on the day of “records day” or later. The date of “records day” shall always correspond with the day grades are due. Elementary Schools will follow a Trimester schedule.
  - d. Elementary Art, Music, and Physical Education teachers (pro-rated for those less than one (1.0) FTE elementary) and teachers with two (2) half day sessions per mutual agreement shall receive an additional one-half (½) day “records day.” This shall be provided as release time or compensated at curriculum pay rate.
  - e. During records days, if teachers request and are granted permission, they will be permitted to complete record keeping responsibilities off site to relieve district technology infrastructure from overload. The parties will review status in contract review.
  - f. The last teacher work day of each work year will be records/ work in rooms day for PreK-12.
13. The District shall schedule exams according to the following schedule: receive an additional one-half (1/2) day “records day.” This shall be provided as release time or compensated at curriculum pay rate.

**Appendices 2019-2020**

**Appendix 4 Permanent Agreement on Calendar**

[Back to Top](#)

**High School Exam Schedule and Conference Schedule:**

Each Trimester:

Day 1 (Full School Day) Day 2 (Half Day) Day 3 (Half Day)

Agreed to change to 5:00pm as part of High School LOA meeting.

Day 1 (Full School Day)	Day 2 (Half Day)	Day 3 (Half Day)
Normal School day 1st-3rd period Shorten 4th period by 20 minutes Add 20 minutes to 5th period for 90 minute exam	3rd period exam 90 minutes 4th period exam 90 minutes (Records time for teacher in the PM)	1st period exam 90 minutes 2nd period exam 90 minutes (Records time for teacher in the PM)

Conference Schedule Per Item 7 Above:
<u>First Trimester</u> Conference Day 1 1 half day of school** Afternoon Conferences 12:30 to 3:30 P.M. Parent Teacher Conferences 4:30 to 7:30 P.M.

<u>Second and Third Trimester</u> Conference Day 1 Full day of school* Parent Teacher Conferences 4:00-7:00 P.M.	<u>Second and Third Trimester</u> Conference Day 2 Full day of school* Parent Teacher Conferences 5:00-8:00 P.M.
---	---

14. One hundred-eighty (180) student days of instruction and at least one thousand ninety-eight (1098) hours of instruction at all grade levels.
15. There shall be one hundred seventy-three (173) full student days of six (6) hours and fourteen (14) minutes maximum instructional time.
16. There shall be seven (7) half student days of three (3) hours and eleven minutes maximum instructional time. All of the half days shall be scheduled to start at the regular A.M. start time and will alternate between A.M. and P.M. schedule.
17. PEEP and ECSE schedules shall not exceed what is required for other elementary teachers. If program requirement doesn't require all scheduled hours of instruction time may be substituted as "records days" and/or professional development. Home visits required to be conducted by the program shall be conducted during work hours prior to or following instructional days.
18. Bargaining unit employee attendance and participation in "Literacy Night" shall be voluntary unless substituted as an "Open House" in accordance with Article 6, Section B.

**Appendices 2019-2020**

**Appendix 4 Permanent Agreement on Calendar**

[Back to Top](#)

19. “Ice Cream Socials and/ or “Meet and Greets” events are regarded as voluntary unless substituted as an “Open House” in accordance with Article 6, Section B.
20. Kindergarten Orientation shall occur once per year - Principals will conduct one (1) A.M. Orientation Session during work hours or one (1) P.M. Orientation Session during P.M. work hours and one (1) Orientation Session of one and one-half (1.5) hours.
21. An Orientation Session of one and one-half (1.5) hours between 5:00 P.M. – 7:30 P.M. will be conducted by Kindergarten teachers, for which compensatory time or compensation at curriculum rate of pay will be provided. If the District determines a second orientation session is needed it may be scheduled in May during work hours likewise conducted by the principal.
22. If required, the emergency make-up day and any subsequent make-up days will be inserted before those days at the end of the year outlined as half-days for high school exams.
23. During the first half day of school:
  - a. Elementary art, music and physical education teachers with only one (1) work site will assist building staff with student placement and assignment responsibilities.
  - b. Elementary art, music and physical education teachers with more than one (1) work site will not assist building staff. In lieu of these responsibilities, itinerant elementary art, music and physical education teachers with more than one (1) work site will be provided time to inventory materials, set-up classrooms and perform other professional responsibilities related to their regular teaching assignment.
  - c. PEEP and half-day kindergarten teachers will assist building staff with student placement and assignment responsibilities.
24. Mid-quarter marking reports and mid-trimester progress reports:
  - a. Grades 9–12: Mandatory for all students receiving D’s and F’s
  - b. Pre-K–5 Level: The faculty team in each building will determine:
    - i. The criteria for disbursement (cutoff level that signals the need for a report to be sent home).
    - ii. The distribution method to be used.
25. The District and the Association agree to the following regarding future school calendars:
  - a. After March 1st of each school year, the School District will notify bargaining unit employees and community the following dates for the next school year:
    - i. First day of school for students
    - ii. Dates for winter break
    - iii. Dates for spring break
  - b. For the educational value for the students and the convenience of parents’ planning, compensation days for conferences shall be aligned with the day before Thanksgiving and Spring Breaks. With a



**Appendices 2019-2020**

**Appendix 4 Permanent Agreement on Calendar**

[Back to Top](#)

**REPORTING TIMES**

**2020-2021**

**Secondary:**        7:25 Teacher report time  
                         7:33 Student instruction begins  
                         2:20 Student dismissal  
                         2:30 Teacher day ends

Responsibility for students prior to 7:25 AM and beyond 2:30 PM belongs to administration and/or extra duty supervision staff.

