River Valley School District
15480 Three Oaks Road
Three Oaks, Michigan 49128

Agreement

by and between the

BOARD OF EDUCATION
of the
RIVER VALLEY SCHOOL DISTRICT

And the

RIVER VALLEY EDUCATION ASSOCIATION
(5-CEA/MEA/NEA)

July 1, 2026 through June 30, 2027

Notice of Nondiscrimination

The River Valley School District Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation or transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities. Any person who believes that he or she has been discriminated against or denied equal opportunity or access to the District's programs, activities, or services may contact the District's Compliance Officer: Mark Bensinger, Middle/High School Principal (extension 2182), 15480 Three Oaks Road, Three Oaks, MI 49128, 269-756-9541.

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AGREEMENT
PREAMBLE

This Agreement entered into this, 22nd day of June, 2026, by and between the River Valley School District, of Three Oaks, Michigan, the "Board", and the River Valley Education Association/5-CEA/MEA/NEA**,** the "Association".

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of River Valley School District is their mutual aim and responsibility, and

WHEREAS the members of the teaching profession can be of assistance in formulating policies and programs, and

WHEREAS pursuant to Section 11 of the Michigan Public Employment Relations Act, MCL 423.211, the Board recognizes the Association as the extensive bargaining representative for the bargaining unit and is required according to the provisions of Section 15 of the Michigan Public Employment Relations Act, MCL 423.215, to negotiate with the Association upon wages, hours, and the terms and conditions of employment of teachers as set forth therein, and the parties, through negotiations in good faith, have reached agreement on all such matters, and

WHEREAS this agreement was reached pursuant to a collaborative bargaining process consented to by both parties, and it shall supersede and have precedence over any rules, regulations, or practices of the Employer which shall be contrary to or inconsistent with its terms. There are no understandings or agreements in past practice which are binding on either the District or Association other than the written agreement set forth or specifically referenced in the Agreement.

THEREFORE the parties desire to execute this contract covering such Agreement:

ARTICLE I
RECOGNITION

A. RVEA/5-CEA/MEA/NEA and RVSD Introduction

The Board recognizes the RVEA/5-CEA/MEA/NEA, as the sole and exclusive bargaining agent for the following employees of the River Valley School District: all certified teaching personnel and School Counselors, but excluding the Superintendent, Administrators, substitute teachers, non-certified employees, and all non-teaching personnel.

B. Teacher and Board Terminology Defined

The term "Teacher" when used in this Agreement shall refer to all employees (represented by the named employee organization) in the bargaining or negotiating unit as above defined and whose employment is subject to the Michigan Teacher Tenure Act, as amended. The term "Board" shall include the Board of Education of the River Valley School District, its officers and agents.

ARTICLE II
ASSOCIATION DUES AND REPRESENTATION FEES

No member of the collective bargaining unit represented by the Association may be required to (1) pay any dues, fees, assessments or other charges or expenses of any kind to, (2) become or remain a member of or refrain or resign from membership in, or (3) voluntarily affiliate with, or voluntarily financially support, a labor organization or a collective bargaining representative.

ARTICLE III
ASSOCIATION AND TEACHERS' RIGHTS

A. Teacher Rights Under Revised Michigan School Code

Nothing contained herein shall be construed to deny or restrict to any rights teachers may have under the Michigan Revised School Code, MCL 380.1 et seq**.,** or other applicable laws and regulations as they pertain to education.

B. Association Rights to Facility Usage

The Association shall have the right to use school facilities and equipment provided they have clearance with the campus administrative office. The Association shall pay for the cost of materials, supplies, and services incident to such use.

C. Teacher Bulletin Board and Mailboxes

At least one teacher bulletin board per campus, designated by campus principal, and teacher mailboxes shall be made available for official Association materials.

D. Procedures for Dissemination of Public Information

The Board agrees to furnish to the Association all public information, which is pertinent to collective bargaining purposes only after such information has been presented to the Board at a regular meeting or to another governmental agency. The Association must specify the information desired and give the purpose for which it is desired. Original records may be examined only at the office of the Board of Education. The Association is required to reimburse the Board for extra expense incurred in furnishing information or making records available.

E. Teacher Membership Requirements Defined

Nothing herein shall require any teacher to be a member of or participate in the activities of any teacher organization.

ARTICLE IV
BOARD OF EDUCATION RIGHTS

A. Board Rights to Intergovernmental Agreement Rights Under Law

The Board, on its own behalf and on behalf of the electors of the District, retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan, and of the United States, including the right:

1. To the executive management and administrative control of the school system and its properties, and the activities of its employees.
2. To hire all employees and subject to the provisions of law, to determine their qualifications, and the conditions for their continued employment, or their discipline, dismissal or demotion; and to promote and transfer all such employees;
3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;
4. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature and to implement telecommunication instruction;
5. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and non-teaching activities, and the terms and conditions of employment;
6. To deduct from teacher salaries any erroneous or mistaken overpayments. A reasonable payment schedule shall be reached with the teacher.
7. To enter into an intergovernmental agreement to collaborate, consolidate or jointly perform functions or services, and the impact of that decision on District employees.

B. Exercise for Foregoing Powers

The exercise of the foregoing powers, right, authority, duties and responsibilities and express terms hereof are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

C. Board Authority Under the Michigan Revised School Code

Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under Michigan Revised School Code, MCL 380.1 et seq**.,** or any other national, state, county, district, or local laws or regulations as they pertain to education.

ARTICLE V
TEACHING HOURS AND CLASSLOADS

A. Teacher/Student Instructional Days and Hours

All teachers shall provide students with state-mandated instructional days and hours. The Parties agree that in-person work, unless otherwise agreed through virtual programming, is an essential function of a bargaining unit members' job.

1. In the event that the legislation is changed to complete additional instructional days/hours, or there is flexibility in the design of a work day, both parties agree that Article V, Section A, may be reopened at the request of either party for the purpose of negotiating appropriate language to cover the changed situation to the end that neither party to this agreement be penalized by such change in the law and that the provisions of the language shall not be in conflict with the law then in effect.

2. In the event there is a new less than full-time instructional program or a change in a less than full-time instructional program, both parties agree that Article V, Section A, may be reopened at the request of either party for the purpose of negotiating appropriate language to cover the new or changed situation.

B. Teacher Starting and Ending Times

The beginning and ending times of a normal school day for all teachers is from 7:40 a.m. to 3:20 p.m. It is also mutually understood that teaching is a salaried position, not an hourly job. Professional responsibilities such as planning lessons and assessing student work may need to be done outside the regular work day. The work day includes responsibility for supervision of the arrival and departure of students and availability for student and parent meetings at times mutually agreeable to the parties concerned.

On Fridays and days preceding holidays/breaks/comp days (Labor Day, Thanksgiving, Winter Break, Spring Break, Parent/Teacher Conferences Comp Days, Martin Luther King Day, Mid-Winter Break, Memorial Day), teachers may leave school when the last bus and car riders have left for the day. The day before Winter Break, teachers may leave at 1:00 p.m. On Early Release Days, teachers may leave at the conclusion of the Professional Development, which ends at 3:20 p.m. On the last day of school for the school year, teachers will be permitted to leave when the last bus and car riders have left for the day, provided the teacher has completed checkout with his/her building administrator.

C. Teacher Work Week

The work week for a full-time teacher shall include:

1. Instruction or related duties involving sufficient student-teacher contact for the purpose of meeting required instructional time under the provisions of the Michigan Revised School Code MCL 380.1 et seq. and the State School Aid Act.
2. A thirty (30) minute duty-free lunch period will be provided to elementary teachers, and a twenty-seven (27) minute duty-free lunch period will be provided to middle/high school teachers.
3. Preparation time:
    a. Middle/High School teachers will be provided preparation time equal to one class period per day.
    b. Elementary teachers will be provided a minimum preparation time of 200 minutes per week (based on a regular 5 day week), which will be during the scheduled student day.
4. Unless mutually agreed upon between teacher and administrator, a middle/high school general education teacher will not be assigned to teach more than one class or level during any one teaching period.
5. One (1) twenty (20) minute recess will be scheduled per day at the K-5 level.
6. The Association and the Board will bargain a letter of agreement if changes need to be made to accommodate a program other than a six (6) class and one (1) advisory period day.

D. Work Week for Part-Time Teachers

The normal work week for part-time teachers shall be adjusted on an individual basis in accordance with the number of hours employed and the duties assigned.

E. Option for Alternative Flexible Schedule

Upon mutual written agreement between the administration and a teacher, an alternative flexible schedule may be established as long as the assignment does not exceed the number of regular teaching hours and preparation time.

F. Compensation for Teaching During Preparation Time

Prep time is to be used for planning, preparing for and improving instruction. Each time a teacher is required to teach or attend IEP meetings during his/her preparation time as set forth in this article, he/she shall receive the rate of $30.00 per hour. No more than once each month, teachers may be asked to meet with an instructional coach during their prep time, to participate in building-level activities such as benchmark testing, and/or leadership team meetings focused on all student outcomes. Any meetings scheduled during prep time should be used strategically, so they do not dominate the prep times of teachers.

G. Compensation for Teaching Additional Class Period

A full-time teacher who agrees to teach an additional class period for a semester, or major portion thereof, during their planning period shall receive an additional 18% of the full time salary pro-rated per diem.

