

BOARD PACKET

August 26, 2016



Our Vision:

Champion Learning –

Develop, Educate, and Inspire!

BOARD MEETING AGENDA

- A. ROLL CALL - PLANNED ABSENCES: NONE
- B. CLOSED MEETING MINUTES – 7/25/2016
- C. APPROVAL OF AGENDA
- D. SCHOOL PRESENTATIONS: NONE
- E. SUPERINTENDENT UPDATE: NONE
- F. STUDENT REPRESENTATIVES UPDATE
- G. **PUBLIC PARTICIPATION:** *Persons who wish to address the Board may complete a Public Comment Card to be presented to the Board president at the beginning of the meeting. Each speaker is allotted a maximum of 5 minutes unless otherwise notified. Each speaker will be asked to announce his/her name and indicate if he/she represents any organization or agency. No person may speak more than once on the same subject during a single meeting. For further details see our policy on Public Participation at Board Meetings.*
- H. **CONSENT ITEMS**
 - 1. Personnel – New Hires
- I. **ACTION ITEMS**
 - 1. DESPA Tentative Agreement Ratification
- J. **DISCUSSION ITEMS**
- K. **PUBLIC PARTICIPATION:** *See Policy 0167.3*
- L. **BOARD COMMENTS**
- M. **INFORMATION ITEMS**
- N. **CLOSED SESSION - NONE**

CALENDAR

- ***Monday, August 22 – 7:00pm**
Board Meeting (Copeland)
- ***Tuesday, August 23 – 10:30am**
Booster Group Info Meeting
(Copeland)
- ***Monday, September 5 – Labor Day**
- ***Tuesday, September 6 – First Day
of School (half day)**
- ***Monday, September 12 – 7:00pm**
Board Meeting (Creekside)
- ***Monday, September 26 – 7:00pm**
Board Meeting (Copeland)

**BOARD NOTES
BUSINESS MEETING
AUGUST 26, 2016**

A. ROLL CALL

B. MEETING MINUTES, CLOSED MINUTES (7/25/2016)

C. APPROVAL OF AGENDA

1. Approval of Agenda. Board policy provides that the Superintendent of Schools shall prepare an agenda for all Board meetings as directed by the President of the Board of Education.

* An appropriate motion might be, "I move that the agenda be approved as presented/amended."

D. SCHOOL PRESENTATIONS: NONE

E. SUPERINTENDENT UPDATE: NONE

F. STUDENT REPRESENTATIVES UPDATE: NONE

G. PUBLIC PARTICIPATION: *Persons who wish to address the Board may complete a Public Comment Card to be presented to the Board president at the beginning of the meeting. Each speaker is allotted a maximum of 5 minutes unless otherwise notified. Each speaker will be asked to announce his/her name and indicate if he/she represents any organization or agency. No person may speak more than once on the same subject during a single meeting. For further details see our policy on Public Participation at Board Meetings.*

H. CONSENT ITEMS:

1. Personnel – New Hires. Your packet contains letters of recommendation for hire from principals Katie See, Tammy Reich, and Kit Moran for open positions at Wylie, Creekside, Dexter High School.

* An appropriate motion might be, "I move that Rachel Adams (Third grade teacher – Wylie), Sharon Norris (Fifth grade teacher - Creekside), Elizabeth Ballinger (Math teacher – Dexter High School), and Alex Heidtke (English Language Arts teacher – Dexter High School) be offered probationary teaching contracts for the 2016-17 school year. "

I. ACTION ITEMS:

1. DESPA Tentative Agreement Ratification. The Dexter Educational Support Personnel Association has ratified a tentative agreement between the Dexter Community Schools and the Dexter Educational Support Personnel Association. It is now time for the Board of Education to ratify the tentative agreement for a contract length of two years. Your packet contains a memorandum from Executive Director of Human Resources Barb Santo that outlines what is included in this agreement.

**BOARD NOTES
BUSINESS MEETING
AUGUST 26, 2016**

* An appropriate motion might be, "I move that the Board of Education ratify the tentative agreement between the Dexter Community Schools and the Dexter Educational Support Personnel Association, effective July 1, 2016 through June 30, 2018.

J. DISCUSSION ITEMS: NONE

K. PUBLIC PARTICIPATION: *See Policy 0167.3 for details.*

L. BOARD COMMENTS

M. INFORMATION ITEMS: NONE

N. CLOSED SESSION: NONE



Wylie Elementary School
3060 Kensington, Dexter, Michigan 48130
Katie See, Principal
734-424-4140
seek@dexterschools.org

To: Dexter Board of Education
From: Katie See
Subject: Classroom Teacher Recommendation
Date: August 24, 2016

As a result of our most recent interview process, we would like to recommend Rachel Adams (formerly Stemm) for the third grade teaching position at Wylie. Rachel is a recent graduate of the University of Michigan. She completed a year-long student teaching internship at Ann Arbor STEAM School in fourth grade. Rachel comes highly recommended by both her cooperating teacher and her field supervisor. The interview committee was very impressed by the lesson that she taught to our almost-fourth-grade students.

The interview committee was comprised of: Laura Armbruster, Megan Hendricks, Karen Eby, Anouk Weiss, Jessica Leonard, Mollie Kemp, Angela Anderson and Wylie students. We highly recommend Rachel and feel confident that she will make a difference in the lives of Dexter students for years to come.

Thank you,

Katie See
Principal

Certification

Michigan Provisional Elementary Certification

June 2016

- Elementary: K-5 All Subjects, K-8 All Subjects Self-Contained Classroom
- Mathematics: K-8

Education

The University of Michigan School of Education

Ann Arbor, MI

- B.A. in Education with Elementary Certification
- Teaching Major: Mathematics
GPA 3.95/4.00

May 2016

Professional Teaching Experience

Covert Public Schools

Covert, MI

Summer School Teacher, 3rd Grade

6/2016-Present

- Designed and taught math and ELA extension lessons during the summer months to a very diverse group of students preparing to enter fourth grade
- Used morning meetings and responsive classroom techniques to create an atmosphere of openness and respect in the classroom

Ann Arbor STEAM School

Ann Arbor, MI

Student Teacher, 4th Grade

9/2015-4/2016

- Modified and implemented lessons based on curriculum from *Everyday Math*, Fountas and Pinell literary instruction, and *Project Lead The Way (PLTW)* to best meet the needs of the 22 students
- Designed and taught a month-long Project Based Learning (PBL) unit on government, based on the Michigan Standards using backwards design. Engaged students with important content driven by student-led learning where they designed proposals to implement a student council at their school based on U.S. government
- Integrated various uses of technology into classroom learning, including Google Classroom, Google Docs, Google Slides, apps such as Raz Kids, IXL, and Front Row
- Led a guided reading group for English Language Learners (ELLs) every afternoon to improve their English reading, speaking, and writing abilities during their first year in the United States
- Created interactive science lessons that encouraged students to engage in, explore, and explain scientific content

Professional Educational Services Group (PESG)

Ann Arbor, MI

Substitute Teacher

9/2015-Present

- Taught lessons, facilitated discussions, and kept students on task to ensure that regular learning continued in classrooms while teachers were absent
- Worked primarily in Ann Arbor schools, including Pioneer High School, STEAM Elementary, and Lawton Elementary with classes ranging from 25 to 30 students

Carpenter Elementary School

Ann Arbor, MI

Student Intern, 5th Grade

1/2015-4/2015

- Taught whole class and small group lessons to a class of 28 students, focusing on the subjects of math, writing, and reading to promote student learning by using the Michigan State Standards
- Evaluated understanding by conducting one-to-one student interviews in social studies and mathematics which resulted in the design of targeted instruction

Rachel Stemm

Bryant Elementary School **Student Intern, 2nd Grade**

Ann Arbor, MI
9/2014-12/2014

- Led morning routines such as correcting homework and going over daily oral language to improve student independence and language acquisition in a class of 22 students
- Designed and implemented small group literacy instruction to provide individualized improvement in reading and comprehension

Scarlett Middle School **Student Intern, 6-8th Grade**

Ann Arbor, MI
9/2014-4/2015

- Observed and provided feedback to veteran teachers trained in Responsive Classroom, learning how to use reminding, redirecting, and reinforcing language to manage a classroom
- Facilitated a digital literacy project which included digital identity, bullying, and safety
- Conducted three home visits with a colleague to gain understanding of a student's home life

