

MASTER AGREEMENT

Between

BRONSON COMMUNITY SCHOOLS

And the

BRONSON EDUCATION ASSOCIATION EXPIRING: JUNE 30, 2028

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ARTICLE 1
RECOGNITION

The Board of Education of the Bronson Community Schools, (the Board), recognizes the MEA/NEA, (the Association), as the exclusive bargaining representative, as defined in Section 11 of the Michigan Public Employment Relations Act, for all certified/permitted full-time and regular part-time contracted teachers, remedial reading teachers, counselors, social workers, librarians, and special education teachers employed by the Board excluding the Superintendent, Principals, substitute teachers, teacher aides, and all other employees. Hereafter, all parties represented by the association shall be referred to as "employee."

ARTICLE 2
ASSOCIATION AND TEACHER RIGHTS

A. Pursuant to the Michigan Public Employment Relations Act the Board agrees that every teacher shall have the right to freely organize, join, and support the Association for the purpose of engaging in collective bargaining and other concerted activities for mutual aid and protection. As a duly-elected body exercising governmental power under Michigan law, the Board agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Michigan law or the Constitution of Michigan and the United States, and that it will not discriminate against any teacher as to wages, hours, or other terms or conditions of employment by reason of membership in the Association or collective professional negotiation with the Board, or institution of any grievance, complaint, or proceeding under this Agreement, or otherwise as to any terms or conditions of employment.

B. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, religion, color, national origin, age, sex, disability, marital status, sexual orientation, height, weight, genetic information, veteran status, membership in, or association with, activities of any employee organization, or any other legally protected status. The Association agrees to abide by the District's policies and procedures unless construed to deny or restrict employee rights under applicable Michigan or federal laws and regulations.

C. Duly-authorized representatives of the Association and their respective affiliates shall be permitted to transact official, local Association business on school property at all reasonable times, provided that this activity shall not interfere with or interrupt normal school operations or previously scheduled uses. Prior notice to the appropriate building administrator or secretary is required.

D. The Association shall have the right to use school facilities and equipment, including computers, copiers, other duplication equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for all materials consumed in the use of the equipment. There is no expectation of privacy with the use of such taxpayer funded systems.

E. The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in each school building. The Association may use the District mail service and employee's mailboxes for communications. No teacher shall be prevented from wearing insignia pins and other identification of membership in the Bronson Education Association, the Michigan Education Association, and the National Education Association, either on or off school premises.

F. A teacher is not required to be a member of or participate in the activities of any organization.

G. The Board agrees to make available for photocopying to the Association all available public information concerning: (1) annual financial report and audits, (2) register of certificated personnel, (3) approved budget, (4) agenda and minutes of all Board meetings, (5) treasurer's report, (6) names and addresses of all teachers, salaries paid thereto, their educational preparation and other such information which may be necessary for the Association to process a grievance or complaint.

H. The Board agrees to place on the agenda of any regular monthly Board meeting any item for discussion that has been brought to its attention by the Association so long as those matters are made known to the superintendent at least five (5) working days prior to said regular meetings.

ARTICLE 3
SCHOOL BOARD AND MANAGEMENT RIGHTS

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

1. To exercise the executive management and administrative control of the District and its properties and facilities, and the activities of its employees during regular school and when assigned to school-sponsored activities, including the right to enter into intergovernmental agreements to collaborate, consolidate or jointly perform functions or services, and the impact of those decisions on 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 dismissal or discipline, their health and safety, 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;

5. To determine class schedules, responsibilities, and assignment of teachers.

B. The exercise of the foregoing powers, right, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulation, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms conform with Michigan law and the Constitution and laws of the United States.

C. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under Michigan law or any other national, state, District, or local laws or regulations as they pertain to education.

ARTICLE 4
TEACHER HOURS, LOADS AND ASSIGNMENTS

A. Under normal conditions, the work year for teachers covered by this Agreement shall be up to one hundred eighty-five (185) days as shown in the adopted school calendar. Holidays recognized by the Board and the Association shall be Labor Day, Thanksgiving, the Friday following Thanksgiving, Christmas, New Year's, and Memorial Day. (Teachers will not be expected to report on these days.)