H. Compensation for Part-Time Teacher

A part-time teacher shall be defined as a teacher who is hired to teach less than a full teaching load for more than sixty (60) consecutive school days in the same assignment.

1. A secondary part-time teacher salary shall be prorated based upon 18% of a full time salary for each class period taught. This compensation includes one teaching period and one prorated planning period.
2. Part-time elementary teachers shall be compensated on a proration based upon the total minutes worked, including actual teaching time and planning time, in proportion to the total minutes in a full time teacher work day.

I. K-5 Emergency Weather Supervision

In case of emergency or inclement weather, a rotation system of professional staff will supervise students during the last twenty (20) minutes of the lunch periods. K-5 teachers will be paid $7.50 per lunch period for performing this supervision. The Board reserves the right to supervise K-5 students during emergency or inclement weather with teaching assistants and/or volunteers.

J. Teacher Staff Meetings, Emergency Teacher Meetings

Teachers are required to attend up to two (2) teacher meetings per month, with each meeting lasting a maximum of sixty (60) minutes each. No meetings can be scheduled on a Friday or a day before a school holiday. The dates will be scheduled by the Building Principal and Director of Teaching & Learning and shared with the staff prior to the start of the school year. There will be at least a two-day notice given to staff prior to changing the meeting day/times. At least one meeting per month will be used to accumulate the required hours of professional development providing the content of the meetings comply with the requirements of professional development as determined by the Michigan Department of Education. Emergency meetings may be called by the building principal at any time. Attendance by teachers shall be required during the regular work day and be optional before and after working hours.

K. Additional Required Teacher Meetings

Teachers may be required to attend a maximum of three (3) from the items below:

1. Open houses and/or back to school nights
2. Awards programs
3. Parent organizational events

L. Teachers and Extra-Curricular Activities Participation

Teachers will attend those extra-curricular activities in which they have had an active involvement in preparation and in which their students are participants.

M. Department and Grade Level Meetings Attendance

Each teacher shall, to the extent required for the proper discharge of his/her professional obligations, participate in department and grade level meetings called by the chairperson.

N. Parent/Teacher Conference Participation

Parent/Teacher conferences are held twice a year during the first and third marking periods. Teachers are required to meet with parents who attend during the scheduled conference times for their building. Teachers are not required to use their preparation time or time outside of school to hold make-up conferences with parents who did not attend the scheduled conferences. This does not apply to parent meetings that are scheduled in advance with teacher knowledge to address specific student issues.

O. Early Collaboration Time

The early collaboration time meetings will occur three mornings a month from 7:10 a.m. to 7:40 a.m. The dates will be scheduled by the building principal and shared with the staff prior to the start of the school year. The teacher may be required to document collaborative efforts during the collaborative time as deemed necessary by the administrators.

P. Professional Learning (PL) Time

Teachers may be required to participate in up to 6 hours of Professional Learning (PL) time that is scheduled at least two months in advance and be paid a $35/hour stipend for this time that is outside their regularly scheduled time. This would be part of the professional development initiatives associated with the adoption of a new curriculum. The purpose of this time is to enhance the teacher's knowledge and skills related to the newly adopted curriculum. The teachers to which this pertains agree to attend professional development throughout the adoption implementation year. The teachers' commit to using this PL time to plan lessons, units, and assessment based on the new curriculum standards. The teacher may be required to document collaborative efforts, lesson plans, and outcomes during the PL time as deemed necessary by the administrators.

Q. Prior to completion of a K-5 schedule, a committee will be formed to discuss the schedule yearly. The committee will include at least one elementary teacher, one elementary special education teacher, and one administrator providing input on the schedule, with the final decision being made by the administrator.

ARTICLE VI
SPECIAL STUDENT PROGRAMS

A. Teacher Responsible for Student IEP Implementation

When a general education classroom teacher is assigned a student from a special education program for severely impaired students (POHI, SXI, SMI, TMI), the teacher shall not be expected to perform routine, scheduled maintenance of a medical appliance or apparatus used by the student to sustain his/her bodily functions nor render routine, scheduled care or maintenance of exceptional bodily functions related to the student's impaired condition. The teacher shall be informed and instructed as to emergency measures which may be necessary on occasion due to the student's impaired condition. Otherwise, it shall be the responsibility of the teacher to implement the student's Individualized Educational Program for attending to the educational needs of the student while in the teacher's class.

B. Continuity of Classroom Instruction for Special Students

In order to promote continuity of classroom instruction for students involved in special activities, efforts will be made to avoid unusual arrival and/or departing times from general education classrooms to which students are assigned, except when such are specified or required by a student's Individualized Education Program or otherwise consistent with state and federal law.

ARTICLE VII
TEACHING CONDITIONS

A. Teacher's Primary Duty and Responsibility, Student-Teacher Ratio, Reference Library, Duplicating Services, Teacher Storage Area, Teacher's Lounge, Faculty Parking, Others

It is the primary duty and responsibility of the teacher to teach, and the organization of the school and the school day should be so constructed that the energy of the teacher is primarily utilized to this end. The parties recognize that optimum school facilities for both student and teacher are desirable to aid in providing the high quality of education that is the goal of both the Association and the Board. Thus the Board agrees to continue its efforts:

1. To keep class size at an acceptable number as dictated by the financial condition of the District, the building facilities available, the availability of qualified teachers, and the best interests of the District as deemed administratively feasible. Since it is recognized by the Board that student-teacher ratio is an important aspect of an effective educational program, special consideration through scheduling and assignment will be given to class size and student-teacher ratio in the case of Special Education students being mainstreamed. When elementary class size reaches twenty-eight (28) students in any classroom (including specials classes), additional teacher assistant time will be negotiated to be in place within fifteen (15) working days after the student that increased the class size to twenty-eight (28) starts attendance.
2. The maximum class size in secondary chemistry and physical science courses shall not exceed twenty-four (24) students. The maximum class size in all other secondary science and culinary arts courses shall not exceed twenty-eight (28) students or the number of lab stations available. The maximum class size in all other assigned secondary courses (excluding music courses) shall not exceed thirty (30) students. When any class exceeds the maximum class size, the District shall within ten (10) school days reduce the number of students to the specified class size limit. The above set limits may be exceeded with written permission of the teacher and the Association.
3. To keep the schools reasonably and properly equipped and maintained.
4. To make available in each school duplicating facilities.
5. To provide a separate desk or file with lockable drawer space for each teacher in the District.
6. To provide suitable closet space for each teacher to store coats, overshoes and personal articles.
7. To provide a copy, exclusively for each teacher's use, of all texts in each of the courses he is to teach.
8. To provide adequate storage space in each classroom for instructional materials.
9. To provide school personnel to assist in inventorying of supplies and equipment, duplication of teaching materials, operating audio visual equipment, collecting monies for milk and lunch, and similar non-professional responsibilities.
10. To provide smocks for art and home economics teachers, laboratory coats for laboratory science teachers, shop coats for vocational and industrial education teachers. Proper laundering service for all of said items shall be provided without charge to the teacher.

11. To provide a lounge and/or work-study room for teachers.
12. To provide lavatory facilities exclusively for teacher use when practicable and possible.
13. To provide a telephone in each building for teacher use provided that such use does not interfere with the use of the telephone for district purposes.
14. To permit snacks or pop vending machines in the teacher's lounge (or designated location), under the sole responsibility of the Association.
15. To provide off-street parking facilities for teacher use when practicable and possible. The administration reserves the right to assign teacher designated parking areas as needed.

B. Board and Association Cost Recognition

The Board and the Association recognize that such provisions add to the cost of operating the District.

C. Teacher Inclement Weather Reporting Procedures

On days when students are not required to report to school due to adverse weather, teachers may be requested by the administration to report to work by 10:00 A.M. and will continue until 3:00 P.M. On such days teachers are requested to report, and if the teacher is unable to report due to the weather, the procedure shall be as follows:

1. If on the first day teachers are requested to report and are unable to do so, they shall notify their principal by 9:30 A.M. No later than the third day of any given storm teachers shall report back to work.
2. On subsequent consecutive staff reporting days, teachers who are still unable to report to work may ask for special consideration and shall upon return put in writing the reason for the additional delay of their return.

D. Cancelled Scheduled Days of Student Instruction

Scheduled days of student instruction which are not held because of conditions not within the control of school authorities, such inclement weather, fires, epidemics, mechanical breakdowns, or health conditions, may be rescheduled by the Board to insure that the minimum number of hours of student instruction required by law or regulation is satisfied or to assure there is no loss of state aid. Teachers will receive the regular pay for days that are canceled but shall work on the rescheduled days with no additional compensation.

E. Teacher Acting as Principal

Unless mutually agreed upon between teacher and administrator, under no circumstances shall a teacher serve as acting principal or other such position.