Teaching Related Experience

Sunday School Teacher

10/2014-Present

- Planned and led snacks, games, and crafts while caring for and building relationships with a second and third grade class at Grace Bible Church once a month
- Taught as a Substitute Sunday School teacher at The Chapel for Kindergarten, second, and third grade classes periodically when regular teachers were absent

Nanny

Summer 2011, 2012, 2013, and 2015

- Provided extended daily care, nutritious meals, transportation, play dates, safety, and an engaging learning environment for two children, ages 5 and 8 during the summer
- Designed and participated in activities to help the children enjoy, explore, and learn more about the world around them

Cru Leadership

9/2013-4/2015

- Sharpened leadership and interpersonal skills by participating in weekly leadership meetings
- Planned and led a weekly community group to foster authentic relationships, discussions, and support among a group of 8-12 female students at the University of Michigan
- Mentored and counseled underclassmen by meeting multiple times per week

Student Staff Summer Project Director

Summer 2014

- Directed a summer program in Ocean City, NJ for 102 college students from across the country by organizing events, leading meetings, and delegating responsibilities to other students on the project

Michigan Performance Outreach Workshop (MPOW)

3/2014-4/2014

- Helped organize and lead an outreach event at the University of Michigan to increase exposure in performing arts for over 250 middle school students from Detroit
- Led, supported, interacted with, and supervised workshop stations in dance, acting, and singing for a group of 30 middle school students





Creekside Intermediate School

2615 Baker Road, Dexter, Michigan 48130

Tammy Reich, Principal

(734) 424-4160 (734) 424-4169 Fax

reich@dexterschools.org

August 24, 2016

Dear Dr. Timmis and School Board:

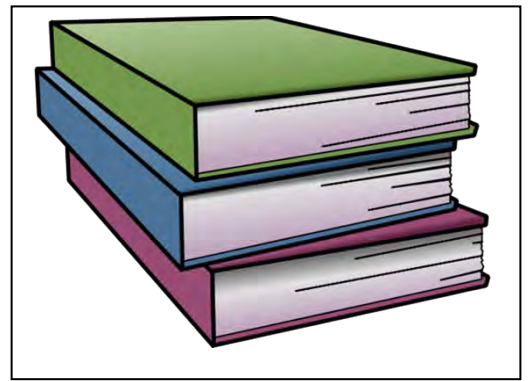
The interview team interviewed multiple candidates for a new section of fifth grade. Interviews were held on August 19th and 23rd. We had a fantastic pool of applicants and are excited to present and recommend Sharon Norris. Sharon has had many long term substitute assignments in the district and we look forward to having her be a part of Creekside Intermediate School's fifth grade teaching team.

Tammy Reich
Principal, Creekside Intermediate School
Tammy Reich
Principal

Sharon Norris

Elementary / Social Studies (RX) / Math (EX)

(contact info redacted)



Professional Experiences

Long Term Substitute 6th Grade November 2015-June 10th 2016

Math Everyday Math Units 3 -8: Decimal Computation & Percent, Expressions & Equations, Area & Volume, Equivalent Expressions & Solving Equations, Variable & Algebraic Relationships, Applications- Ratios, Expressions & Equations

Social Studies- History Alive The Ancient World

Students studied the 7 characteristics of a society. Social Structure, Food Supply, Government, Religious System, Developed Culture, and Advances in Technology

Summative Assessment for this was a research paper, project, speech, and plaque. Students chose one characteristic and chose a topic from ancient China or ancient Egypt to research. Culminating Event for this project was a Night at The Museum, students displayed their project and plaques and parents and students attended the event.

Units covered in Social Studies- Geography of China, Great Wall of China, The Silk Road, Ancient Greece city-states and forms of government (monarchy, oligarchy, tyranny, and democracy), Ancient Egypt and the Kingdom of Kush and how the two societies influenced each other in technology, government, culture, and language.

Field Trip to the DIA- students looked at different exhibits with a docent led tour, focusing on Ancient Egypt

Science, integrating Google Classroom to enhance Science Unit. Students answered objectives and go directly to websites that tie in with the grade level content and objectives for that lesson.

Unit taught "Earth Yesterday, Today, and Tomorrow" students studied The Great Dying and tectonic plate movement, and major geological events

Flex Class "Good Reads", Readers post thoughts about books and log the books they have read on our Google Classroom

Communicating with families and updating website using Teacherweb.com

Lucy Calkins writing projects: Personal Narrative & Research. Attended District training on Lucy Calkins

Literary Circles- studying different genres such as science fiction, adventure and non-fiction

Professional Developments- Using Twitter Professionally, Lucy Calkins Writing Workshop led by Teacher College Instructors, Small Group Instruction

Used NWEA data & F & P levels to group and analyze students reading levels

Used Positive Behavior Strategies for classroom management

5th - 8th Grade Math Tutor, September 2013- August 2015

Dexter students

Used online resources to guide students with Everyday Math

Created games and lessons to meet individual students learning needs

Used tools to build math fluency and automaticity

Integrated Wolfram Alpha and Utube for students to visualize and assist lessons in algebraic thinking

Summer Reading Intervention Teacher June 2015

1st & 2nd Grade, Dexter Community Education

Worked with small groups and with individual students using reading strategies to improve fluency, comprehension, and develop a love for reading

Integrated iPads and websites to enhance reading options (Raz-Kids & wegivebooks.org)

MSTEP 3rd & 4th Grade May 2015

Wylie Elementary , Dexter

Administered MSTEP to students that were absent or needed more time

Helped resolve technological issues with MSTEP on laptops

Long Term Substitute Teacher Consultant Kindergarten-2nd Grade, January-April 2015

Lisa Mulder Cornerstone Elementary, Dexter

Worked with small groups and individuals on their individual goals

Supported students in math, writing, and reading

Assisted students with behavioral, learning, and emotional needs

Collaborated with parents and staff to meet students' needs

Long Term Substitute 4th Grade, September-November 2014 Ava Slemrod

Wylie Elementary, Dexter

Reading- Established Book Clubs based on Guided Reading Lessons to match Fountas and Pinell Levels

Communicated with families classroom news and individual concerns or accomplishments made by students

Personal Narrative Writing Project and Animal Research Non-Fiction Writing Project

Social Studies- Government in the United States, Citizenship and Participation (How We Have a Voice), Geography Around The World, Finding Place in the United States

Science- Organisms in Their Environment, Requirements of How Plants and Animals Survive, Set up an aquarium for students to observe an environment, how the animals survived, and the roles animals play in an environment

Math- Every Day Math Units 1-4: Naming & Constructing Geometric Figures, Using Numbers and Organizing Data, Multiplication & Division Number Sentences & Algebra, Decimals & Their Uses

Pumpkin Math Experiment, students measured and weighed pumpkin, estimated seeds, weighed pumpkin before and after carving, measured the radius and estimated how far apart each seam was on the pumpkin

Professional Development- Fountas & Pinell Small Group Instruction

Parent-Teacher Conferences/ Report Cards

Summer Reading Intervention Teacher, June-August 2014

1st & 2nd Grade, Dexter Community Education

Supported literacy foundation built during the school year

Students met in small groups to work on comprehension, accuracy, fluency, and vocabulary skills

Used Making Meaning lessons to help build a reading community and discuss stories

Para Educator, September 2013-2014

Cornerstone Elementary, Dexter

Worked with students in Kindergarten, and 1st grade

Worked with individual students in math, reading, and writing

Accommodated for students' medical needs

Long Term Substitute 3rd Grade, October-December 2012

South Meadows Elementary School, Chelsea, MI

Reading- Used Lucy Calkins Reading and Fountas and Pinnell data, created literacy circles for small group instruction.

Math- Every Day Math Units 3-5: - Linear Measures & Area, Multiplication & Division, Place Value in Whole Numbers & Decimals

Science- Rocks & Minerals: students studied metamorphic, igneous, and sedimentary rock. Students analyzed rocks and learned the process on how each type of rock was created.