B. Under normal conditions, the teachers' working hours in school as determined by the building principal, shall not be greater than a total of seven and one half (7½) hours of regular paid duty time from the time of arrival until the time of departure and shall begin between 7 A.M. and 9 A.M. This section applies up to the one hundred eighty-five (185) contract days. The seven and one half (7½) hours does include a thirty (30) minute duty-free unpaid lunch period.

C. Every teacher shall be provided with at least a thirty (30) minute duty-free uninterrupted lunch period. It is expressly understood that during a sudden, urgent, unforeseen occurrence or occasion requiring immediate action, teachers may be called upon for assistance during their lunch period. If the administration increases the student lunch period, such increase shall not increase the daily three hundred (300) minute assigned time obligation under Section E and F of this Article. It shall not be deemed a violation of the three hundred (300) minute/day limitation of Article 4. C, and Article 4. E, if a particular teacher's daily assignment includes two "student lunch period supervision" assignments in lieu of one (1) regular class period.

D. Elementary teachers will have a minimum prep time of five hours in blocks of not less than 20 minutes during a regular school week. Such periods shall be used for the purpose of contacting parents, consulting (with co-workers, specialists, students and administration), lesson planning, record updating, evaluation of student work, etc. Such preparations shall be at the location approved by the administration.

E. Secondary teachers shall be obligated to provide three hundred (300) minutes per day of assigned student contact duty time. Teachers whose regular daily schedule assignment falls short of three hundred (300) minutes shall be subject to assignment by the administration to periodic additional student-related duties not to exceed (on an annual basis) the amount of their time shortage. It is agreed and understood that it shall not be deemed a violation of the three hundred (300) minute/day limitation of Article 4. C and Article 4. E. if a particular teacher's daily assignment includes two "student lunch period supervision" assignments in lieu of one (1) regular class period.

F. All teachers will be required to attend meetings with building principals. Not more than one (1) teacher meeting each month, which extend beyond these limits listed in paragraph B. above will be required of any teacher. No teacher will be required to remain for more than one hour and 15 minutes (1.25 hours) beyond the seven and one-half (7 ½) hours stated in paragraph B. for any such meeting. Any general teacher meeting, which is defined as a meeting involving teachers from elementary, middle, and high schools, will be included in this paragraph.

   The Superintendent has the right to call two (2) special meetings per year.

   As deemed necessary, administrators may call up to one mandatory staff meeting each month, with reasonable notice.

   The first (1st) and third (3rd) Tuesdays shall be reserved for Association meetings which may begin at any time following the seven and one-half (7 ½) clock hour day. On the third Tuesday of each month, teachers may leave their respective buildings at 3:15 P.M. to attend Association meetings unless there is a special meeting scheduled for that afternoon.

G. All teachers are expected to help plan, execute, and attend up to a maximum of five (5) open houses or similar functions, except for emergency reasons allowed by the principal. Activities beyond 5 are optional and, if pre-approved by the building administrator, will be paid. The committee for planning the activities or the administration shall notify the teachers of the date set for the Open House and Christmas program by October 1st. The committee for planning or the administration shall notify the teachers at least ten (10) working days prior to the date set for any of the other activities and shall present a general outline of the program. If held in the evening, the activity shall be scheduled for no longer than two (2) hours. All five (5) activities, if held outside the normal contract hours, shall be compensated at $25.00 per teacher activity. This provision does not apply to parent/teacher conferences, which teachers are expected to attend.

H. If parent-teacher or similar organizations are organized within the period of this Agreement, teachers will be expected to make reasonable efforts to participate in their functions.

I. Teachers shall not be required to keep CA-60s but shall supply all pertinent information to the properly designated office personnel for the completion of these records. Teachers shall maintain accurate accounts of student attendance in such format as may be directed by the administration.

Except for special or emergency circumstances, the administration will give thirty (30) days' notice as to date and approximate times of regular and formal parent-teacher conferences. Special or emergency circumstances shall not include inadequate preparation or negligent scheduling. Informal or formal individual conferences may be held with little notice. Provided that, the administration will consult with the teacher and will make reasonable efforts to schedule such individual conferences during the regular school day as defined in this Agreement. If there is less than twenty-four (24) hours' notice and the teacher has a prior commitment, he/she shall be excused from attending a conference scheduled outside duty hours. Provide further, that if an administrator directs a teacher to attend such an individual conference at a time that conflicts with Schedule C responsibilities, the teacher shall be excused from such responsibilities for the duration of the conference.