ARTICLE VIII
TEACHER PLACEMENT AND LAYOFF/RECALL

A. Placement, Layoff and Recall

1. **Vacancy Defined**

A "vacancy" shall be defined as an unassigned, open professional bargaining unit teaching position or a newly created position that the School Board intends to permanently fill. Vacancies may occur because of:

a. Retirement
b. Resignation
c. Death
d. Transfer
e. Promotion
f. Discharge

g. Reduction in personnel (where a position remains in existence)
h. Newly created position

2. **Vacancy Posting Procedures**

During the regular school year, a vacancy may be posted internally first for up to three calendar days before posting internally/externally. The internal/external posting shall be posted for at least five calendar days before a vacancy is filled. Vacancies shall be posted in each building and a copy of the posting shall be sent to the Association president. During the summer months when regular school is not in session, vacancies shall be posted internally and externally simultaneously for at least ten (10) calendar days before a vacancy is filled. A shorter term may be mutually agreed upon between the Association and the Board. During the summer months when regular school is not in session, the Employer will post in the superintendent's office all vacancies as above described and shall also forward a copy to the Association. The Board may fill vacancies on a temporary basis during the posting period. Employees who are interested in the vacancy are to submit a letter of application to the superintendent. The employee will interview with the appropriate administrator, and a decision regarding the transfer will be made prior to interviews with any external candidates. The right of determination to assign or transfer a teacher is vested with the Board.

The length of any external vacancy postings shall be determined by the Board.

Vacancies need not be posted at the discretion of the Board in the following circumstances:

1. Where the vacancy can be filled by the recall of a laid off teacher.
2. Where the vacancy arises during the school year the vacancy may be filled on a temporary basis until the end of the school year at which time it shall be posted.
3. Where the vacant position has been redefined due to a program reduction or change.
4. Where the board determines to not fill the vacancy.

3. **Posted Vacancy Not Filled**

If a vacancy is posted and not filled and the certification and qualifications for the position are subsequently changed, the vacancy shall again be posted in accordance with this Article before it is filled.

4. **Tenure in Student Activities/Coaching Assignments**

A teacher shall not have tenure in any student activity or coaching assignment. The initial assignment or reassignment of a teacher shall be for reasons satisfactory to the administration and/or the Board. A student activity or coaching assignment may be temporarily or permanently discontinued; included as an addition to a regular teaching assignment for additional compensation; or it may be performed by a non-bargaining unit volunteer or employee.

5. The Superintendent, with authority from the Board, has discretion to place, transfer, and layoff/recall teachers in positions for which they are certified, for a reason that is not arbitrary or capricious, including but not limited to the following factors:
   a. Qualifications and Credentials, including those necessary for compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
   b. Credentials needed for District, school, or program accreditation;
   c. Effectiveness based on previous evaluations;
   d. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;

e. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
f. Disciplinary record, in any;
g. Length of service in grade level(s) or subject area(s);
h. Recency of relevant and comparable teaching assignments;
i. Rapport with colleagues, parents, and students.

6. Seniority as defined in Article X may be used as a tie-breaker if a Teacher placement or layoff decision involves 2 or more teachers and all distinguishing factors are equal.

7. If a Teacher petitions for nullification of a teaching certificate or endorsement, the Teacher must promptly provide written notice of that petition to the Superintendent's office.

B. Recall Process

1. A Teacher is eligible for recall under this Article for 12 months from the date the District implemented the reduction in force.
2. The Superintendent will first identify the grade level(s), academic level(s), or department(s) with a teaching vacancy.
3. Before or in lieu of initiating the recall or a laid-off Teacher, the Superintendent may reassign a teacher to fill vacancies in accordance with Section 5 of this Article.
4. After or in lieu of any reassignment of existing teaching staff, the Superintendent may fill a vacancy by:
    i. Recall the laid-off Teacher who is certified and qualified for the vacancy if that Teacher's most recent year-end evaluation was at least effective. If more than one (1) laid-off Teacher is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee shall fill the vacancy in accordance with this Article.
    ii. The Superintendent or designee shall post the vacancy in accordance with this Article if the Superintendent determines that no Teacher on layoff meets the certification and qualification requirements of the position.
5. To be eligible for recall, Teachers must be fully qualified in all aspects of their assignments as outlined in Section 5 of this Article.
6. Teachers must provide the District with current contact information (address, phone, and email address) and documentation supporting the Teacher's certification and qualifications. Failure to maintain current contact information may negatively affect the Teacher's recall.
7. The Superintendent or designee will provide written notice of the Board's recall decision to any recalled Teachers and shall establish the time within which a Teacher must accept recall to preserve the Teacher's employment rights.
8. A laid-off Teacher who is recalled and does not accept recall by the time specified in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, has extended the time limit in writing.

ARTICLE IX
TEACHER EVALUATION

A. Teacher Evaluation

1. **Two Forms of Evaluation**
    a. **Comprehensive Evaluation Process:**

i. Evaluation will be based on the Thoughtful Classroom performance evaluation rubrics.
ii. Teachers will write and submit their self-assessment, goals survey, and two goals to their administrators by the third Friday in September.
iii. The administrator will schedule a meeting to discuss the self-assessment and goals to be completed no later than the end of September.
iv. The teacher will receive at least one formal observation (including pre-observation meeting, 30 to 60 minute observation, and post-observation meeting). Formal observations will not be scheduled the day before or after Thanksgiving, winter, and spring breaks.
v. Teachers will submit milestones and student data reports at the end of each marking period (3rd Friday in May) to their administrator.
vi. A Mid-Year Progress Report/conversation with their administrator that would include discussion of their goals, milestones and data reports as well as progress they are making toward accomplishing them is to be completed by the end of January.
vii. At least two learning walks of 15-30 minutes and one walk-through of 5 to 10 minutes.
viii. The final evaluation will be completed by the administrator one week prior to the last day of school.
ix. There will be a performance rating with the Comprehensive Evaluation Process.

b. **Conversational Evaluation Process**

Will consist of the following:

i. Teachers will write and submit their self-assessment, goals survey, and two goals to their administrators by the third Friday in September.
ii. The administrator will schedule a meeting to discuss the self-assessment and goals to be completed no later than the end of September.
iii. Teachers will submit milestones and student data reports at the end of each marking period (3rd Friday in May) to their administrator.
iv. A Mid-Year Progress Report/conversation with their administrator that would include discussion of their goals, milestones and data reports as well as progress they are making toward accomplishing them to be completed by the end of January.
v. At least one learning walk of 15-30 minutes and one walk-through of 5 to 10 minutes.
vi. The final meeting to review the year's progress will be completed one week prior to the last day of school.
vii. There will not be a performance rating with the Conversational Evaluation Process.

2. If a tenured teacher has been rated "highly effective" (pre July 1, 2024) or "effective" (post July 1, 2024) for three (3) consecutive year-end evaluations, the teacher shall be formally evaluated every third year thereafter using the Comprehensive Evaluation Process as outlined in the Thoughtful Classroom performance evaluation rubric.
    - If a teacher is rated effective or higher in the third year of the cycle, they would return to the Conversational Evaluation Process for two years.
    - If the teacher is underperforming based on documented observations and performance within the two years following the third effective or higher rating,

instead of the Conversational Evaluation Process, teachers may be evaluated using the Comprehensive Evaluation Process.

3. Teachers rated "developing" or "needing support" shall be formally evaluated each year in the Comprehensive Evaluation Process using the Thoughtful Classroom performance evaluation rubric.
4. "Probationary Teachers" are those certified teachers that have not yet earned tenure under Michigan law by either: (1) successfully completing a four full year probationary period at the district, or (2) having earned tenure at another Michigan district, and successfully completing two full years at River Valley.
5. Probationary teachers will be evaluated through the Comprehensive Teacher Evaluation Process using the Thoughtful Teacher performance evaluation rubric for the duration of their probationary period.
   a. Probationary teachers: After four years of "effective" performance or higher in River Valley, they will be evaluated using the Conversational Evaluation Process.
   b. Previously tenured teachers at another Michigan school district: After three years of "effective" performance or higher in River Valley, they will be evaluated using the Conversational Evaluation Process.
6. If a teacher exhibits performance deficiencies and is placed on an Individualized Development Plan (IDP) or is subsequently rated below "effective" on a year-end evaluation, the teacher may in the district's discretion be evaluated annually until receiving an "effective" rating for an additional three (3) consecutive years.
7. Bargaining unit members shall not evaluate other bargaining unit members.
8. Appeal: A tenured teacher may grieve the evaluation procedure outlined in the grievance procedure, excluding arbitration. This limitation does not limit a tenure teacher's statutory right to appeal a demotion or termination to the State Tenure Commission. A probationary teacher may not grieve an evaluation.

B. Teacher Evaluation and Student Growth Measurement

Section 1: Purpose

To establish a fair, transparent, and collaborative process for incorporating student growth data into teacher evaluations, meeting the requirements set forth by Michigan law and supporting the mission of River Valley Schools.

Section 2: Definitions

- **MHS Teachers**
  - **Student Growth**
    The measurable change in a student's academic performance between two points in time.
  - **Pre-Test**
    An assessment administered at the beginning of a course or the beginning of the chapter/unit to establish students' baseline knowledge and skills.
  - **Final Post-Test**
    An assessment administered at the end of a course or the chapter/unit to evaluate students' knowledge and skills following instruction.

- **Enrichment Courses**
  - Data collection and reports will be determined with the building principal.

- **Elementary Teachers**

- Continue to use Essential Standards proficiency scores being 70% proficiency for Reading, Writing, and Math.

- **K-12 Special Education Teachers**
  - Continue to use IEP goals with proficiency scores being 70% proficiency of quarterly targets. 70% of students will be 70% proficient on their IEP goals.