Social Studies- American Indians & Their Land, American Indians Cultural Regions

Substituted in the Following Districts:

Dexter Community Schools 2009-2013

Chelsea Community Schools 2012-2013

Emerson School Ann Arbor, MI Lower & Upper Elementary 2012-2013

Student Teaching, South Meadows Elementary School

January-April 2012

Cooperating Teacher, Sarah Radomski

Collaborated with other 3rd grade teachers to develop lesson plans, writing activities, projects and assessments

Assumed full responsibility for all aspects of planning and instruction for the 3rd grade class

Experience in Lucy Calkins Writing, Everyday Math, and Words Their Way

Education

2013 Mathematics Endorsement

2012 Post-Baccalaureate Elementary Certification/Social Studies Endorsement

2011 Project Wild Science Certification

2011 Bachelor's of Liberal Arts and Sciences, Major Social Studies,

Minor Structure of Disciplines

1999 Bachelor's Business Administration, Marketing

Eastern Michigan University

Professional Organizations & Resources

ADDitude- community and website dedicated to strategies and support for ADD and LD families

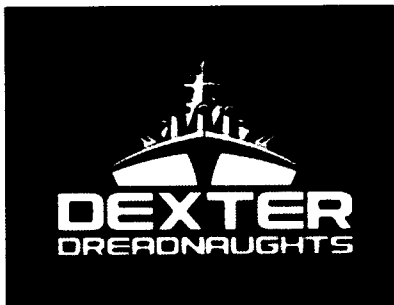
National Council of Teachers of Mathematics

That Workshop Book by Samantha Bennett

Reading Strategies Book by Jennifer Serravallo

Teaching Through A Creative Mindset, Webinar by Susan Riley, June 2016

2016 Summer Arts Integration and STEAM Online Conference July 21st



DEXTER HIGH SCHOOL

2200 N. PARKER RD.

Dexter, MI 48130

(734) 424-4240

email: moranw@dexterschools.org

email: wallsk@dexterschools.org

email: koenig@dexterschools.org

William Moran

Principal

Karen Walls

Assistant Principal

Ken Koenig

Assistant Principal

August 24, 2016

Dear Mr. Wendorf:

A committee of staff from Dexter High School interviewed three candidates for the 1.00 mathematics position. By unanimous consent the committee chose Ms. Elizabeth Ballinger as the new mathematics teacher. I have checked her references and support their decision. Ms. Ballanger has been contacted and looks forward to being a part of Dexter High School.

Professionally yours,

A handwritten signature in black ink, consisting of a stylized 'W' and 'M' followed by a horizontal line.

William C. Moran
Principal
Dexter High School

(contact info redacted)

ELIZABETH BALLINGER

OBJECTIVE:

Seeking a teaching position in a secondary school to utilize my true desire to educate as an instructional leader in the classroom and gain experience as a member of an educational team while becoming an active participant in coaching a sports team.

EDUCATION:

Madonna University	Livonia, MI	June 2014
Masters in Educational Leadership		
State of Michigan Professional Certification		
Madonna University	Livonia, MI	December 2008
State of Michigan Provisional Secondary Certification		
Major: Mathematics Certification Code: EX		
Madonna University	Livonia, MI	September 2004- December 2008
Bachelor of Science		
Major: Mathematics Minor: Spanish		
G.P.A. 3.45		

ADMINISTRATIVE EXPERIENCE:

<i>Lansing Public Schools</i>	<i>Lansing, MI</i>	<i>July 2015- Present</i>
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Lansing Everett Athletic Director

- Tracked and ran eligibility every 4 weeks.
- Scheduled and arranged bus trips through trip tracker and Dean Transportation
- Scheduled and sent contracts for athletic schedules for all varsity and sub varsity sports.
- Partnered with "love my city" to have our athletic facility repainted.

- Conducted all coaches meetings for fall, winter, and spring seasons.
- Evaluated all varsity coaches.
- Set up and ran all events on campus including supervisions of staff.
- Attend all MHSAA and CAAC meetings.
- Collected and organized all athletes paperwork and had a system in place so coaches knew if students had paperwork complete and were eligible.
- Used Schedule Star and Arbiter Pay for scheduling and officials.
- Liaison with Holt-South Lansing Rotary
- Set up and updates Lansing Everett athletic website daily.
- Prepared and filled all end of the year awards and trophies for all varsity and sub varsity teams.
- Assisted with transcripts and eligibility for senior athletes.
- Started and supervised 7th/8th grade athletics for New Tech High.
- Maintained budget for the athletic department and requested multiple PO for equipment and other
- Conducting parent meetings with coaches and students.
- Attend MIAA conference.
- Partnered with Spartan Performance and received free grant funded nutrition classes and training for student-athletes.

Lansing Public School

Lansing, MI

September 2012 - Present

Substitute Teacher in Charge

- In charge of discipline for students including suspensions and teacher-student conferences
 - Implementing conflict/resolution strategies.
 - Conduct hall sweeps.
 - Maintain order in building by patrolling hallway and classrooms.
 - Assisted public safety in student altercations and incidents.
-

TEACHING EXPERIENCE:

Lansing Public Schools

Lansing, MI

September 2009- June 2015

Everett High School Math Teacher

- Primary/lead instructor of Algebra I & II & Geometry.
- Responsible for lesson plans, delivery of instruction, and assessment.
- Lead teacher of an after school credit recovery program teaching Algebra I and Special Education Math.
- Taught Kaplan Test Prep to prepare student for Michigan Merit Exam.
- Co-taught Algebra I & Algebra II
- Proctored ACT, MME, M-Step
- Instructed to a diverse student body which included various ethnicities and students with multiple intelligences.
- Class of 2012 Advisor
- Supervised Saturday Morning Tutoring

Dexter High School

Dexter, MI

January – June 2009

Long Term Substitute

- Lead teacher in Algebra I & II Concepts & Skills, and Pre-Algebra for 9 weeks.
- Managed complex daily classroom situations.
- Participated in monthly staff and department meetings
- Completed planning, instructional delivery, and assessment.
- Co-taught Algebra I Concept and Skills and Pre-Algebra.
- Attended multiple IEP's
- Proctored MME, ACT, PLAN, and final exam

COACHING EXPERIENCE:

Lansing Everett High School

Lansing, MI

Varsity Basketball Coach

October 2011- Present

Varsity Softball Coach

January 2011-January 2016

Lansing Everett High School

Lansing, MI October 2009- 2011

- Ran summer workouts and camp to enhance student athlete's skills.

- Attend all conference meetings.
- Used Hudl for team film.
- Took programs from below average to competing within the CAAC and Lansing area.
- Monitored student athletes grades and attendance in order to participate.

Lansing Everett High School

Lansing, MI

Freshman/Junior Varsity Basketball Coach

September 2009-October 2011

Assistant JV softball Coach

January 2009- January 2011

- Instructed and coached a team of girls on key aspects of the game and through various game situations.
- Created a team environment that emphasizes the importance of being a student athlete while being committed.

Dexter High School Dexter, MI March 2009- June 2009 JV Softball Coach • Coached 14 novice girls • JV Softball Head Coach

HONORS AND AWARDS:

Deans Academic Scholarship 2004-2008

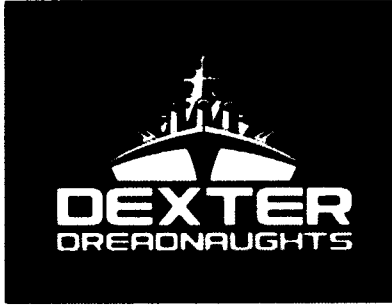
Madonna University Dean's List 2004-2008

Madonna University Softball Scholarship 2004-2008

Voted Team Captain 2005-2008 Season

WHAC Academic Team 2007-2008

Academic All-American 2007



DEXTER HIGH SCHOOL
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email: wallsk@dexterschools.org
email: koenigk@dexterschools.org

William Moran
Principal

Karen Walls
Assistant Principal

Ken Koenig
Assistant Principal

August 24, 2016

Dear Mr. Wendorf:

A committee of staff from Dexter High School interviewed ten candidates for the 1.00 English language arts position. By unanimous consent the committee chose Mr. Alex Heidtke as the new English language arts teacher. I have checked his references and support their decision. Mr. Heidtke has been contacted and looks forward to being a part of Dexter High School.

Professionally yours,

A handwritten signature in black ink, appearing to be "W. Moran", written over a horizontal line.