J. The administration shall make reasonable efforts to avoid assigning secondary teachers to more than three (3) preparations, or to particularly difficult combinations of different preparations. The principal shall have final authority in making assignments.

K. The Board and Association agree that efforts will continue to be made to bring class sizes to an acceptable number as dictated by the District's financial conditions, the building facilities available, and the best interest of the children. The class size shall not exceed an average of twenty-five (25) students per class. The average shall be computed by dividing the total number of students by the total number of certified personnel, excluding administrators.

L. The Board will relieve teachers from collecting for pictures and school lunches.

M. Administrators will make reasonable efforts, consistent with state and federal law, to balance classrooms based on student proficiency and need.

N. The Bronson Community Schools New Teacher Induction Program will be used to provide a master teacher as a mentor to a beginning teacher during the first three (3) years of classroom teaching, or as otherwise required by law. The purpose of the mentor/teacher assignment is to acclimate the new teacher to the profession and provide necessary assistance towards attaining quality instruction. The relationship shall be based on mutual trust and understanding of the role each provides relating to professional improvement.

ARTICLE 5
PROFESSIONAL IMPROVEMENT

A. The Board agrees to provide, upon application and approval, by the administration, necessary funds for the teachers to attend conferences and workshops within a budgeted amount to be determined by the Board. Travel, meals, lodging, and registration fees shall be deemed appropriate expenses of the Board, as well as the cost of the substitute teacher needed to relieve the participant. Mileage will be reimbursed at the IRS rate at the time that mileage is incurred.

B. The Board agrees to pay each teacher a sum of two hundred fifty ($250) or the full cost, whichever is less; per semester hour of college credit earned beyond eighteen (18) semester hours in a planned program that is necessary to achieve temporary vocational, provisional, professional certification, or an advanced degree. Courses taken shall be related to the individual's teaching assignment, shall be taught at the graduate level (fast-track courses generally do not qualify), shall be taken at a Higher Learning Commission Accredited institution, and shall be submitted for prior written approval to the Superintendent through the Principal. Proof of hours completed in the form of official transcripts or report cards shall be presented to the Superintendent through the Principal before payment is made.

ARTICLE 6
TEACHING CONDITIONS

A. Under no conditions shall a teacher be required to drive a school bus as part of a regular assignment.

B. When possible, the Board will make available in each school adequate lunch rooms, restroom, and lavatory facilities exclusively for teacher use and at least one (1) room appropriately furnished, which shall be reserved for use as a faculty lounge and provisions for such facilities will be made in all future school buildings.

C. Telephone facilities will be made available to all teachers for school business, Association business and for emergency personal reasons.

D. Keys may be signed out, upon teacher's written request, for a school year and turned in at the end of the school year or upon termination of employment.

ARTICLE 7
TEACHER EVALUATION, PLACEMENT, LAYOFF AND RECALL

A. Vacancies will be posted in the staff lounge/workroom and electronically delivered to all employees. Any teacher may apply for any position at any time. Written application from teachers in this District shall be addressed to the Superintendent and shall be kept on file in the office for a period of one year.

B. The filling of vacancies or newly created positions at the supervisory or administrative levels is exclusively the concern of the Board. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be entitled to retain such rights as they may have had under this Agreement before such transfer to supervisory or executive status.

C. Concerning teacher placement and reduction/recall decisions, the parties agree as follows:

1. The Superintendent or designee decides placement decisions, when a vacancy exists and when a posting is made. A "vacancy" shall be defined as an unassigned, open position or

a newly created position which the district intends to fill. A teaching vacancy shall be posted at least five days prior to being filled.

2. Acting within the approved budget, the Superintendent is responsible for establishing the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for existing staff or that a reduction in teaching staff is necessary due to a program, curricular, or other operational consideration(s), the Superintendent will recommend to the Board the teaching positions to be reduced. Prior to issuance of layoff notices, the BEA will be given an opportunity to make specific recommendations regarding the particular implementation of layoff and recall procedures planned by the district.

