

LETTER OF AGREEMENT
NORTH MUSKEGON EDUCATION ASSOCIATION
AND THE
NORTH MUSKEGON BOARD OF EDUCATION

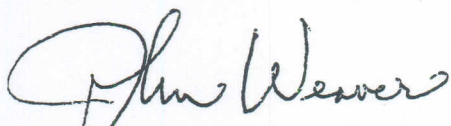
May 31, 2007

CREATION OF THE NORTH MUSKEGON PUBLIC SCHOOLS
TRIMESTER PROGRAM

As a result of ongoing discussions between the North Muskegon Board of Education, hereinafter referred to as the "District" and the North Muskegon Education Association, hereinafter referred to as the "Association" regarding the implementation of a "trimester" program at North Muskegon Public Schools, the parties agree as follows:

1. In planning and implementing the trimester program at North Muskegon Public Schools, teacher reporting times shall be in compliance with the collective bargaining agreement with respect to the beginning and ending times for the teacher's day; and duty free lunch period.
2. Middle school/high school teaching loads will consist of 4 teaching periods per day per trimester, and one unassigned preparation period per day per trimester. Any teacher teaching an additional class *outside of the normal school hours* shall be compensated at one-fourth (1/4) of one-third (1/3) of their contract level per trimester of overload. Any teacher teaching an additional class *during school hours* shall be compensated at one-fifth (1/5) of one-third (1/3) their contract level per trimester of overload.
3. The hourly rate of pay during the school year will be prorated on the contractual hourly rate. **Trimester rate would be \$21.60.** See page 46 of our Master Agreement.
4. Zero hour classes will have a start time that will be negotiated.
5. The District does not give up any rights of assignment or any other rights as Currently outlined in the Master Agreement.
6. Parent-teacher conference minutes shall not exceed teacher release time.
7. Professional development opportunities shall be made available to all staff to assist in the implementation and operation of the program.
8. Upon implementation of the trimester program, the District will regularly review the program and seek input by the Association regarding the success and continuation of the program.

For the North Muskegon School District



John Weaver, Superintendent

For the Association



Glenn Burek, NMEA President