William C. Moran
Principal
Dexter High School

Alexander T. Heidtke

Education

- September 2007- April 2012 Eastern Michigan University, Ypsilanti MI
-Majored in Secondary Education: English
Finished with a 3.0 GPA (BA endorsement)
- September 2003- 2007 Dexter High School, Dexter MI
-received diploma, June 3
-Maintained a 3.1 GPA throughout

Work Experience

- 2014-Present **-English teacher at Columbia Community Education**
(alternative high school)
-Taught English 9
-Taught English 10
-Taught English 11
-Taught English 12
-Taught Creative Writing
-Taught Mythology
-Taught ACT/SAT prep
-Coached Basketball for the alternative students
-Took on an extra 100+ students over the age of 21 online
- Spring 2013- present **-Camp Counselor and Instructor at Emerson Private School**
-Taught summer camps, themes changed weekly.
-Helped instructors with each camp in morning and afternoon.
-Provided social support for kids age 6-14.
-Communicated effectively with parents and families about students day.
- Spring 2013- 15 **-Assistant Coach of Dexter's Middle School track and field team**
-In charge of long jump squad
-Helped run all other running events. Frequently in charge of timing events, conditioning, and stretches/warm-up.
-Often first to arrive, never left until all students had been picked up by their parents or guardians
- Fall 2012- Spring 2014 **-Substitute teacher through PESG**
For: Dexter, Chelsea, Ann Arbor, Manchester, Milan and Ypsilanti schools

- Proctored for Dexter's AP tests, ACT tests, MME tests and Workkeys, also was largely relied upon for pickup of each test
- Long Term substitute as a teacher consultant in special education at Dexter High School
- Long Term substitute as a AP English teacher at Dexter High School
- Long Term substitute as a technology teacher at Forsythe Middle School

Winter 2012 **Student teacher in a 10th grade English Classroom at Saline High School**
 -Volunteered with Reading Plus program for struggling young readers

Winter 2011 Applied over thirty hours as an observer and one on one tutor at Westwood Cyber High School

Fall 2010 Applied over forty hours of observation and volunteer help at the Ann Arbor Learning Community

Summer 2008 Band Camp Staff Counselor for Dexter High School

June 2006- June 07 Public Relations Officer for Senior class
 -In charge of senior retreat
 -Mr. Dreadnaught Pageant
 -Senior breakfast
Vice- President of the Future Leaders of America club.
 -kept close communications with all members and all representatives of other clubs
 -In charge of nursery home visits and scheduling
 -In charge of Soup Kitchen visits and scheduling
 -In charge of finances for the club

Summer 2006 Attended Boy's State
 -City earned best city of the year
 -In charge of City Council, which went on to change the settings for future years.

- Spring 2007 Prom representative for Men's Wearhouse
-helped Ann Arbor Men's wearhouse start its prom preview program
-convinced nearly 50 people in under one week to go to men's wearhouse for Prom fittings
- Fall 2003-Winter 2006 Student Council
-Treasurer 2004-05
-Secretary in 2005-06
-In charge of school store 2003-06
-Head Cashier

Special Skills

- Extremely reliable and timely
- Very dedicated and willing
- Great one on one problem solving
- Highly reflective
- Quick Learner
- Highly adept at using and incorporating any and all technology

Professional Development

- Attended an alternative education conference
- Took A.L.I.C.E. training
- Trained on suicide and Depression awareness and recognition
 - Trained on creating all online classes, including online tests, quizzes and projects

Awards

- Elected as co-captain of the five time state championship cross country team ranked 4th in the nation at the time.
- Vice President of Future Leaders of America
- Citizenship Award Nominee and Finalist
- Elected as rank leader in the Dexter Marching Band

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

Purpose: To ratify a successor agreement with the Dexter Education Support Personnel Association.

Explanation: The attached tentative agreement with the DEA was ratified by the DESPA membership yesterday. The successor agreement will run from 2016-2018. The salary changes essentially increase all DESPA member salaries by 1.5% for 2016-2017 and 1% for 2017-2018 and eliminate step 0 on all classifications. The agreement includes a reduction of leave days for employees and some language changes to align with current law and health care coverage.

Recommendation: It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the Dexter Education Support Personnel Association.

**SUCCESSOR AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
DEXTER EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION**

This successor agreement for the contract expiring June 30, 2016 is entered into between and among the Dexter Community Schools Board of Education (the "Board") and the Dexter Educational Support Personnel Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

1. The contract will be for two (2) years effective from July 1, 2016 through June 30, 2018.
2. Hourly wages will be increased as follows for 2016/17:
 - 1.5 % increase on all steps
 - Eliminate Step 0 on all classifications
 - The following changes will be made to Article IX:

Article IX.
PAID LEAVE DAYS

A. Every September 1, all less-than-12-month employees will be credited with the following leave days:

- i. Buildings & grounds, office management and technology employees working less than twelve (12) months shall be credited with ~~seventeen (17)~~ **sixteen (16)** leave days. These leave days are ~~fourteen (14)~~ **thirteen (13)** sick days and three (3) personal days.
- ii. Food and nutrition employees shall be credited with twelve (12) leave days. These leave days are nine (9) sick days and three (3) personal days.

Every September 1, all 12-month employees hired before February 2, 2009 will be credited with the following leave days:

- i. Buildings & grounds, office management, and technology employees working twelve (12) months shall be credited with ~~twenty (20)~~ **eighteen (18)** leave days. These leave days are ~~seventeen (17)~~ **fifteen (15)** sick days and three (3) personal days.

Handwritten notes:
PB 8-23-16
RW 8-23-16
JWC 8-23-16
BB 8-23-16
10/21 8-23-16

- DESPA agrees to drop the Healthcare arbitration. See the attached Settlement Agreement. Parties shall split the cost of the arbitration cancellation with DESPA's portion not to exceed \$601.00
 - A one-time longevity payment for currently employed para-educators who have ten (10) years or more in the district as of December 31, 2014 in the sum of \$200 to be paid on the second pay of November.
3. Hourly wages will be increased as follows for 2017/18:
- Twenty five cents (25¢) for employees at the top step of each sub-classification.
 - Hourly wages will increase 1% on all other steps for all other employees.
 - Longevity Step 11 added to the Para-educator classification for 2016/17 at the rate of \$13.46 per hour.

Step increases will be paid in each year of the contract per PA 54 of 2011.

3. Starting in July 1, 2016, Food & Nutrition employees scheduled and/or worked 30 or more hours a week to be eligible for health insurance benefits in the **Washtenaw Health Consortium**.
4. The district agrees to reimburse Food & Nutrition employees up to \$50 for shoes purchased (original receipt submitted) by Food & Nutrition employees, one time per school year, as recommended by the Food & Nutrition Supervisor and employee committee. Shoes must meet Food & Nutrition dress code criteria and must be slip-resistant.
5. Employees who do not complete their insurance enrollment online or submit the enrollment application within thirty (30) days of hire shall be auto-enrolled in PAK B **single coverage** of the MESSA consortium benefits.
6. The Friday before Labor Day will be an optional work day for secretaries. If a secretary cannot work on an optional day, then they work with their building administrator to select a different optional day they will work.
7. Health care article will be written to reflect current status with Washtenaw Health Consortium and current law (see appendix with LOA and old Article VIII).
8. Language change:
- Article III section C delete "social security number".

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TBK 8-23-16
BS 8-23

The contract will be in effect July 1, 2016 or upon ratification by both parties.