Assessment Scoring

1. Teachers will score assessments using a standardized rubric or answer key.
2. Scoring guidelines must be applied consistently to ensure fairness.
3. Student growth and assessment data or student learning objectives metrics data from specific students with extreme circumstances that prohibit an accurate measure of growth, will not be included in a Teacher's student growth component if written consent is provided by the Teacher's principal/evaluator.

Calculating Student Growth

Student growth is calculated by determining the difference between a student's score on the Pre-Test and Post-Test by quarter or semester.

1. **Growth Formula**
   Growth = (Post-Test Score - Pre-Test Score) ÷ (Pre-Test Score)
2. 70% of students should demonstrate 60% growth on the post-tests.
   a. *Will use this for 25-26 and revisit for 26-27 school year.
3. **Student Growth in Final Evaluations**
   Student growth data derived from Pre-Test and Post-Test results will comprise **20%** of the teacher's overall evaluation score. This percentage will be determined based on district policy and negotiated agreements.

ARTICLE X
SENIORITY

A. Seniority Defined

Seniority – The term "seniority" shall be defined as the length of continuous service in the bargaining unit. However, individuals employed as administrators prior to September 1, 1989, shall be entitled to count administrative service for purposes of calculating seniority. Other administrators may only count teaching service in the District.

1. A teacher shall have seniority from the last date of hire. Date of hire shall be the date on which the Board approves to hire the teacher or the first work day of contracted employment, whichever comes first. However, a teacher's seniority date shall not precede the date of the teacher's certification.
2. Leaves of absence granted pursuant to the Agreement between the Association and Board and administrative service within the district not to exceed one (1) year shall not constitute an interruption in continuous service.
3. Credit given for outside teaching experience in school districts shall not be considered for the purpose of accumulating seniority.

B. Seniority List

A seniority list consistent with this Agreement shall be prepared by the Board within thirty (30) days of the ratification of this Agreement. The seniority list shall be in rank order based upon the last date of

hire. The seniority list shall contain the names of all school district employees, including non-bargaining unit members who have seniority. Effective July 1, 2013, the placement of individuals on the seniority list shall be determined by the date and time of acceptance of a job offer by the superintendent. Offer and acceptance can either be verbal or in writing. The seniority list shall be published with notation of the certification/approvals then on file with the Board and posted conspicuously in the area of each building reserved for teacher use as well as being placed in the general office of each building. Updates of the list shall be published and posted as they are made but no less than once each school year.

ARTICLE XI
SPECIAL TEACHING ASSIGNMENTS

A. Student Teacher Supervision

Supervision by a teacher of a student teacher shall be voluntary, and monies received from colleges for having student teachers will be used for professional library materials. Preference in selection of materials will be given to teachers, with principal approval, during the school year they are supervising, to the maximum amount received for their supervision.

B. Extra-Curricular Positions in Exhibit B

Vacant extra-curricular positions set forth in Exhibit B shall be posted. Extra-duty positions will be filled on an annual basis. The Board reserves the discretion whether to fill a position. For any reappointment(s) to extra-curricular position(s), the position(s) need not be posted.

C. Extra-Curricular Assignment(s) Appointments

Each year the principal shall inform each staff member in his building(s) as soon as possible after the beginning of the school year, of his extra-curricular assignment(s) as recommended in writing to the Superintendent. If the Superintendent approves the recommendation, he/she shall soon thereafter inform the teacher in writing of his/her extra pay for this work as established in the Agreement, Exhibit B. Extra-curricular assignments are non-tenure.

ARTICLE XII
LEAVE

Regular, reliable and punctual attendance is an essential function of every assignment. Additionally, attendance is a required component of the teacher evaluation rating system. Any leave taken may require additional medical documentation, so the District may verify the reason for the absence.

A. Illness or Disability Leave

1. All teachers regularly employed by the District shall be credited with twelve (12) days sick leave allowance at the beginning of each school year. A teacher who is hired after the beginning of the school year shall be credited with a pro-rata sick leave allowance based on his/her start date. Teachers who are absent from duty because of personal illness may use these days plus any previous accumulation any time during the year. If a teacher's employment is terminated prior to the completion of the full year's work, adjustments in the twelve (12) days annual allowance will be made on a pro-rata basis. Any unused portion of the annual twelve (12) day sick leave allowance may accumulate to a total of one hundred fifty (150) days.
2. The computation of teacher's daily wage will be determined by dividing the teaching salary, as determined by the Teacher's Salary Schedule – Exhibit A, by the number of teacher work days according to the school calendar – Exhibit C.

3. Proof of illness, signed by a physician, may be required, provided it is requested by the Superintendent within seven (7) days of a teacher's return.
4. In the event of absence of a teacher for illness in excess of five (5) consecutive working days, the Board may, at its expense, require an examination by an independent physician.
5. Upon the recommendation of the Superintendent the Board may, at the Board's expense, require a teacher to submit to a physical or mental examination by appropriate specialists to determine whether involuntary sick leave is warranted.
6. Any teacher whose personal illness extends beyond the period compensable by sick leave will be granted a leave of absence without pay or increment for such time as is necessary for complete recovery to a maximum of the balance of the school year in which the illness occurred. Further extensions may be granted at the will of the Board. Upon return from the leave, a teacher may be assigned to the same or similar position providing a vacancy exists. A teacher may elect not to use his/her accumulated sick leave, or any portion thereof, during a period of personal illness and take a leave of absence without pay.
7. Any teacher who is absent because of an injury or disease compensable under the Michigan Workers' Compensation Act may receive from the Board, upon written application, the difference between the Workers' Compensation payment prescribed by law and his/her regular salary, to the extent and until such time as such teacher shall have used up his pro-rated "sick pay" provided herein. FMLA leave shall run concurrently with Worker's Compensation leave.
8. The accumulated sick leave allowance may be used for serious illness or death in the immediate family. In cases of death, this shall be limited to ten (10) days per death. The immediate family shall include spouse, children, father, mother, siblings, grandparents, mother-in-law, father-in-law or other dependents as defined by law. Up to three (3) days a year of the accumulated sick leave may be used for death of other relatives and close friends with the principal's approval in advance. One (1) day for each occurrence, of the accumulated sick leave allowance may be used to make arrangements for the care of spouse or child in case of general illness.
9. Any teacher eligible for taking leave pursuant to the Family and Medical Leave Act (FMLA) leave is required to substitute any of his/her earned or accrued personal leave or sick leave for unpaid FMLA leave. Such leave will count towards the maximum allowable leave, as the paid leave and FMLA/Service Member Family leave to which the staff member is entitled will run concurrently. The FMLA leave year shall be calculated on a rolling backward basis, unless for military caregiving leave which, by law, must be calculated on a rolling forward basis.
10. Absences under the Family and Medical Leave Act (FMLA) will be provided by the Board in accordance with federal law. Employees returning due to a "serious health condition" will be required to submit a fitness-for-duty certificate from their healthcare provider.

B. Accrued Sick Leave Information

The sum total of the accumulated sick leave days accrued by individual bargaining members will be available via the electronic payroll system. (The system is updated approximately every two weeks.)

C. Business Leave (Personal Business Days)

1. Three (3) days a year of sick leave may be used for business (non-cumulative).
2. Personal business leave shall be defined as an event or condition that requires the teacher's presence during the school day and is of such nature that it cannot be attended to at a later time when schools are not in session or at the conclusion of a working day or on weekends. Personal business leave cannot be used as an extension of vacation or holidays/breaks/comp days (Labor Day, Thanksgiving, Winter Break, Spring Break, Parent/Teacher Conferences Comp Days, Martin Luther King Day, Mid-Winter Break, Memorial Day). In the case of a once in a lifetime or extraordinary event, a teacher may request prior permission from the superintendent to use personal business leave to extend a vacation. The superintendent, when considering the request, may take into consideration the following: the teacher's attendance record, the reason for the

request and whether the teacher has made a similar request before. However, these situations will be limited.

3. All personal business leave requests must be made in advance. Failure to request such days in advance, at least 24 hours before the occurrence, shall cause the personal day provision to be inapplicable. Notification for personal business leave must be made by the teacher to the building principal. However, exception to the 24-hour notice may be made in an emergency situation as determined by the building principal.
4. Legal commitments that are not related to other employment and legal commitments requiring absence because a teacher has been subpoenaed or is required for a court appearance shall not be subject to the vacation extension exclusion of Section C.2 above.

D. Leaves of Absence Procedures

1. Teachers may be granted leave with pay, provided there is advance administrative approval in writing, for visitation at other schools, or attending meetings or conferences of an educational nature. The number of teachers allowed to leave at any one time will be within the discretion of the administration. The Board agrees to provide upon application and approval, reimbursement for appropriate travel and conference expenses. The Board reserves the right to establish limits on travel and conference expenses or determine in advance which expenses (and at which level) are appropriate. Approval to attend shall be determined by the building principal. A teacher attending such conference and meetings shall be granted sufficient leave time to attend without loss of compensation.
2. A leave of absence may be granted a teacher called for jury service. A teacher who serves on a jury will be released from teaching duties for the time served. Teachers who serve on juries shall be paid at the per diem rate (not including travel allowances or reimbursement of expenses).
3. A leave of absence with pay may be granted for time necessary for appearance in any legal proceedings connected with the teacher's employment or with the school system, if the teacher is required by law to attend and the proceeding does not implicate misconduct by the teacher.
4. The Association shall be permitted to use four (4) days of leave for teachers who are officers or duly appointed representatives of the Association for Association business, but not for negotiation business. The Association shall request said leave not less than forty-eight (48) hours before the leave begins. An amount equal to a substitute teacher's pay shall be deducted from the Association member who is granted such leave. The Board will allow released time for two (2) annual general meetings of Association members and one (1) meeting per month for the executive offices, to be held after the student day, for Association business. However, no discussion of any type pertaining to negotiations shall be held during the scheduled working hours of Association members. As required by law, compensation for such time shall be included in reportable compensation to MPSERS if the Association or the employee reimburses the District for the associated MPSERS costs.