3. The Superintendent or designee has discretion to place, transfer, or layoff or recall a Bargaining Unit member into a position for which they are certified, for a reason that is not arbitrary or capricious including, but not limited to, the following clear and transparent factors:
    - Effectiveness based on previous evaluations.
    - Compliance with State and Federal laws, regulatory standards, and state grant, and categorical funding requirements.
    - Qualifications determined by the district, including but not limited to credentials necessary for school or program accreditation.
    - Disciplinary record.
    - Length of service in the grade level or subject area.
    - Professional development, special training, additional training, additional certification(s), and experiences that lend themselves to the classroom.

4. Seniority shall be considered as a tiebreaker if a teacher placement or reduction/ recall decision involves two or more teachers and all other distinguishing factors are equal.

5. The teacher and the Association will be notified in person of the anticipated placement change and the reason for the change by the Superintendent or designee.

6. A teacher is eligible for recall for 18 months from the date the district implemented the reduction in force. Teachers placed on layoff will continue to receive all insurance benefits until the end of the month following the layoff notice. Teachers wishing to continue insurance beyond that point may do so on their own by purchasing COBRA continuation coverage. Teachers returning from layoff will be considered active employees upon receiving notice. Should a teacher refuse to return from layoff within five business days during the school years, or ten calendar days during the summer break, they shall be deemed to have voluntarily quit. All fringe benefits will be restored to Teachers returning from layoff.

7. Probationary teachers cannot grieve any aspect of this Article. Tenured Teachers may grieve alleged violations of this Article through non-binding mediation level, Step Four.

D. Concerning teacher evaluation, the parties agree as follows:

1. All district teachers, including all teachers of record, will be evaluated pursuant to the Danielson performance evaluation system. The District will measure student growth as 20% of the evaluation. Student growth will be administered as it was for the 2024-2025 school year.

2. Prior to classroom observations, the teacher shall be provided a copy of the district evaluation form and an explanation of how the observation process works.

3. If a tenured teacher has been rated "highly effective" or "effective" for three (3) consecutive year-end evaluations, they shall be evaluated every third year thereafter. If a teacher is placed on an IDP, moves to a new assignment, 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. Unless otherwise agreed, the District and Association shall meet prior to September 15 each contract year to comprise a list of tenured teachers and their evaluation status for the current school year.

4. Probationary teachers may seek clarification on any aspect of the evaluation process, including observations, the IDP, the mid-year performance review or their assigned rating.

5. An alleged violation of this Article is not subject to arbitration in the grievance process. An Arbitrator, however, has jurisdiction to consider a grievance filed under the grievance procedure by a tenured teacher who receives two (2) consecutive ratings of "needing support."

ARTICLE 8
ILLNESS OR DISABILITY

A. At the beginning of each school year, each teacher shall be credited with nine (9) sick leave days. Each teacher will also be credited with five (5) paid personal business days. All days may be used for ESTA purposes. Upon requesting the use of a personal leave day, an employee will have to designate the reason for said requested day for data collection purposes only. All currently banked days will be considered sick leave days. The unused portion of such allowance shall accumulate from year to year to a maximum of one hundred twenty (120) days. If such credit results in an accumulation, which exceeds one hundred twenty (120) days, the Board will pay the teacher for all days over one hundred twenty (120) at the rate of fifty dollars ($50.00) per day. Payment shall be made prior to October 30. If, in the view of the Board, circumstances seem to indicate abuse or misuse of illness or disability leave, the Board will require validation of illness or disability by a physician's written statement.

1. "Illness or disability leave" may be used for any days on which the employee is either personally physically unable to perform normal job duties or on which the employee's presence at home is necessary as provided in Article 9.B. Disabilities caused or contributed to by pregnancy, miscarriage, or childbirth shall be treated on the same terms and conditions as are applied to other temporary disabilities for which leave is authorized under this paragraph.