FOR THE BOARD: _____

FOR THE BOARD: _____

FOR THE ASSOCIATION: _____

FOR THE ASSOCIATION: _____

FOR THE ASSOCIATION: _____

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DESPA Wages

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CUSTODIANS/ GROUNDS 2013-16		1.50% 16-17	1% 17-18	OVERALL %	MAINTENANCE 2013-16	16-17	17-18	OVERALL %
Step 1	\$11.95	\$12.13	\$12.25	2.515%	\$15.53	\$15.76	\$15.92	2.515%
Step 2	\$12.20	\$12.38	\$12.51	2.515%	\$15.67	\$15.91	\$16.06	2.515%
Step 3	\$12.45	\$12.64	\$12.76	2.515%	\$15.81	\$16.05	\$16.21	2.515%
Step 4	\$13.20	\$13.40	\$13.53	2.515%	\$16.20	\$16.44	\$16.61	2.515%
Step 5	\$13.96	\$14.17	\$14.31	2.515%	\$16.60	\$16.85	\$17.02	2.515%
Step 6	\$14.72	\$14.94	\$15.09	2.515%	\$17.01	\$17.27	\$17.44	2.515%
Step 7	\$15.46	\$15.69	\$15.85	2.515%	\$17.41	\$17.67	\$17.85	2.515%
Step 8	\$16.21	\$16.45	\$16.62	2.515%	\$17.82	\$18.09	\$18.27	2.515%
Step 9	\$16.72	\$16.97	\$17.14	2.515%	\$18.09	\$18.36	\$18.54	2.515%
Step 10	\$16.96	\$17.21	\$17.46	2.974%	\$18.22	\$18.49	\$18.74	2.872%
TECHNOLOGY 2013-16		16-17	17-18		PARAEDUCATORS /LUNCH MONITOR 2013-16	16-17	17-18	
Step 1	\$15.53	\$15.76	\$15.92	2.515%	\$11.18	\$11.35	\$11.46	2.515%
Step 2	\$15.67	\$15.91	\$16.06	2.515%	\$11.45	\$11.62	\$11.74	2.515%
Step 3	\$15.81	\$16.05	\$16.21	2.515%	\$11.56	\$11.73	\$11.85	2.515%
Step 4	\$16.20	\$16.44	\$16.61	2.515%	\$11.80	\$11.98	\$12.10	2.515%
Step 5	\$16.60	\$16.85	\$17.02	2.515%	\$12.03	\$12.21	\$12.33	2.515%
Step 6	\$17.01	\$17.27	\$17.44	2.515%	\$12.26	\$12.44	\$12.57	2.515%
Step 7	\$17.41	\$17.67	\$17.85	2.515%	\$12.51	\$12.70	\$12.82	2.515%
Step 8	\$17.82	\$18.09	\$18.27	2.515%	\$12.70	\$12.89	\$13.02	2.515%
Step 9	\$18.09	\$18.36	\$18.54	2.515%	\$12.83	\$13.02	\$13.15	2.515%
Step 10	\$18.22	\$18.49	\$18.74	2.872%	\$12.89	\$13.08	\$13.21	2.515%
					Longevity Step 11		\$13.46	
COOKS/CASHI ERS 2013-16		16-17	17-18		KITCHEN MANAGERS 2013-16	16-17	17-18	
Step 1	\$10.64	\$10.80	\$10.91	2.515%	\$12.54	\$12.73	\$12.86	2.515%
Step 2	\$10.78	\$10.94	\$11.05	2.515%	\$12.69	\$12.88	\$13.01	2.515%
Step 3	\$10.90	\$11.06	\$11.17	2.515%	\$12.83	\$13.02	\$13.15	2.515%
Step 4	\$11.27	\$11.44	\$11.55	2.515%	\$13.24	\$13.44	\$13.57	2.515%
Step 5	\$11.67	\$11.85	\$11.96	2.515%	\$13.67	\$13.88	\$14.01	2.515%
Step 6	\$12.05	\$12.23	\$12.35	2.515%	\$14.08	\$14.29	\$14.43	2.515%
Step 7	\$12.43	\$12.62	\$12.74	2.515%	\$14.50	\$14.72	\$14.86	2.515%
Step 8	\$12.82	\$13.01	\$13.14	2.515%	\$14.91	\$15.13	\$15.28	2.515%
Step 9	\$13.08	\$13.28	\$13.41	2.515%	\$15.20	\$15.43	\$15.58	2.515%
Step 10	\$13.20	\$13.40	\$13.65	3.394%	\$15.33	\$15.56	\$15.81	3.131%
SECRETARIES 2013-16		16-17	17-18		COURIER/TRANSP ORT & RECEIVING 2013-16	16-17	17-18	
Step 1	\$11.95	\$12.13	\$12.25	2.515%	\$11.95	\$12.13	\$12.25	2.515%
Step 2	\$12.20	\$12.38	\$12.51	2.515%	\$12.20	\$12.38	\$12.51	2.515%
Step 3	\$12.45	\$12.64	\$12.76	2.515%	\$12.45	\$12.64	\$12.76	2.515%
Step 4	\$13.20	\$13.40	\$13.53	2.515%	\$13.20	\$13.40	\$13.53	2.515%
Step 5	\$13.96	\$14.17	\$14.31	2.515%	\$13.96	\$14.17	\$14.31	2.515%
Step 6	\$14.72	\$14.94	\$15.09	2.515%	\$14.72	\$14.94	\$15.09	2.515%
Step 7	\$15.46	\$15.69	\$15.85	2.515%	\$15.46	\$15.69	\$15.85	2.515%
Step 8	\$16.21	\$16.45	\$16.62	2.515%	\$16.21	\$16.45	\$16.62	2.515%
Step 9	\$16.72	\$16.97	\$17.14	2.515%	\$16.72	\$16.97	\$17.14	2.515%
Step 10	\$16.96	\$17.21	\$17.46	2.974%	\$16.96	\$17.21	\$17.46	2.974%

LUNCH MONITOR

15-16	16-17	17-18	
10.75	\$10.91	\$11.02	2.515%
10.81	\$10.97	\$11.08	2.515%
10.88	\$11.04	\$11.15	2.515%
11.07	\$11.24	\$11.35	2.515%
11.25	\$11.42	\$11.67	3.722%

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LETTER OF AGREEMENT

This Letter of Agreement is entered into between the **Dexter Community School District** (the "District") and the **Dexter Educational Support Personnel Association** (the "Association").

Recognizing the importance of making quality medical and health care products and services available, and doing so in a cost effective manner for all parties, the District and the Association agree as follows:

1. The Association acknowledges that the District has elected to become a member of a Health Plan Purchasing Consortium (the "Consortium") as is authorized under Section 5(3) of the Public Employee Health Benefit Act, and as is further authorized under the provisions of the Revised School Code.
2. The parties further recognize and acknowledge that insurance benefits, policy specifications, coverages and the allocation of responsibility for medical benefit plan costs for employee benefit plans (within the limitations established by the Publicly Funded Health Benefit Health Insurance Contribution Act) are subject to a bargaining duty under the Public Employment Relations Act. This Letter of Agreement represents a fulfillment of the parties' duty to bargain over those matters to the extent expressed herein.
3. The District and the Association agree and acknowledge that effective no later than July 1, 2015, employee benefit plans or products will be made available to eligible Association bargaining unit members through the District's participation in the Health Plan Purchasing Consortium.

The employee benefit plans, specifications and products available to Association bargaining unit members will be as designated in MESSA Quote that is forthcoming. The specifications for the Consortium plans and products shall replace and supersede the corresponding specifications for the benefits and products specified in Article VIII/ Fringe Benefits effective no later than July 1, 2015.

The District and the Association agree that eligible Association bargaining unit members will be allowed to enroll in those plans effective for participation commencing no later than July 1, 2015. Further, the parties acknowledge and agree that such plans or products made available through the Consortium shall then replace and supersede those plans or products otherwise now in effect for Association bargaining unit members, as are more specifically identified in Article VIII/Health Benefit § A, of the 2013-2016 Master Agreement between the District and the Association.

An open enrollment period will be created in June, 2015 for the purpose of enabling otherwise eligible Association bargaining unit members to enroll in the employee benefit plans or products through the Consortium. Subsequent open enrollment periods shall be determined by the Consortium.

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Further, the District and the Association acknowledge and recognize that alternative plans with modified specifications may subsequently be made available through the same vendor selected to provide benefit plans or products through the Consortium. The District and the Association agree that Association bargaining unit members who are otherwise eligible to enroll in benefit plans or products through the Consortium shall have access to these alternatives which are recognized by the parties to be instrumental in both stabilizing insurance costs and in structuring insurance products to meet the needs of those enrolled.

4. The duration of the commitments made in this Letter of Agreement shall not be affected by the expiration of any current or successor collective bargaining agreement between the District and the Association. The durational commitments for participation in the employee benefit plans accessed through the Consortium shall supersede any conflicting or contrary terms of an existing or successor collective bargaining agreement between the District and the Association, to the extent of any such conflict or inconsistency.
5. The parties further voluntarily waive and relinquish their respective rights under the Public Employment Relations Act (PERA) for the period beginning July 1, 2015 and concluding on June 30, 2018 to negotiate any contrary durational commitment with regard to the procurement and maintenance of the specified insurance products and employee benefit plans through the Consortium.

Further, and without limitation of the above, the District and the Association agree that their designation of specified insurance products and employee benefit plans through the Consortium as well as the provisions of this Letter of Agreement pertaining to the allocation of medical benefit plan costs satisfies their mutual obligation to bargain over the benefits, policy specifications, coverages and medical benefit plan cost allocations of those insurance products and employee benefit plans, and that neither party shall be obligated to bargain with respect to those matters for the duration of this Letter of Agreement.