E. Leave Pay

A teacher shall not be eligible to receive pay for any leave unless he or she has left with the principal or designee, acceptable lesson plans for a substitute teacher.

F. Extended Leave of Absence

1. Unless otherwise indicated elsewhere in this Agreement, or in the Michigan Teachers' Tenure Act, the following conditions shall apply to extended leaves of absence:
   a. Requests for leave shall be in writing.
   b. Eligibility shall be based on a minimum of two (2) years' continuous employment in the River Valley District.
   c. All extended leaves shall be limited to one (1) year. Further extensions shall be at the will of the Board. Leaves for less than one (1) year may be granted by the Superintendent.

d. Salary increments shall not accrue.
e. Sick leave days shall not accrue, but unused sick leave days held at the start of the leave shall be reinstated.
f. Written notice of intention to either return or resign shall be given to the Superintendent by March 1 of the calendar year in which the leave of absence expires.
g. Re-employment during the school year shall be at the discretion of the Board, and re-employment for the beginning of a new school year shall depend upon an opening on the staff for which the teacher is qualified.
h. Upon written application, a leave of absence for up to one (1) year may be granted without pay for study related to the teacher's licensed field or his professional growth. The regular salary increment shall not accrue.
i. A leave of absence shall be granted a teacher who is drafted or enlists in any branch of the armed forces of the United States. Reinstatement on completion of such service shall be in accordance with the requirements of the applicable laws of the United States. Regular salary increments shall accrue.
j. A teacher will be granted one (1) year leave without pay prior to the beginning of, or at the conclusion of, the school year to campaign for him/her or serve in a public office. Further extensions shall be granted at the will of the Board. This provision shall not apply where a teacher vacates his/her employment by becoming a member of the Legislature.

2. To the extent required by the provisions of the Family and Medical Leave Act, an eligible teacher shall be granted leave for the purposes and subject to the terms and conditions as provided by that law in all respects. Please see Appendix A for employee's rights and procedures under the FMLA. Any cash-in-lieu payments will not occur during a FMLA leave.

ARTICLE XIII
PROFESSIONAL IMPROVEMENT

A. Participation by Teachers in Professional Organizations

The parties support the principle of continuing training of teachers, participation by teachers in professional organizations in the area of their specialization, leave for work on advanced degrees or special studies and participation in community educational projects.

B. Encouragement to Improve the Quality of Instruction

After-school courses, workshops, conferences and programs designed to improve the quality of instruction shall be encouraged. Every effort will be made to obtain people of the highest qualification to participate in the presentation of such programs.

ARTICLE XIV
PROFESSIONAL GRIEVANCE PROCEDURE

A. Definitions of Grievance

A "grievance" shall be defined as any dispute regarding the meaning, interpretation or application of the express terms and provisions of this Agreement. The primary purpose of the grievance procedure is to secure, at the lowest level possible, equitable solutions to the problems of the parties. The terms "days" shall mean business days.

B. Teachers First Timeline to Report Possible Grievance (Informal Stage)

A teacher who believes he or she has a grievance shall first discuss the matter with his/her principal personally or accompanied by an Association representative within six (6) days after the occurrence of the event upon which the grievance is based. It shall be the objective of both parties to resolve the

matter in this informal manner. In the event the grievance is not settled in this manner, the following formal grievance procedures shall apply.

C. First Step

1. Any grievance that is not settled as set forth in Section B of this Article, or the grievances submitted by the Association, shall be submitted in writing to the principal of the school in which the grievance arises.
2. All grievances shall state the facts upon which they are based, when they occurred, specify the section of the contract which has allegedly been violated, shall be signed by the teacher who is filing the grievances or an officer of the Association when the Association files a grievance and shall be submitted to the principal within six (6) days after the informal meeting described in Section B above or the occurrence of the event upon which the grievances are based for these matters submitted by the Association.
3. The principal shall give a written answer to the aggrieved teacher or the Association within six (6) days after receipt of the written grievance. If the answer is mutually satisfactory, the grievant shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled retained by the Association and one (1) by the principal.

D. Second Step

1. If the grievance has not been settled in the First Step and if it is to be appealed to the Second Step, the grievant and/or his or her Association representative or representatives shall notify the Superintendent in writing within six (6) days after receipt of the principal's First Step answer of the desire to appeal.
2. If such written request is made, the Superintendent or designee shall meet with the grievant and/or Association representative or representatives within six (6) days to consider the grievance.
3. The Superintendent shall give a written answer to the aggrieved teacher and/or his or her Association representative or representatives within six (6) days after the date of this meeting.
4. If the answer is mutually satisfactory, the grievant shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled retained by the Association and one (1) by the Superintendent.

E. Third Step

1. If the grievance has not been settled in the Second Step and if it is to be appealed to the Third Step, the grievant and/or his Association representative or representatives shall notify the Superintendent in writing within ten (10) days after receipt of the Superintendent's Second Step answer of the desire to appeal.
2. If such request is made, parties shall promptly request the assistance of a Michigan Employment Relations Commission (MERC) mediator. Such mediation shall commence as soon as practicable, recognizing the schedules of all parties. The parties may agree to waive mediation. If mediation results in a resolution of the grievance, then the parties shall reduce the terms to writing.

F. Fourth Step

If the grievance has not been settled in the Third Step, the Association may appeal to arbitration by filing a Demand for Arbitration with the American Arbitration Association within fifteen (15) days after the Third Step mediation meeting or when mediation is waived.

The grievant may not appeal to arbitration without the written consent of the Association.
All matters submitted to arbitration shall be submitted to the American Arbitration Association in accordance with its voluntary rules and regulations then obtaining within the time specified above and

such rules shall govern the arbitration hearing. Both parties agree to be bound by the award of the arbitrator and that the costs of any arbitration proceeding under this provision shall be borne equally between the parties.

G. Michigan Tenure Act Grievance Exclusions

The following matters shall not be the basis of any grievance filed under the procedures outlined in this Article and are expressly excluded from the grievance and arbitration provisions of this Article:

- The discharge or demotion of any tenured teacher pursuant to the provisions of the Michigan Teachers' Tenure Act.
- The discharge or non-renewal of any probationary teacher pursuant to the provisions of the Michigan Teachers' Tenure Act.
- Any claim or complaint for which there is another remedial procedure or forum established by law or by regulation having the force of law, including any matter subject to the procedures specified in the Michigan Teachers' Tenure Act.
- The provisions of any insurance contracts or policies.
- Placement and layoff or recall decisions.
- The content of any evaluation, individualized development plan, and/or plan of assistance, unless required by law.
- Any other matter that is a prohibited subject under PERA, MCL 423.215.

H. Powers of the Arbitrator

The powers of the arbitrator shall be limited as follows:

- The arbitrator shall have no power or authority to alter, amend, add to, or subtract from the terms of this Agreement or hear any matter which is excluded from the grievance procedure pursuant to Section G or any matter which is identified as a prohibited subject of bargaining under Section 15 of the Public Employment Relations Act.
- The arbitrator shall have no power to establish salary scales or change any salary.
- The arbitrator shall have no power to rule on any complaint for which there is another remedial procedure or forum established by law or regulation having the force of law.

I. Grievance Timeline Specifics

Grievances which are not appealed within the time limit specified in the above grievance procedure shall be considered to be withdrawn by the grievant and/or Association. In the event the Board or its representatives do not give and answer within the time limits specified, the grievance shall automatically progress to the next step. It is understood and agreed that the time limits specified in the grievance procedure may be extended by agreement between the Board and the teacher or Association.

J. Participation of Grievance Procedure During the Work Day

It shall be the general practice of all parties to process grievance procedures during times which do not interfere with assigned duties; provided, however, in the event it is agreed by the Board to hold the proceedings during regular working hours, a teacher participating in any level of the grievance procedure, with any representative of the Board shall be released from assigned duties without loss of salary.

K. Grievance Adjustment

Any individual employee at any time may present grievances to his employer and have the grievances adjusted, without intervention of the bargaining representative, if the adjustment is not inconsistent with the terms of a collective bargaining contract or agreement then in effect, if the bargaining representative has been given the opportunity to be present at such adjustment.

ARTICLE XV
PROFESSIONAL COMPENSATION

A. Teacher Compensation Defined

All teachers shall be compensated in accordance with the provisions of this Article and the annexed exhibits without deviation.

B. Recognition of Previous Employment for Salary Purposes

The basic salaries of teachers covered by the Agreement are set forth in Exhibit A which is attached to and incorporated in this Agreement. The Board will recognize a maximum of ten (10) years of service from previous employment at public K-12 school districts for salary purposes.