2. Unused "illness or disability leave" shall not be compensated upon termination of employment for any reason.

3. Recalled teachers shall be entitled to all sick leave accumulated as of the day of layoff.

4. Teachers shall be compensated at the rate of fifty dollars ($50.00) per day for unused personal leave days. If a teacher should leave prior to the end of the current school year, payment for unused personal days will be prorated based on the number of days worked in that school year.

B. Upon retirement from the district, if an employee of the district has accumulated ten (10) consecutive years of employment, and if notice is provided to the Superintendent in writing by October 1st (for December retirees) or March 1st (for end of school year retirees), they will be granted fifty dollars ($50) for each paid sick leave day that have accumulated.

C. Within the first two (2) weeks of the school year, each teacher with at least one (1) year service in this District, may volunteer to contribute one (1) day of the foregoing sick leave allowance to a common bank to be administered by the Association. Contributors who have exhausted their accumulated personal sick leave allowance may make reasonable withdrawals, as determined by the executive board of the Association, from the common bank, provided that there are sufficient days available in the bank.

   This sick leave bank may accumulate to a maximum of one hundred eighty (180) days. If the total accumulation in the bank drops below one hundred (100) days, the bank requires a contribution of an additional day or part thereof from bank participants. If the total number of days in the bank after contributions are made is less than the one hundred eighty (180), the Board will add a sufficient number of the previous years' unused days (if any), to bring the total number of days in the bank to the maximum of one hundred eighty (180). If days withdrawn are later compensated for under the Michigan Workers' Compensation Act, the days will be returned to the bank.

D. Absence due to injury or illness, which is compensable under Workers' Compensation, shall not be charged against the teacher's sick leave. However, a teacher may choose to have the Board pay the difference between Workers' Compensation benefits and net pay for the period not to exceed personal accumulated sick leave. For each such day subsidized by the Board, one (1) day shall be deducted from accumulated sick leave. Workers' Compensation leave runs concurrent with FMLA leave.

ARTICLE 9
LEAVE OF ABSENCE

A. Any teacher whose personal illness extends beyond the period compensated for under the "Sick Leave Pay" shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness, but shall not extend more than one (1) year beyond the current school year. Upon return from sick leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position, if available.

B. Leave of absence with pay chargeable against the teacher's accumulated sick leave allowance shall be granted for the following reasons:

1. A maximum of five (5) days per school year for critical illness in the immediate family. as defined in ESTA:
    - A biological, adopted or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis. (ii) A biological parent, foster parent, stepparent, or adoptive parent or a legal guardian of an employee or an employee's spouse or domestic partner or an individual who stood in loco parentis when the employee was a minor child. (iii) An individual to whom the employee is legally married under the laws of any state or a domestic partner. (iv) A grandparent. (v) A grandchild. (vi) A biological, foster, or adopted sibling. (vii) An individual related by blood to the employee. (viii) An individual whose close association with the employee is the equivalent of a family relationship.

2. One (1) day when an emergency illness in the immediate family (as defined, above, by ESTA) requires a teacher to make arrangements for necessary medical or nursing care.

3. The Board shall grant pay for accumulated sick leave up to a maximum of thirty (30) work days within a forty-two (42) consecutive calendar day period prior to or after delivery, including the day of delivery for periods of pregnancy. Such leave shall commence when the teacher is no longer able to adequately perform the duties to which she is regularly assigned, in the opinion of her physician. A bargaining unit employee adopting a child shall be granted the same consideration

4. Upon written application, such leave will commence upon placement of the adopted child in the adoptive parent's home.

5. Additional leave for qualified members meeting eligibility requirements is available under provisions of the Family and Medical Leave Act (FMLA), (Sick leave to run concurrently with FMLA days.) FMLA leave is concurrent with other leaves, and may be taken intermittently only for serious health conditions and qualifying military leave. FMLA shall be calculated on a rolling backwards leave year; except military caregiver leave, which must be calculated on a rolling forward basis by law.

6. The Board shall grant, at the conclusion of eligibility under the FMLA, additional leave without pay not to extend beyond the current school year. Such applications may be granted by the Board with sole discretion, based on a determination of the best interests of the students (giving special consideration to the beginning and ending of marking periods and vacations).