6. Effective no later than July 1, 2015, the District's monthly contribution for health/medical benefit plan costs will not exceed the lesser of the actual health /medical benefit plan costs or:
Full time Buildings and Grounds, Office Management, and Technology Classifications

- single: \$ 433.33
- two-person: \$ 983.33
- family: \$ 1,250.00

Part time Buildings and Grounds, Office Management, and Technology Classifications

- single: \$ 216.67
- two-person: \$ 491.67
- family: \$ 625.00

Full time Food and Nutrition

- single: \$ 433.33
- two-person: \$ 433.33
- family: \$ 433.33

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Effective no later than July 1, 2016, the District's monthly contribution for health/medical benefit plan costs will not exceed the lesser of the actual health/medical benefit plan costs or:

Full time Buildings and Grounds, Office Management, and Technology Classifications

- single: \$ 431.00
- two-person: \$ 977.33
- family: \$ 1,210.41

Part time Buildings and Grounds, Office Management, and Technology Classifications

- single: \$ 215.50
- two-person: \$ 488.67
- family: \$ 605.21

Full time Food and Nutrition

- single: \$ 431.00
- two-person: \$ 431.00
- family: \$ 431.00

Effective July 1, 2017, the above monthly District maximum contribution levels that first became effective July 1, 2016 (as stated above) shall be increased by the percentage increase factor specified by the State Treasurer for medical benefit plan years in 2017, as is set forth in Section 3(1) of the Publicly Funded Health Insurance Contribution Act. Provided, in no event shall the resulting adjusted maximum District contribution level amount exceed three percent (3%) more than the amount of the District's monthly maximum contribution levels that became effective July 1, 2016, as set forth above.

No further or additional adjustments in the District's medical benefit plan cost contributions, beyond those stated above at the times designated above, shall be made as a result of this formula.

The District's monthly contribution toward the cost of non-medical costs, including dental, vision, LTD and life insurance shall be \$ 46.00.

Association bargaining unit members enrolled in the health/medical, dental and vision plans identified in paragraphs 6 through 8 of this Letter of Agreement shall be responsible, through payroll deduction, for all medical benefits plan and premium costs that exceed the amounts contributed by the District, as specified above.

Effective July 1, 2015 group term life insurance coverage in the amount of \$45,000 will be provided through the Consortium for the eligible employees. *(para. deleted remains as in Contract)*

7. Nothing in the terms of this Letter of Agreement is intended to confer eligibility upon any employee (or their eligible dependents, if applicable) to enroll in an employee benefit plan or program, it being recognized that those eligibility determinations are set forth in the collective bargaining agreement between the District and the Association, and are not intended to be altered or modified by the terms of this Letter of Agreement.
8. Any disputes over the interpretation, application or implementation of the terms of this Letter of Agreement shall be resolved under the grievance procedure in the collective bargaining agreement then in effect between the District and the Association.

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- 9. To the extent that the provisions of Fringe Benefits of the 2013-2016 Master Agreement between the District and the Association, the terms of this Letter of Agreement shall control to the extent of the conflict or inconsistency. To the extent this Letter of Agreement conflict with or are inconsistent with the provisions of Article VIII necessary to implement and effectuate its terms, the terms of this Letter of Agreement shall be considered as amendatory to the 2013-2016 Master Agreement between the District and the Association.
- 10. By entering into this Letter of Agreement, neither the District nor the Association amend, modify, waive, or qualify any other provisions, conditions, rights or duties specified in their current or any successor collective bargaining agreement between them, except as are otherwise specifically waived, modified or relinquished herein.
- 11. This Letter of Agreement shall become effective no later than July 1, 2015 and shall expire on June 30, 2018, subject to the post-expiration obligations specified in ¶ 4 of this Agreement.

DEXTER COMMUNITY SCHOOLS

By: [Signature]
 Its: Despa President
 Dated: 6/3, 2015

Nellie Durham 6/3/15
Brian Schuler 6/3/15
Michelle DeLoaf 6/3/15

DEXTER EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

By: [Signature]
 Its: Superintendent
 Dated: 6/3, 2015

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- K. Any employee who is required to use his/her personal vehicle for the performance of his/her job duties regularly throughout the school year shall be reimbursed by the Board at the IRS determined rate.
- L. The Employer shall issue paychecks to the employees through the building in which they work.
- M. The Employer will make payroll deduction services available to employees for programs available through the Employer such as savings bonds, credit union, etc.
- N. If any legal action is brought against an employee, by reason of any action required by his/her employment, and as a result of performing his/her job duties, within the scope of the Employer's rules and policies, the Employer will provide such legal counsel and all necessary assistance, without cost to the employee, in his/her defense to the limits as set forth under school district insurance policies.

**Article VIII
FRINGE BENEFITS**

2013-2014

I. Health Benefits

The Board of Education agrees to make available health benefits under the Dexter Community Schools Health Plan for all eligible Association bargaining unit members and pursuant to the following conditions. The Board will make available two medical plan options for eligible employees subject to the conditions set forth in this Article:

PPO Medical Plan: The eligible employee shall have the option to enroll in a PPO Medical Plan as described in the Overview of Medical Benefits. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

OR

HDHP Medical Plan: The eligible employee shall have the alternative option to enroll in a high deductible health plan (HDHP) and establish a health savings account (HSA) in accordance with IRS guidelines. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

II. Eligibility and Level of Fringe Benefits

- A. For purposes of this Article, a "Full time employee" is defined as an employee (excluding paraprofessionals) assigned 30 hours or more per week. For purposes of this Article, a "Part time employee" is defined as an employee (excluding paraprofessionals) assigned 15 hours, but less than 30 hours per week. Employees assigned less than 15 hours are not eligible to participate in any benefits under this Article, or for any Board contributed amounts for such benefits. For Paraprofessionals, "full time" means an employee assigned to work 6.75 hours a day on a normal work day.

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Employees will continue to earn their days of vacation at the start of the fiscal year. Employees that utilize days of vacation before they are earned and subsequently resign or retire from the District will reimburse the District for the amount compensated for the unearned days of vacation.

Employees whose employment is terminated for reasons other than discharge for just cause and employees who are placed on unpaid leaves of absence, shall receive a prorated number of vacation days for which they would become eligible at the completion of the current twelve (12) month period, based upon the number of months of employment completed between the employee's last anniversary date and the employee's termination date or the date the employee commences the unpaid leave of absence, whichever is applicable.

The Employer may require available vacation to be taken during a common two (2) week vacation period for eligible employees within the same seniority classification. Otherwise, vacation is to be taken at times when school is not in session. Vacation to be taken at any time other than the last three (3) weeks of July must be approved by the employee's supervisor. Application for vacation must be submitted at least thirty (30) days in advance of the time the employee wants to be off duty. Vacation allowance may not be accumulated from one year to the next, unless approved in writing by the employee's immediate supervisor.

Eligible bargaining unit members may take vacation time when school is in session upon proper application to their immediate supervisor. Applications for vacation time during the school year shall be considered on a case-by-case basis, and the Employer shall retain the right to reject such requests.

- F. Any employee temporarily transferred from his/her sub-classification to another sub-classification within the bargaining unit for at least one (1) full work day shall be paid either the rate of the position from which the employee is transferred, or the rate of pay for the position to which the employee is transferred, whichever is higher.
- G. Employees who transfer from one DESPA position to a new position either within their sub-classification or to a different sub-classification will be placed on the same pay step (year) as they were on their previous position.
- H. For any employee attending a workshop, in-service training seminar, self-improvement course or other related professional growth activity which is of such a nature specifically designed to provide related on-the-job improvement, at the direction of the Employer, the Board agrees to pay the full tuition, plus necessary and reasonable expenses and mileage. Employees will be paid for all hours expended, excluding leisure time, at their regular rate of pay.
- I. The Employer will provide uniforms and shoes to bargaining unit members when required for their job(s) (building and grounds, food and nutrition, etc.).

The Employer may require the submission of dated, itemized receipts for reimbursement of uniform expense or direct the employee to obtain the uniforms from the supplier through a purchase order procedure.

- J. The Employer shall reimburse the employee for the full cost of any medical examinations required of the employee by the Employer and conducted by the physician selected by the Employer. The Employer shall reimburse the employee for the reasonable and customary cost of a T.B. x-ray when the employee is required to undergo x-ray examination instead of the routine test procedure.

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B. Buildings and Grounds Classification, Office Management Classification, and Technology Classification

1. *Full Time Employees*

a. Medical (including prescription drugs) – Full time employees are eligible for up to full family coverage under either the PPO Medical Plan or the HDHP Medical Plan. For eligible employees who have medical coverage through another source (i.e. spouse, parent), the employee may voluntarily opt out of the Board medical care and Rx benefit and receive a cash option payment. The annual cash option is \$480.