C. Salary Advancement

An effective evaluation is required for a teacher to advance to the next step on the salary schedule. A teacher that earns a Master's degree will advance two (2) steps on the salary schedule providing official transcripts are received by September 30th. For salary purposes, the effective date will be the first day of the current school year. The Master's degree must be in the field of education, aligned with the teacher's current duties and approved by the Superintendent.

D. Extra-Duty Assignment Compensation

Teachers involved in extra duty assignments set forth in Exhibit B which is attached to and incorporated in this Agreement shall be compensated in accordance with the provisions thereof.

E. Salary Schedule Compensation

The salary schedule is based upon the regular school calendar as set forth in this Agreement and the normal teaching hours as defined in this Agreement.

F. Reimbursement for Expenses

Reimbursements for professional meetings that are held outside the boundaries of our school district and approved by the Superintendent and/or Principal prior to the meeting will be reimbursed for expenses of fees as per Board Policy.

G. Payroll Options

At the beginning of each academic year*, teachers shall have one of these options:

- To receive their annual pay in 20 equal installments, less legal, contracted and teacher authorized deductions.
- To receive their pay in 24 equal installments, less legal, contracted and teacher authorized deductions.

**Payroll dates will be on the 5th and 20th of each month unless those dates occur on a holiday or weekend. If that occurs, the payroll date will either be the previous work day or the following work day.*

H. Early Retirement Notification Stipend

A teacher who has fifteen (15) or more consecutive years of service with the District, and retires under the Michigan Public School Employees' Retirement System shall receive a stipend of $1,000.00 providing the following conditions are met: a letter of retirement/resignation is received by the Superintendent no later than April 15th and the teacher completes the entire school year. Teachers who leave prior to the end of the school year do not qualify for the stipend. The stipend will be included in the employee's final pay. FMLA leave or a Board-approved leave of absence under Article XI, Section F of this agreement does not constitute a break in service.

I. Merit Pay

The District merit pay plan for teachers/counselors is agreed upon by the Board of Education and RVEA. Teachers/counselors are permitted to participate in the District's merit pay plan provided they meet the qualifications as stated in the merit pay plan.

ARTICLE XVI
DEPARTMENT/GRADE LEVEL CHAIRPERSONS

A. Appointments

- One (1) MHS Department Chairperson will be appointed in the following core areas: Math, Language Arts, Science, and Social Studies.
- One (1) Elementary Grade Level Chairperson will be appointed for each of the following grades: kindergarten, first grade, second grade, third grade, fourth grade, and fifth grade.
- One (1) K-12 Department Chairperson will be appointed for Special Education.
- One (1) K-12 Department Chairperson will be appointed for Visual, Performing, Fine Arts, and Physical Education (Business, Career/Technology, Culinary Arts, Fine Arts, and Physical Education).
- Department/Grade Level Chairpersons will be appointed annually.

B. Meetings/Released Time

- Chairpersons will call monthly meetings and submit discussion notes to the Curriculum Council Coordinator.
- Chairpersons may be allowed released time throughout the year.

ARTICLE XVII
CURRICULUM COUNCIL

A. Curriculum Council Membership

The Curriculum Council will be made up of Department/Grade Level Chairpersons.

B. Curriculum Council Organization

- The Curriculum Council will be formed during the month of September.
- The Curriculum Council Coordinator will chair the Council.
- The Curriculum Council will meet on a monthly basis at the call of the Council Chair.
- The primary task of the Council is to annually review and study the scheduled curriculum areas and make recommendations on course goals and objectives.
- The Council will be given an opportunity to provide input regarding pilot programs, existing instructional programs, and new instructional programs.
- One (1) 6-12 Department Chairperson and one (1) K-5 Grade Level Chairperson will be appointed to coordinate the yearly curriculum study at each level, attend ISD informational meetings, and complete required paperwork.
- Curriculum Council members may be allowed released time throughout the year.

ARTICLE XVIII
MENTOR TEACHER PROCEDURES

A. Mentor Teacher Defined

A Mentor Teacher shall be defined as a Master Teacher as identified in Section 1526 of the School Code and shall perform the duties of a Master Teacher as specified in the Code.

B. Assigning of Mentor to Mentee

When assigning the mentor, it will be with the mutual agreement of the Mentee Teacher, the Mentor Teacher, and the School Administration.

C. Mentor Teacher Role Defined

The Mentor Teacher shall be available to provide professional support, instruction and guidance. The purpose of the mentor assignment is to provide a peer who can offer assistance, resources, and information in a non-threatening, collegial fashion.

The Mentor Teacher will be prepared to assist the Mentee in the following:

1. School Improvement (campus, district, etc.)
2. Curriculum (texts, manuals, core, state, etc.)
3. Lesson planning (ideas execution)
4. Grading Procedures
5. Observations (by both Mentor and Mentee)
6. Conferencing (both student and parent)
7. Collaboration
8. Professional In-Service Development
9. Discipline Procedure/Conflict Resolution
10. Parent involvement
11. Professional Support
12. Climate/Cultural Acclimation

D. Process for Selecting and Assigning Mentor Teacher

The Mentor Teacher shall be assigned in accordance with the following:

- It is preferred that the Mentor Teacher be tenured.
- Participation as a Mentor Teacher shall be completely voluntary.
- The assignment of the Mentor Teacher shall be finalized by the Administration within twenty (20) workdays after the mentee starts work.
- Every effort will be made to match Mentor and Mentee Teachers who work in the same building and have the same area of certification.
- Each Mentee Teacher shall only be assigned one (1) Mentor Teacher at a time.
- A maximum of two (2) days of release time shall be provided for the Mentor and Mentee for professional support, instruction and guidance.

E. Confidential Relationship

The purpose of the mentor/mentee relationship is to acclimatize the bargaining unit member to the District and to provide the necessary assistance to facilitate quality instruction. The Board and the Association agree that this relationship shall be kept confidential.

Further, the mentor teacher shall not be called as a witness in any grievance or administrative hearing involving the mentee nor shall the mentee be called as a witness in any grievance or administrative hearing involving the mentor teacher, as it relates to the evaluation.

ARTICLE XIX
MISCELLANEOUS

A. Individual Contract Between Teacher and Board

Any individual contract between the Board and an individual teacher heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement and any individual contract hereafter executed shall be expressly made subject to and consistent with the terms of this

Agreement and its amendments. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration, shall be controlling.

B. Provisions of This Agreement and the Law

If any provisions of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. Sharing Expenses of the Duplication of This Agreement

Copies of this Agreement shall be printed at the equal expense of the Board and the Association and presented to all teachers now employed or hereafter employed during the life of this Agreement.

D. Negotiations Inclusive Clause

During the negotiations of this Agreement, each party made proposals and counterproposals. This Agreement encompasses and incorporates all such proposals. It is the intention of the parties that this Agreement, during its term, shall cover all negotiable items, proposals, and subjects concerning wages, hours and conditions of employment.

E. Strike and Interruption of the School Program

The Association and Board recognize that strikes and other forms of work stoppages are currently contrary to law. The Association and Board subscribe to the principle that during the life of this Agreement differences shall be resolved by peaceful and appropriate means without interruption of the school program.

F. Board's Right to Set Policy on Banning Smoking and Tobacco

The Board reserves the right to adopt a policy and enforce work rules prohibiting smoking and/or the use of tobacco products and/or tobacco preparations by any employee to any extent and at any and all times in any school facilities, vehicles, and/or equipment and/or on school premises and/or while involved in duties regarding any school activities.

G. Emergency Manager

An emergency financial manager appointed under the Local Financial Stability and Choice Act, P.A. 436, shall have the authority to reject, modify or terminate the collective bargaining agreement as provided in 2012 P.A. 436. These provisions required by Section 15(7) of PERA, MCL 423.215(7), are prohibited subjects of bargaining.

H. School Safety Legislation – Reportable Crimes

Pursuant to 2005 Public Acts 129-131 and 138, all employees shall self-report to the District and the Michigan Department of Education (MDE) when arraigned/charged with certain identifiable crimes. Within three (3) business days of arraignment, the employee must report the arraignment/charge to the Superintendent, or the employee may be found guilty of an additional crime. The reportable crimes, and the MDE "Arraignment Disclosure" form are found in Appendix B.

I. Teacher Discipline

1. **Complaints**

   To the extent allowable by law, upon receipt of a complaint that might lead to a discipline against a bargaining unit member, the District shall make reasonable effort to notify the member and resolve the matter which may include a meeting between the parties involved.

2. **Discipline**
The District will implement discipline that is not arbitrary or capricious and proportionate to the seriousness of the misconduct. The term "discipline" as used in this Agreement includes warnings; reprimands; suspensions without pay; demotions as defined by the Tenure Act; and other actions of disciplinary nature. A disciplinary decision must be supported by a preponderance of evidence, the bargaining unit member must be given a meaningful opportunity to respond to allegations, and the discipline must recognize the concept of progression as required by law. The District reserves the right to apply disciplinary measures consistent with the severity of the infraction.

3. **Investigation**
The District may, in its discretion, investigate complaints submitted against a bargaining unit employee. If the matter is investigated, the employee will receive notice of the allegations against them and an opportunity to respond to the allegations. If the disciplinary action is taken and retained in the employee's personnel file, the employee may submit a rebuttal statement as provided by law.

