

Letter of Agreement #18
Between the
KALAMAZOO EDUCATION ASSOCIATION
And the
KALAMAZOO PUBLIC SCHOOLS

The Kalamazoo Education Association and Kalamazoo Public Schools agree to a change, as outlined below, in the pay rate for any Association member substituting in place of all or part of their regular duty schedule.

For the 2022-2023 and 2023-2024 school year, the District will adjust the pay rates for KEA employees who substitute after the date that this letter of agreement is executed.

- 1. The District will double the rate of pay for secondary employees who substitute on their plan period in Schedule B. Thus, the KEA sub pay rate will be \$46.80 per hour.**
- 2. Elementary classroom teachers who teach their own students plus additional students where the teacher is not the teacher of record will be paid an additional \$50.00 per day for each teacher that accepts students.**
- 3. Elementary specials teachers who teach another classroom teacher's class will be compensated an additional \$50 per day.**
- 4. Part-time teachers who substitute outside of their regular work time will be paid their regular per diem while substituting.**
- 5. If an elementary teacher loses plan time, the teacher will be compensated at \$46.80 per hour, prorated.**
- 6. This LOA was negotiated along with the COVID LOA (April 2023) and are to be considered tie-barred for ratification.**

fys. 67

This understanding does not establish a precedent, custom or binding practice in any other matter. This agreement shall expire on the last day of school in June 2024.

Orange

\$ 44652

Schedule A - 2023-2024												
Year	Bachelors			Masters			Master Plus 30			Doctorate		
		Annua	Daily		Annua	Daily		Annua	Daily		Annua	Daily
1	A	44652	230.2	A	44625	230.2	B	55302	285.1	B	55302	285.1
2	A	44652	230.2	A	44625	230.2	B	55302	285.1	B	55302	285.1
3	A	44652	230.2	B	55302	285.1	B	55302	285.1	C	65952	340
4	A	44652	230.2	B	55302	285.1	B	55302	285.1	C	65952	340
5	B	55302	285.1	B	55302	285.1	B	55302	285.1	C	65952	340
6	B	55302	285.1	B	55302	285.1	C	65952	340	C	65952	340
7	B	55302	285.1	B	55302	285.1	C	65952	340	D	76602	394.9
8	B	55302	285.1	C	65952	340	C	65952	340	D	76602	394.9
9	B	55302	285.1	C	65952	340	C	65952	340	D	76602	394.9
10	C	65952	340	C	65952	340	C	65952	340	D	76602	394.9
11	C	65952	340	C	65952	340	C	65952	340	D	76602	394.9
12	C	65952	340	C	65952	340	D	76602	394.9	D	76602	394.9
13	C	65952	340	D	76602	394.9	D	76602	394.9	E	87252	449.8
14	D	76602	394.9	D	76602	394.9	D	76602	394.9	E	87252	449.8
15	D	76602	394.9	D	76602	394.9	D	76602	394.9	E	87252	449.8
16	D	76602	394.9	D	76602	394.9	E	87252	449.8	E	87252	449.8
17	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
18	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
19	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
20	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
21	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
22	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
23	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
24	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
25	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
26	D	76602	394.9	E	87252	449.8	E	87252	449.8	E	87252	449.8
27	E	87252	449.8	E	87252	449.8	E	87252	449.8	E	87252	449.8
28	E	87252	449.8	E	87252	449.8	E	87252	449.8	E	87252	449.8
29	E	87252	449.8	E	87252	449.8	E	87252	449.8	E	87252	449.8
30	E	87252	449.8	E	87252	449.8	E	87252	449.8	E	87252	449.8

2021-2022

only 27%
+4%

Schedule B6: All Levels Other Assignments - Hourly and Various Rates

	2022-23	2023-24	
Curriculum Rate	\$22.93	\$23.85	\$24.33
Summer School Teacher	\$22.93	\$23.85	\$24.33
Substituting during planning	\$22.94	\$47.72 per LOA #18	\$48.67
Expo)	\$15.79	\$16.42	\$16.75
In-Service Activities	\$15.43	\$16.05	\$16.37
TV/Radio Production Coordinator	\$19.01	\$19.77	\$20.17
Mentor Teacher	See Article 31	See Article 31	
Secondary Counselor - ten (10) additional days	pro-rata pay	pro-rata pay	
Technically Advanced Group (TAG)	varies by building	varies by building	
Grade-Level/Department Meeting Facilitators (excluding Department Heads). Maximum 1.5 hours per meeting	\$22.93	\$23.85	\$24.33
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	\$22.93	\$23.85	\$24.33

All Levels Other Assignments

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 **the open position/level. For example, for a position at Kalamazoo Central or Loy Norrix, allowable experience shall be a comparable Senior High School experience in the specific sport and in the coaching position.**

APPENDIX 5- CALENDAR RULES