PPO Medical Plan: For the 2013-2014 plan year the Board shall pay the amount of: \$5,005.00 (single); \$11,376.00 (two-person); and \$14,098.00 (family). The eligible employee shall contribute the difference between the hard cap amounts and the cost of the medical benefit plan. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

HDHP Medical Plan: For the 2013-2014 school year the amount that the Board pays toward the HDHP Medical Plan shall be: \$4,961.00 (single); \$11,302.00 (two-person); and \$14,034.00 (family). If the eligible employee contributes money to his or her HSA, the Board shall also contribute \$60.00 to the eligible employee's HSA. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

b. Dental – Full time employees are eligible for up to full family coverage. The Board will pay an annual plan year amount of: \$151.00 (single); \$329.00 (two-person); and \$405.00 (family). The employee is responsible for the remaining cost. The plan will provide levels of benefits as described in the Overview of Dental Benefits.

c. Group Term Life Insurance – For full time employees, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$20,000 life and AD&D coverage, subject to the rules and regulations of the insurance carrier.

d. Cafeteria Plan/Section 125 – The Section 125 plan will include an employee funded medical care reimbursement account and employee funded dependent care assistance account, as allowed under the IRS Code.

2. *Part Time Employees*

a. Medical (including prescription drugs) – Part time employees are eligible for up to full family coverage under either the PPO Medical Plan or the HDHP Medical Plan, subject to the conditions in this Article.

PPO Medical Plan: For eligible part time employees selecting the PPO Medical Plan the Board shall contribute the following amounts toward the annual cost of the PPO Medical Plan: \$2,502.50 (single); \$5,688.00 (two-person); \$7,049.00 (family). The plan will provide levels of benefits as described in the Overview of Medical Benefits.

HDHP Medical Plan: For part time employees selecting the HDHP Medical Plan the Board will contribute the following amounts toward the annual cost of the HDHP Medical Plan: \$2,480.50 (single); \$5,651.00 (two-person); \$7,017.00. If the eligible employee contributes money to his or her

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HSA, the Board shall also contribute \$30.00 to the eligible employee's HSA. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

b. Dental – Part time employees are eligible for up to full family coverage. The Board will contribute the following amounts toward the annual cost of the dental benefits plan: \$75.50 (single); \$164.50 (two-person); \$202.50 (family). The plan will provide levels of benefits as described in the Overview of Dental Benefits.

c. Group Term Life Insurance – For part time employees, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$10,000 life and AD&D coverage, subject to the rules and regulations of the insurance carrier.

d. Cafeteria Plan/Section 125 – The Section 125 plan will include an employee funded medical care reimbursement account and employee funded dependent care assistance account, as allowed under the IRS Code.

C. Food and Nutrition Employees

1. Full Time Employees

a. Medical (including prescription drugs) – Full time employees are eligible for up to family coverage under either the PPO Medical Plan or the HDHP Medical Plan. The Board's contribution to an eligible employee's coverage shall be limited to the amounts described in this paragraph. For eligible employees who have medical coverage through another source (i.e. spouse, parent), the employee may voluntarily opt out of the Board medical care and Rx benefit and receive a cash option payment. The annual cash option is \$480.

PPO Medical Plan: For the 2013-2014 plan year the Board shall the amount of: \$5,005.00 (single) \$5,005.00 (two-person); and \$5,005.00 (family). The eligible employee shall contribute the difference between the amounts described above and the cost of the medical benefit plan. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

HDHP Medical Plan: For the 2013-2014 school year the amount that the Board pays toward the HDHP Medical Plan program, inclusive of both the medical benefit coverage and employer's contribution to the employee's HSA shall be \$4,961.00 (single); \$4,961.00 (two-person); \$4,961.00 (family). If the eligible employee contributes money to his or her HSA, the Board shall also contribute \$60.00 to the eligible employee's HSA. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

b. Group Term Life Insurance – For full time employees, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$15,000 life and AD&D coverage, subject to the rules and regulations of the insurance carrier.

c. Cafeteria Plan/Section 125 – The Section 125 plan will include an employee funded medical care reimbursement account and employee funded dependent care assistance account, as allowed under the IRS Code.

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2. *Part Time Employees*

a. Medical (including prescription drugs) – Part time employees are eligible for up to family coverage under either the PPO Medical Plan or the HDHP Medical Plan. The Board’s contribution to an eligible employee’s coverage shall be limited to the amounts described in this paragraph.

PPO Medical Plan: The Board shall contribute the following amounts toward the annual cost of the PPO Medical Plan: \$2,502.50 (single); \$2,502.50 (two-person); \$2,502.50 (family). The plan will provide levels of benefits as described in the Overview of Medical Benefits.

HDHP Medical Plan: The Board shall contribute the following amounts toward the annual cost of the HDHP Medical Plan: \$2,480.50 (single); \$2,480.50 (two-person); \$2,480.50 (family). The Board will contribute \$30.00 toward the eligible employee’s HSA. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

b. Group Term Life Insurance – For part time employees, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$7,500 life and AD&D coverage, subject to the rules and regulations of the insurance carrier.

c. Cafeteria Plan/Section 125 – The Section 125 plan will include an employee funded medical care reimbursement account and employee funded dependent care assistance account, as allowed under the IRS Code.

D. **Paraprofessionals**

Full Time Employees

a. Group Term Life Insurance – For full time employees, after two years of continuous employment as a full time paraprofessional, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$15,000 life and AD&D coverage. . This policy will be provided at the nearest enrollment period for the group life coverage provider after the employee completes 2-years of service in the para educator classification. This policy is subject to the rules and regulations for the insurance carrier. No other health benefits or sections of Article VIII Benefits apply to the Para educator classification.

III. **General Terms and Conditions Applicable to Article VIII**

- A. Spouses must be primary on their own insurance when insurance is available to them by their Employer. “Available” insurance means that the spouse has less than 40% responsibility for contribution to the cost of the lowest available premium. The spouse can also be covered on the Board’s policy. Annual certification/documentation may be requested. If coverage for dependent children is available through the spouse’s health plan at no additional premium cost, the spouse must also cover the dependent children. Industry standards will determine which policy is primary and which is secondary.
- B. To the extent allowable by law or regulation, the Employee may sign (or otherwise authorize) an agreement authorizing that any such premium amounts be payroll deducted through the Board’s Section 125 Plan. If making direct payment, the Employee shall present payment directly on the 1st day of each month prior to the date at which the payment for the coverage month becomes due.
- C. The medical benefit plan coverage year, and the other self-funded and insured plans in the

DBR 11-23-16
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BS-8-23-16
BB 4-23-16
JMO 8-23-16

Dexter Community Schools Health Plan described in this Article, shall be July 1 - June 30.
An annual open enrollment period will be during the month of May.

- D. All insurance coverage shall be subject to the rules and regulations of the insurance carriers and employees must make application and meet all other requirements for eligibility as specified by the insurance carrier. The employee must notify the Employer of any change in marital status or age and number of dependents which affects the amount of premium to be paid for insurance coverages and failure to notify shall subject the employee to deduction of the amount of any overpayment from his/her wages. Employees working at least a full school year shall receive their monthly insurance benefit hereunder paid through the interim months from one work year to the next while continuously employed. The months of July and August will be paid for such employee if he/she completes the previous work year. The monthly amount will not be paid during unpaid leaves of absence or layoff.
- E. Dexter Community Schools is the policyholder on all health benefits provided to its employees. The determination of the carrier and funding arrangements for all benefits are the right of the Board.

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20
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b. Dental – Full time employees are eligible for up to full family coverage. The Board will pay an annual plan year amount of: \$151.00 (single); \$329.00 (two-person); and \$405.00 (family). The employee is responsible for the remaining cost. The plan will provide levels of benefits as described in the Overview of Dental Benefits.

c. Group Term Life Insurance – For full time employees, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$20,000 life and AD&D coverage, subject to the rules and regulations of the insurance carrier.

d. Cafeteria Plan/Section 125 – The Section 125 plan will include an employee funded medical care reimbursement account and employee funded dependent care assistance account, as allowed under the IRS Code.

2. *Part Time Employees*

a. Medical (including prescription drugs) – Part time employees are eligible for up to full family coverage under either the PPO Medical Plan or the HDHP Medical Plan, subject to the conditions in this Article.