4. **Appeal**
A tenure teacher may grieve the discipline procedure outlined in the grievance procedure, excluding arbitration. This limitation does not limit a tenure teacher's statutory right to appeal a demotion or termination to the State Tenure Commission. A probationary teacher may grieve discipline up to Step 2.

ARTICLE XX
DURATION

This Agreement, executed this 22nd day of June, 2026 is effective as of the 1st day of July 2026, and shall remain in full force and effect until (or through) June 30, 2027.

ARTICLE XXI
INSURANCE PROTECTION

A. Eligibility
To be eligible for the benefits provided in the above program a teacher or his/her dependents must be listed on the company insurance billing during the first month of their employment or during the open enrollment period. That portion of insurance costs which are the obligation of teachers shall be deducted from the teacher's salary through the District's Section 125 Plan.

B. Prorated Benefit
PRORATED BENEFIT: Those teachers working halftime but less than full time (daily) will receive a benefit prorated on a seven and one-half (7½) hour day. Those teachers working a full day, but less than a full year and those teachers on an unpaid leave of absence for more than five (5) days during a year will receive a benefit prorated on the total number of scheduled teacher work days that year.

C. MESSA PAK A Defined
Teachers can choose between the three offered medical plans. The cost of medical insurance will be shared between the Board and the individual teachers. The Board shall contribute eighty percent (80%) of the medical benefit plan cost and the bargaining unit shall contribute twenty percent (20%) of the medical benefit plan cost, which amount shall be payroll deducted from the enrolled teacher's compensation.

Dental and vision insurance will be provided at no cost to the individual teachers:

D. MESSA Pak B Defined

For those teachers who work at least 76% (FTE) through full time and do not select the above medical insurance, the Board shall contribute $500.00 per month in cash if the teacher presents evidence he/she has other insurance meeting the affordability and eligibility requirements of the Affordable Care Act:

Dental	Class I, II, III, annual maximum	80%, 80%, 80%, $1,000
	Class IV, lifetime maximum	80%, $1,500
	Riders	2 cleanings
Vision	VSP 3	
Life Insurance	Life Insurance	$50,000.00
	AD&D	$50,000.00
LTD Benefit	Percentage/Maximum	70%, $5,000.00
	Maximum monthly salary	$7,143.00
	Waiting period	90 CDMF
	Alcohol/Drug	Same as any other illness
	Mental/Nervous	Same as any other illness
	Social Security Offset	Family
	Pre-existing Condition	Waived
	COLA	Yes
Cash/Annuity Option	The Board will contribute 80% towards PAK B Costs, the remaining amount will come from the $500 per month cash in lieu.	

E. Year Round Coverage Defined

For teachers electing coverage the Board shall make payment of insurance premiums for each teacher to provide insurance coverage for a twelve-month period beginning September 1st and ending August 31st. For those teachers commencing employment in August or September and electing coverage, the Board shall contribute a monthly premium at the beginning of their employment until August 31st.

ARTICLE XXII
CNC GUIDELINES DESCRIBED

The Board and the Association support the concept of Collaborative Bargaining for the length of this agreement and agree to form a Contract Negotiations Committee (CNC) to discuss topics and resolve contract related issues and problems excluding grievances. The items listed below are basic guidelines for CNC procedure:

1. The CNC will consist of up to five (5) Association members and up to five (5) Board Representatives, with facilitator optional. Leadership will be shared between Board and Association representatives at alternating CNC meetings.
2. People serving on the CNC should expect a one-year commitment.
3. In order for a decision to be made there must be a quorum of each team in attendance. A team quorum shall be defined as at least three (3) Board representatives and three (3) Association representatives.

4. There will be a minimum of ten (10) quorum meetings to be held monthly excluding July and December. Additional meetings may be called by either co-leader. Meetings of the CNC may never be cancelled, only re-scheduled.
5. Meeting length may not exceed two (2) hours, unless mutually agreed upon.
6. There are to be no "votes", issues decided by 100% consensus only.
7. Confidentiality of information shared at meetings is imperative to maintaining trust amongst CNC members, however, if by consensus a subject needs to be polled among peers – this may be done. To further promote trust, all new information will be shared in a timely manner with all CNC members.
8. Outside guests may be brought in for resource purposes (i.e. insurance information), by special invitation and CNC consensus only.
9. A list of potential issues will be established at the beginning of each new school/negotiation year.
10. New issues may only be started when the prior issue is resolved, or tabled by consensus.
11. Ratification of agreements will take place at least once per calendar year, by April, or at other times as mutually agreed upon.

EXHIBIT A

SALARY SCHEDULE

Step	Salary	
1	52,512	
2	54,012	1,500
3	55,512	1,500
4	57,012	1,500
5	58,512	1,500
6	60,012	1,500
7	61,512	1,500
8	63,012	1,500
9	64,512	1,500
10	66,012	1,500
11	67,512	1,500
12	69,012	1,500
13	70,512	1,500
14	72,012	1,500
15	73,512	1,500
16	75,012	1,500
17	76,512	1,500
18	78,012	1,500
19	79,512	1,500
20	81,012	1,500
21	82,512	1,500
22	84,012	1,500
23	85,512	1,500
24	87,012	1,500
25	88,512	1,500

In the event that a teacher reaches the top of the pay scale (Step 25), the next year they will move-off schedule. Off-schedule salaries shall be based on the previous year's salary plus any approved step and percent raise that has been negotiated or agreed upon for the upcoming year.

Notes:

1. An effective evaluation is required for a teacher to advance to the next step.
2. A teacher that earns a Master's degree will advance two (2) steps on the schedule providing official transcripts are received prior to September 30th of the current school year.

The above schedule is based on 179 student days and 183 staff days.

EXHIBIT B: RIVER VALLEY SCHOOL DISTRICT EXTRA CURRICULAR SALARY SCHEDULE

Section 1: Purpose and Assignment

A. Purpose of Extracurricular Activities

School-sponsored extracurricular activities are an extension of the educational program and provide students with opportunities to develop relationships, skills, leadership, responsibility, teamwork, and school connectedness beyond the classroom. These activities enrich the student experience, promote positive school culture, and support student growth through participation in athletics, clubs, performing arts, academic competitions, and other school-related programs. Schedule B assignments support the supervision, instruction, and leadership necessary to provide these opportunities for students.

B. Purpose of This Section

All positions listed are included for purposes of establishing a compensation scale for extracurricular duties when the position is filled by a bargaining unit member. The listing of a position and rate does not guarantee that the position will be offered in any given year. Administration will determine who will be appointed to each position.

C. New Positions

Any employee who wishes to start a new club and/or activity shall submit a written proposal (see attached form) describing the activity of the club/activity; to the Activities Director where said club/activity will take place. The Activities Director will then schedule a meeting with the employee to discuss the proposal. If the Activities Director approves the proposal, he/she will then submit the proposal with additional information and/or comments to the Office of the Superintendent for final approval. If the Superintendent approves the proposal, the employee will be paid .75% per year until the contract expires and then a determination will be made through the negotiations process if said club/activity should be added permanently into Schedule B of the Master Contract.

D. Appointment of Positions

Bargaining unit members who meet Schedule B job qualifications will be given first consideration for extracurricular positions.

E. Removal and Cancellation

An individual may be removed from an extracurricular assignment for inadequate responsibility in the role, and/or violation of district policies. A bargaining unit member who meets qualifications and is appointed will be compensated according to established rates unless a program or event is cancelled due to a government shutdown or local health emergency.

F. District Determination of Percentages

Extracurricular compensation percentages are determined through Contract Negotiation.

Section 2: Staffing Priority and Non-Bargaining Unit Appointments

A. Priority for Assignment

Bargaining unit members who meet posted qualifications shall be given first consideration for extracurricular assignments covered by this agreement.

B. When a Bargaining Unit Member is Not Available

If the District is unable to fill an extracurricular assignment with a qualified bargaining unit member, the District may, at its discretion and with administrative approval, fill the assignment based on interest and fit from one or more of the following groups without posting:

- Hourly employees of the District
- District coaches
- Salaried employees of the District
- Community members

EXHIBIT B
EXTRA AND CO-CURRICULAR SALARY SCHEDULE

CILT (x12)		
CURCO (x12)		
Technology Club Advisor (Elementary)	0.75%	394
Elementary Battle of the Books Advisor	0.75%	394
Girls on the Run Coach (x2)	1.00%	525
Elementary Art Show Director	1.00%	525
MHS Art Show Director	1.00%	525
Elementary Music Show Director	0.75%	394
Science Olympiad (Elementary)	1.00%	525
Title I Nights (up to 2 nights)	0.50%	263
Director of Band and Choral Activities	12.00%	6,301
Theatre Director (Up to 2 Productions paid per play)	6.00%	3,151
Pit Orchestra Director (Spring High School Musical)	1.50%	788
Student Council Advisor (Middle School)	1.50%	788
Student Congress Advisor (High School)	5.00%	2,626
Business Professionals of America Advisor		
HS Robotics Coach	3.00%	1,575
MS Robotics Coach	2.00%	1,050
NHS Sponsor	2.50%	1,313
Science Olympiad Coach	1.50%	788
Yearbook Advisor (Middle, High)	2.00%	1,050
Career Leadership Council Member (Youth Solutions)		
Culinary Arts Show Director	0.75%	394
High School Travel Club Advisor	2.00%	1,050
Interact Club Advisor	1.00%	525
Class Sponsor (Freshmen)	0.75%	394
Class Sponsor (Sophomores)	0.75%	394
Class Sponsor (Juniors)	0.75%	394
Class Sponsor (Seniors)	2.00%	1,050
Spanish Club Sponsor	1.00%	525
Dungeons and Dragons Club Advisor	1.00%	525
Board Game Club Advisor	1.00%	525
MS and HS ESports Coach (Fall)	1.50%	788
MS and HS ESports Coach (Spring)	1.50%	788
Tech Club Advisor (MHS)	1.00%	525
Astronomy Club Advisor	1.00%	525

1. This schedule merely indicates the remuneration in the event the position is filled.
2. All extra-curricular duties listed in Exhibit B will be strictly voluntary.
3. Individuals who work as game workers will be paid according to the pay schedule in effect.

