

**Letter of Understanding
Between
Anchor Bay Board of Education
And
Anchor Bay Education Association, MEA-NEA**

Re: 5th - 6th Grade Middle School Restructuring

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2022–2027 school years. In addition to the terms and conditions of the Collective Bargaining Agreement, the Anchor Bay Board of Education, hereinafter referred to as “District, and Anchor Bay Education Association, hereinafter referred to as “Association”, hereby agree as follows:

- 1 assigned homeroom per week. The day of the homeroom can be flexed to accommodate for inclement weather when it is expected that an outdoor recess cannot take place.
- Only when indoor recess is necessary, teachers may be assigned up to no more than two (2) indoor recesses per week.
- If it is necessary to assign a teacher to more than two (2) indoor recesses per week (i.e. inclement weather, other staff assigned to recess are absent), then the teacher will receive the prorated sub rate or class period bonus day rate in accordance with the Article 5.04 of the Collective Bargaining Agreement.
- Collaboration time during common preparation time will be decided by the teacher teams. At no time shall principals give assignments, tasks, or duties during this teacher planned collaboration time.
- Normal week for 5th – 6th grade middle school teachers:
 - Five (5) sections at fifty five (55) minutes per day.
 - One (1) assigned twenty five (25) minute homeroom per week (the day can be flexed).
 - Teacher instructional minutes: Five (5) periods at fifty five (55) minutes per day plus 1 twenty five (25) minute homeroom = 1500 minutes per week (+ passing time).
 - One (1) fifty five (55) minute prep period per day = two hundred seventy five (275) minutes per week
 - Additional Prep = four (4) recess periods per week, twenty five (25) minutes/day, which can also be used for team collaboration as decided by the teachers = One hundred (100) minutes per week
 - Total prep per week = 375 minutes per week
- Teachers who volunteer to cover a lunch or recess duty will be paid a stipend of 2% of step 1 for Trimester 1 and 2% of step 1 for Trimester 3. Trimester 2, which is during the winter, will be paid a stipend of 2% of step 1 for lunch duty and 3% of step 1 for recess duty. If teachers volunteer for lunch and recess duty, a separate stipend will be paid for each. Steps will be in accordance with schedule B-2.

This agreement shall expire at the end of the 2025-2026 school year unless there is written agreement between the parties to extend it.

This Agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further

written agreement between the parties.

Anchor Bay School District

By: _____

Date: _____

Phil Jankowski
Superintendent
Anchor Bay School District

Anchor Bay Education Association, MEA-NEA

By: _____

Date: _____

Jamie Pietron
President
Anchor Bay Education Association, MEA-NEA

**Letter of Understanding
Between
Anchor Bay Board of Education
And
Anchor Bay Education Association, MEA-NEA**

Re: 7th – 8th Grade Middle School Athletics

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2022–2027 school years. In addition to the terms and conditions of the Collective Bargaining Agreement, the Anchor Bay Board of Education, hereinafter referred to as “District, and Anchor Bay Education Association, hereinafter referred to as “Association”, hereby agree as follows:

Football

The District shall employ a total of four (4) Middle School Football Coaches: one (1) Head Middle School Football Coach and one (1) Assistant Middle School Football Coach for both the 7th and 8th grade middle school football program when student participation is sixty (60) or fewer students, as determined by the Middle School Athletic Director. Should student participation reach or exceed sixty (60) students, the District shall split the coaching responsibilities into eight (8) total coaching positions: two (2) Head Middle School Football Coaching Positions at both the 7th and 8th grade levels and two (2) Assistant Middle School Football Coaching Positions at both the 7th and 8th grade levels.

Volleyball/Basketball/Softball

The District shall employ one (1) Head Middle School Coach for both the 7th and 8th grade program when student participation is nineteen (19) or fewer students, as determined by the Middle School Athletic Director. Should student participation reach or exceed twenty (20) students, the District shall split the coaching responsibilities into four (4) total coaching positions: two (2) Head Middle School Coaching Positions for both the 7th and 8th grade program.

This agreement shall expire at the end of the 2025-2026 school year unless there is written agreement between the parties to extend it.

This Agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the parties.

Anchor Bay School District

By: _____

Date: _____

Phil Jankowski
Superintendent

Anchor Bay School District

Anchor Bay Education Association, MEA-NEA

By: _____

Date: _____

Jamie Pietron
President

Anchor Bay Education Association, MEA-NEA