PPO Medical Plan: For eligible part time employees selecting the PPO Medical Plan the Board shall contribute the following amounts toward the annual cost of the PPO Medical Plan: \$2,502.50 (single); \$5,688.00 (two-person); \$7,049.00 (family). The plan will provide levels of benefits as described in the Overview of Medical Benefits.

HDHP Medical Plan: For part time employees selecting the HDHP Medical Plan the Board will contribute the following amounts toward the annual cost of the HDHP Medical Plan: \$2,502.50 (single); \$5,688.00 (two-person); \$7,049.00 (family). If the eligible employee contributes money to his or her HSA, the Board shall also contribute \$100.00 to the eligible employee's HSA. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

b. Dental – Part time employees are eligible for up to full family coverage. The Board will contribute the following amounts toward the annual cost of the dental benefits plan: \$75.50 (single); \$164.50 (two-person); \$202.50 (family). The plan will provide levels of benefits as described in the Overview of Dental Benefits.

c. Group Term Life Insurance – For part time employees, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$10,000 life and AD&D coverage, subject to the rules and regulations of the insurance carrier.

d. Cafeteria Plan/Section 125 – The Section 125 plan will include an employee funded medical care reimbursement account and employee funded dependent care assistance account, as allowed under the IRS Code.

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22
JAD 8-23-16

2014-2015

I. Health Benefits

The Board of Education agrees to make available health benefits under the Dexter Community Schools Health Plan for all eligible Association bargaining unit members and pursuant to the following conditions. The Board will make available two medical plan options for eligible employees subject to the conditions set forth in this Article:

PPO Medical Plan: The eligible employee shall have the option to enroll in a PPO Medical Plan as described in the Overview of Medical Benefits. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

OR

HDHP Medical Plan: The eligible employee shall have the alternative option to enroll in a high deductible health plan (HDHP) and establish a health savings account (HSA) in accordance with IRS guidelines. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

II. Eligibility and Level of Fringe Benefits

A. For purposes of this Article, a "Full time employee" is defined as an employee (excluding paraprofessionals) assigned 30 hours or more per week. For purposes of this Article, a "Part time employee" is defined as an employee (excluding paraprofessionals) assigned 15 hours, but less than 30 hours per week. Employees assigned 15 hours or less are not eligible to participate in any benefits under this Article, or for any Board contributed amounts for such benefits. For Paraprofessionals, "full time" means an employee assigned to work 6.75 hours a day on a normal work day.

B. Buildings and Grounds Classification, Office Management Classification, and Technology Classification

1. Full Time Employees

a. Medical (including prescription drugs) – Full time employees are eligible for up to full family coverage under either the PPO Medical Plan or the HDHP Medical Plan. For eligible employees who have medical coverage through another source (i.e. spouse, parent), the employee may voluntarily opt out of the Board medical care and Rx benefit and receive a cash option payment. The annual cash option is \$480.

PPO Medical Plan: For the 2014-2015 plan year the Board shall pay the amount of: \$5,005.00 (single); \$11,376.00 (two-person); and \$14,098.00 (family). The eligible employee shall contribute the difference between the hard cap amounts and the cost of the medical benefit plan. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

HDHP Medical Plan: For the 2014-2015 school year the amount that the Board pays toward the HDHP Medical Plan shall be: \$5,005.00 (single); \$11,376.00 (two-person); and \$14,098.00 (family). If the eligible employee contributes money to his or her HSA, the Board shall also contribute \$200.00 to the eligible employee's HSA. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

DBL 8-23-16
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BS 8-23-16
BB 8-23-16
21
8-23-16

c. Cafeteria Plan/Section 125 – The Section 125 plan will include an employee funded medical care reimbursement account and employee funded dependent care assistance account, as allowed under the IRS Code.

D. Paraprofessionals

Full Time Employees

a. Group Term Life Insurance – For full time employees, after two years of continuous employment as a full time paraprofessional, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$15,000 life and AD&D coverage. This policy will be provided at the nearest enrollment period for the group life coverage provider after the employee completes 2-years of service in the para educator classification. This policy is subject to the rules and regulations for the insurance carrier. No other health benefits or sections of Article VIII Fringe Benefits apply to the Para educator classification.

III. General Terms and Conditions Applicable to Article VIII

- A. Spouses must be primary on their own insurance when insurance is available to them by their Employer. “Available” insurance means that the spouse has less than 40% responsibility for contribution to the cost of the lowest available premium. The spouse can also be covered on the Board’s policy. Annual certification/documentation may be requested. If coverage for dependent children is available through the spouse’s health plan at no additional premium cost, the spouse must also cover the dependent children. Industry standards will determine which policy is primary and which is secondary.
- B. To the extent allowable by law or regulation, the Employee may sign (or otherwise authorize) an agreement authorizing that any such premium amounts be payroll deducted through the Board’s Section 125 Plan. If making direct payment, the Employee shall present payment directly on the 1st day of each month prior to the date at which the payment for the coverage month becomes due.
- C. The medical benefit plan coverage year, and the other self-funded and insured plans in the Dexter Community Schools Health Plan described in this Article, shall be July 1 - June 30. An annual open enrollment period will be during the month of May.
- D. All insurance coverages shall be subject to the rules and regulations of the insurance carriers and employees must make application and meet all other requirements for eligibility as specified by the insurance carrier. The employee must notify the Employer of an change in marital status or age and number of dependents which affects the amount of premium to be paid for insurance coverage’s and failure to notify shall subject the employee to deduction of the amount of any overpayment from his/her wages. Employees working at least a full school year shall receive their monthly insurance benefit hereunder paid through the interim months from one work year to the next while continuously employed. The months of July and August will be paid for such employee if he/she completes the previous work year. The monthly amount will not be paid during unpaid leaves of absence or layoff.
- E. Dexter Community Schools is the policyholder on all health benefits provided to its employees. The determination of the carrier and funding arrangements for all benefits are the right of the Board.

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C. **Food and Nutrition Employees**

1. *Full Time Employees*

a. Medical (including prescription drugs) – Full time employees are eligible for up to family coverage under either the PPO Medical Plan or the HDHP Medical Plan. The Board’s contribution to an eligible employee’s coverage shall be limited to the amounts described in this paragraph. For eligible employees who have medical coverage through another source (i.e. spouse, parent), the employee may voluntarily opt out of the Board medical care and Rx benefit and receive a cash option payment. The annual cash option is \$480.

PPO Medical Plan: For the 2014-2015 plan year the Board shall pay the amount of: \$5,005.00 (single) \$5,005.00 (two-person); and \$5,005.00 (family). The eligible employee shall contribute the difference between the amounts described above and the cost of the medical benefit plan. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

HDHP Medical Plan: For the 2014-2015 school year the amount that the Board pays toward the HDHP Medical Plan program, inclusive of both the medical benefit coverage and employer’s contribution to the employee’s HSA shall be \$5,005.00 (single); \$5,005.00 (two-person); \$5,005.00 (family). If the eligible employee contributes money to his or her HSA, the Board shall also contribute \$200.00 to the eligible employee’s HSA. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

b. Group Term Life Insurance – For full time employees, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$15,000 life and AD&D coverage, subject to the rules and regulations of the insurance carrier.

c. Cafeteria Plan/Section 125 – The Section 125 plan will include an employee funded medical care reimbursement account and employee funded dependent care assistance account, as allowed under the IRS Code.

2. *Part Time Employees*

a. Medical (including prescription drugs) – Part time employees are eligible to for up to family coverage under either the PPO Medical Plan or the HDHP Medical Plan. The Board’s contribution to an eligible employee’s coverage shall be limited to the amounts described in this paragraph.

PPO Medical Plan: The Board shall contribute the following amounts toward the annual cost of the PPO Medical Plan: \$2,502.50 (single); \$2,502.50 (two-person); \$2,502.50 (family). The plan will provide levels of benefits as described in the Overview of Medical Benefits.

HDHP Medical Plan: The Board shall contribute the following amounts toward the annual cost of the HDHP Medical Plan: \$2,502.50 (single); \$2,502.50 (two-person); \$2,502.50 (family). The Board will contribute \$100.00 toward the eligible employee’s HSA. The plan will provide levels of benefits as described in the Overview of Medical Benefits.

b. Group Term Life Insurance – For part time employees, the Board shall remit a premium payment for the purpose of purchasing a group term life policy with specifications to provide \$7,500 life and AD&D coverage, subject to the rules and regulations of the insurance carrier.

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