**Phoenix:**         7:20 Teacher report time  
                         7:28 Student instruction begins  
                         1:00 Student dismissal  
                         2:25 Teacher day ends

Responsibility for students prior to 7:20 AM and beyond 2:25 PM belongs to administration and/or extra duty supervision staff.

**Elementary:**      8:44 Teachers report to classroom/workstation/assigned area  
                         8:44 Buses arrive, students enter classroom/building  
                         8:44 Teacher supervision of students begins  
                         8:50 Student instruction begins/tardy bell  
                         3:50 Student dismissal  
                         3:55 Teacher day ends

Responsibility for students prior to 8:44 AM and beyond 3:55 PM belongs to the administration and/or extra duty supervision staff.

**Edison Environmental Science Academy (EESA), Woodward School for Technology and Research (WSTAR), and Lincoln International Studies School (LISS)**

8:04 Teachers report to classroom/workstation/assigned area  
8:04 Buses arrive, students enter classroom/building  
8:04 Teacher supervision of students begin  
8:10 Student instruction begins/tardy bell  
3:10 Student dismissal  
3:15 Teacher day ends

Responsibility for students prior to 8:04 AM and beyond 3:15 PM belongs to administration and/or extra duty supervision staff.

**Linden Grove Middle School**

8:03 Teachers report time  
8:13 Student instruction begins  
2:58 Student dismissal  
3:08 Teacher day ends

Responsibility for students prior to 8:03 AM and beyond 3:08 PM belongs to administration and/or extra duty supervision staff.

**Appendices 2019-2020**

**Appendix 4 Permanent Agreement on Calendar**

[Back to Top](#)

**Work Days 2020-2021**

<b>Bargaining Unit Employee Work Days</b>	
Student Instructional Days (Full and Half Days) Legal Requirement	180
Other Work days (Including Comp Days)	10
Total teacher reports	190
Paid Holidays	4
Total Paid Days for Basic Salary	194

# 2021-2023\_KEA\_Contract Supplement

Final Audit Report

2021-10-07

Created:	2021-09-23
By:	Tim Russ (truss@mea.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAAY4NmWA4ycfyBMG5VceCa4vBrjTmsZ7uG

## "2021-2023\_KEA\_Contract Supplement" History

-  Document created by Tim Russ (truss@mea.org)  
2021-09-23 - 7:41:01 PM GMT- IP address: 73.145.3.229
-  Document emailed to James English (englishjm@kalamazoopublicschools.net) for signature  
2021-09-23 - 7:42:27 PM GMT
-  Document emailed to Amanda Miller (president@kalamazooea.org) for signature  
2021-09-23 - 7:42:27 PM GMT
-  Document emailed to Sheila R Dorsey-Smith (dorseysr@kalamazoopublicschools.net) for signature  
2021-09-23 - 7:42:27 PM GMT
-  Document emailed to Sygnett Swann (sswann222@gmail.com) for signature  
2021-09-23 - 7:42:27 PM GMT
-  Document emailed to Tim Russ (truss@mea.org) for signature  
2021-09-23 - 7:42:28 PM GMT
-  Document emailed to Marshall W. Grate (mgrate@clarkhill.com) for signature  
2021-09-23 - 7:42:28 PM GMT
-  Email viewed by James English (englishjm@kalamazoopublicschools.net)  
2021-09-23 - 7:42:35 PM GMT- IP address: 74.125.212.67
-  Email viewed by Amanda Miller (president@kalamazooea.org)  
2021-09-23 - 7:42:37 PM GMT- IP address: 75.134.82.218
-  Document e-signed by Amanda Miller (president@kalamazooea.org)  
Signature Date: 2021-09-23 - 7:42:44 PM GMT - Time Source: server- IP address: 75.134.82.218
-  Document e-signed by Tim Russ (truss@mea.org)  
Signature Date: 2021-09-23 - 7:44:11 PM GMT - Time Source: server- IP address: 73.145.3.229

 Email viewed by Sygnett Swann (sswann222@gmail.com)

2021-09-23 - 8:22:22 PM GMT- IP address: 69.58.36.120

 Document e-signed by Sygnett Swann (sswann222@gmail.com)

Signature Date: 2021-09-23 - 8:23:06 PM GMT - Time Source: server- IP address: 69.58.36.120

 Email viewed by Sheila R Dorsey-Smith (dorseysr@kalamazoopublicschools.net)

2021-09-23 - 8:49:38 PM GMT- IP address: 74.125.212.67

 Document e-signed by Sheila R Dorsey-Smith (dorseysr@kalamazoopublicschools.net)

Signature Date: 2021-09-24 - 3:42:59 PM GMT - Time Source: server- IP address: 69.58.36.118

 Document e-signed by James English (englishjm@kalamazoopublicschools.net)

Signature Date: 2021-09-24 - 4:13:07 PM GMT - Time Source: server- IP address: 68.56.73.165

 Email viewed by Marshall W. Grate (mgrate@clarkhill.com)

2021-10-07 - 7:22:11 PM GMT- IP address: 188.212.138.169

 Document e-signed by Marshall W. Grate (mgrate@clarkhill.com)

Signature Date: 2021-10-07 - 8:25:25 PM GMT - Time Source: server- IP address: 165.225.216.225

 Agreement completed.

2021-10-07 - 8:25:25 PM GMT