EXHIBIT C
RIVER VALLEY SCHOOL DISTRICT
School Calendar
2026-2027

August	
25, 26, 27	Staff Only
31	**First Day of School** - ½ day Students

September	
2,9,16,23,30	**Early Dismissal Wednesdays**
4, 7	**NO SCHOOL** - Labor Day Weekend

October	
7,14,21,28	**Early Dismissal Wednesdays**
9	**NO SCHOOL FOR STUDENTS** Countywide Staff Prof. Development
16	**Half Day/Students** - End of 1st Quarter
29	**Half Day/Students** - Parent/Teacher Conf.
30	**NO SCHOOL**

November	
4, 11, 18	**Early Dismissal Wednesdays**
25, 26, 27	**NO SCHOOL** - Thanksgiving Break

December	
2, 9	**Early Dismissal Wednesdays**
16	Full Day of School - Exams
17, 18	**Half Day/Students** - Exams
21	**NO SCHOOL** - Holiday Break Begins

January	
4	School Resumes
6,13,20,27	**Early Dismissal Wednesdays**
18	**NO SCHOOL** - Martin Luther King Jr. Day

February	
3,10,17,24	**Early Dismissal Wednesdays**
11	**Half Day/Students** - Parent/Teacher Conf.
12	**NO SCHOOL**

March	
3,10,17,24	**Early Dismissal Wednesdays**
19	**Half Day/Students** - End of 3rd Quarter
26	**NO SCHOOL** - Good Friday
29	**NO SCHOOL** - Spring Break Begins

April	
5	School Resumes
7,14,21,28	**Early Dismissal Wednesdays**

May	
5,12,19,26	**Early Dismissal Wednesdays**
31	**NO SCHOOL** - Memorial Day

June	
2	**Early Dismissal Wednesdays**
3	Graduation - Class of 2027
9	Full Day of School - Exams
10, 11	**Half Day/Students** - Exams

EXHIBIT C
RIVER VALLEY SCHOOL DISTRICT
2026-27
Staff Calendar

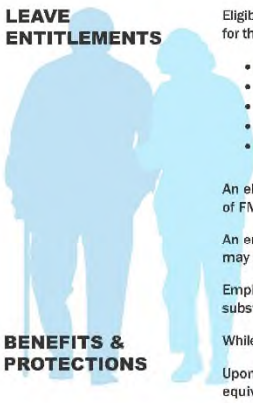
Notes:

1. To include 179 Student Days (minimum of 1098 instructional hours) and 4 Staff Days for a Total of 183 Staff Days.
2. Any cancelled student instructional hours in excess of the allotted hours per state legislation will be made up without additional compensation.
3. Any makeup hours required beyond the state allotted hours will be worked by further extending the end of the school year or by mutual consent of both parties.
4. The four (4) planning days for focus and CUE must be taken prior to May 11th. Requests for use of such days must be made at least five (5) days in advance. If substitute teachers are not available, days must be taken by May 18th
5. Calendar includes professional development of one (1) day by adding professional development time spent after school via the one (1) hour monthly meetings provided they meet the requirements of professional development as described by the Michigan Department of Education.
6. Dates are subject to change based on schedule of professional development activity and or the number of days called due to weather/heating etc.
7. If online professional development is determined by the state to be done off school hours (5 hours) the professional development days may be adjusted accordingly or the online time done during scheduled professional development time.

APPENDIX A

EMPLOYEE RIGHTS
UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION



LEAVE ENTITLEMENTS

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within one year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

BENEFITS & PROTECTIONS

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;* and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

*Special "hours of service" requirements apply to airline flight crew employees.

REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

ENFORCEMENT

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

For additional information or to file a complaint:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division

WAGE AND HOUR DIVISION

WH1420 REV 04/16

APPENDIX B

School Safety Legislation
Reportable Crimes List

(a) Any felony.

(b) Any of the following misdemeanors:
- (i) Criminal sexual conduct in the fourth degree or an attempt to commit criminal sexual conduct in the fourth degree.
- (ii) Child abuse in the third or fourth degree or an attempt to commit child abuse in the third or fourth degree.
- (iii) A misdemeanor involving cruelty, torture, or indecent exposure involving a child.
- (iv) A misdemeanor violation of section 7410 of the public health code, 1978 PA 368, MCL 333.7410.
- (v) A violation of section 115, 141a, 335a, or 359 of the Michigan penal code, 1931 PA 328, MCL 750.115, 750.141a, 750.335a, and 750.359; or a misdemeanor violation of section 81, 81a, or 145d of the Michigan penal code, 1931 PA 328, MCL 750.81, 750.81a, and 750.145d.
- (vi) A misdemeanor violation of section 701 of the Michigan liquor control code of 1998, 1998 PA 58, MCL 436.1701.
- (vii) Any misdemeanor that is a listed offense. (Listed offense means that term as defined in section 2 of the sex offenders registration act MCL 761.1)

(c) A violation of a substantially similar law of another state, of a political subdivision of this state or another state, or of the United States.

MCL 380.1230d; MCL 380.1535a; MCL 380.1539

Arraignment Disclosure Form
River Valley School District

_____
Name (Please Print)

_____
School Name (Please Print)

_____
School District (Please Print)

_____
Position (Please Print)

_____
Date of Arraignment (Please Print)

Pursuant to Public Act 131 of 2005, I, hereby disclose that I was arraigned on the aforementioned date for the criminal offense of _____

_____

in _____ Court, located in the State of _____, County of _____

In signing this form, I acknowledge that I understand that failure to disclose this information is a violation of Public Act 131 and can result in action being taken relative to my certification and/or employment.

In signing this form, I acknowledge that I understand that should I be convicted of or pled guilty or nolo contendere (no contest) nor am I the subject of a finding of guilt by a judge or jury, it is my responsibility to disclose to the court that I am employed by a school, public or non-public. I also understand that if I am subsequently not convicted of any crime after the completion of judicial proceedings resulting from that charge, I must request, in writing, that the Michigan Department of Education and the employing school/district delete the report from my records.

_____ _____
Signature Date

Send Form to:

Director
Michigan Department of Education
Office of Professional Preparation Services
P.O. Box 30008
Lansing, MI 48909

AND

Superintendent
River Valley School District
15480 Three Oaks Rd.
Three Oaks, MI 49128

SIGNATURE PAGE

RIVER VALLEY EDUCATION ASSOCIATION	RIVER VALLEY SCHOOL DISTRICT BOARD OF EDUCATION
Shawn Gedert	*Phillip Bender*
PRESIDENT	PRESIDENT
	Gail Freehling
MEMBER	SECRETARY
Brad Hoekstra	*Jennifer Alderink*
MEMBER	TRUSTEE
Jeri Essig	*Brian Brown*
MEMBER	MEMBER
	David Campbell

This Letter of Agreement on Early Dismissal governs staff meeting and other related issues for the 26-27 and 27-28 school years:

LETTER OF AGREEMENT BETWEEN THE RIVER VALLEY SCHOOL DISTRICT AND RIVER VALLEY EDUCATION ASSOCIATION ON EARLY DISMISSAL DAYS

The following language represents a two-year agreement for the 26-27 and 27-28 school year to suspend contract language on staff meeting times, student ending times (on Wednesdays), early release time on Fridays, Early Collaboration Time, and number of student school days.

ESSENTIAL ELEMENTS OF THE AGREEMENT:

1. Teachers are required to attend Early Dismissal Wednesday meetings which include Professional Learning Communities, Staff Meetings, Cross Curriculum/Grade Level Meetings, Committee meetings, and Professional Development as deemed necessary. Meetings will be held from 2:45 to up to 3:35 every Wednesday (except on Exam Days).
2. Meeting artifacts (agendas, notes, etc.), student progress, student achievement scores, surveys, and quarterly Board Updates by the Principals will be used to determine program effectiveness.
3. 179 Student Days: 8:00 to 3:00 four days/week; 8:00 to 2:30 on Wednesdays; 9 half days are from 8:00 to 11:35.
4. The regular teacher day will be from 7:35 to 3:20 (3:35 on Staff Meeting days)
5. 0 Early Release Fridays for PD
6. If the program is discontinued in 2028, the current contract language remains intact.
7. Adjustments may need to be made with the Association to meet instructional hours and professional development requirements.

Shawn Gedert, RVEA President *Shawn Gedert* Date: 3/23/26
Dave Campbell, Superintendent *David Campbell* Date: 3/23/26