C. Leaves of absence with pay not chargeable against the teacher's accumulated sick leave allowance shall be granted for the following reasons:

1. These days may be used for matters of an urgent and crucial nature, which require the personal attention of the teacher and cannot be tended to at an alternative time that does not interfere with the duties of employment. However, teachers will not be required to give a reason for their use of personal leave days unless the request is the day before or after a school recess period (such as Christmas, Spring Break, etc., on the first or last day of school, or in conjunction with sick leave). In those instances, a written request is submitted to the principal, forwarded to the superintendent and subject to approval.

    a. There may be a limit of one (1) teacher on personal leave per administrative unit except when the number of teachers in a building exceeds twenty-five (25), in which case a limit of up to two teachers on personal leave may be enforced by the administrator in charge. Personal days shall only be taken as one (1) or one half (1/2) day units.

    b. Notice of the desire to use such leave shall be submitted to the building principal on the appropriate form at least five (5) work days in advance of the anticipated absence. In case of emergency, teachers shall apply as soon as possible.

    c. During deer hunting season, no more than three (3) teachers at the elementary level and four (4) teachers at the secondary level shall be permitted to use personal business leave under Article 9.C., in any single school day. The days shall be granted in the order that applications are received.

2. A maximum of five (5) days per year for a death in the immediate family, which is defined as parent, spouse, sibling, child, grandchild, father-in-law, mother-in- law, and grandparent.

3. A maximum of three (3) days per year, to attend the funeral of a brother-in-law, sister-in-law, grandparents-in-law, aunt, uncle, niece, or nephew.

    a. If a second family member (per Article 9, C.2 and C.3) passes away during the same year, additional days may be used from accrued sick days. Teachers may also use accumulated sick days to attend additional funerals, provided it does not cause undue hardship to the district. Such days would be granted up to a

maximum of five (5) days per year, approved as one (1) day per occurrence. Verification may be required, upon request.

4. An employee shall be entitled to leave with pay for jury service if he/she is unable to be excused for that session. An employee shall also be entitled to leave with pay when subpoenaed to appear as a material witness in any legal proceeding to which neither the employee nor the Association is a party litigant except where (1) the Association is a party plaintiff, or (2) the employee is a plaintiff in a case against the District.

    a. If an employee qualifies for a leave under Article 9.C.4. they shall be entitled to receive as leave pay for the days of authorized absence an amount equal to the employee's pro rata daily leave pay less the amount received as compensation or witness fees. It shall be the responsibility of the employee to secure a statement from the court clerk verifying the amount of such compensation or fees received, and receipt of leave pay shall be granted upon prior submission of such a statement.

5. Absence when a teacher is called for military reserve duty. Provided, however, that compensation shall be subject to the requirements and limitations of Article 9.C.a. Provided further that such leave shall be limited to a maximum of thirty (30) work days unless the Board shall in its sole discretion extend the leave. The district will adhere to the Uniformed Services Employment and Reemployment Rights Act (USERRA), and all other Federal and State laws pertaining to wages, service credit, and restoration of employment.

6. Time necessary for members of the Association to attend the Michigan Education Association Leadership Conferences. The Association is to pay for the substitute teacher as well as reimburse the District on a current basis those sums paid to the Office of Retirement Services for the employees' released time. This will not exceed ten (10) days of total absence per school year.

7. An employee shall be entitled to ten (10) days of paid leave for maternity/paternity/and adoption. The first ten (10) days of maternity/paternity/adoption leave will not be deducted from the employee's sick or personal leave time.

D. Leaves of absence without pay may, at the Board's sole discretion, be granted upon application for the following purposes:

    1. Study related to the teacher's license field.

    2. Study to meet eligibility requirements for a license other than that held by the teacher.

3. Study, research, or special teaching assignment involving probable advantages to the District. The regular salary increment occurring during such period, not to exceed one (1) step, shall be allowed.

4. Personal Leave: an employee may be granted a personal leave of up to twelve (12) calendar months without pay. An employee wishing a personal leave of absence shall apply in writing to the Superintendent stating the reasons for the leave. The granting of such personal leaves is discretionary with the Superintendent and is not subject to the grievance procedure. The Superintendent may extend personal leaves if the employee requests an extension in writing at least forty-five (45) days before the expiration of the original leave. For leaves terminating at the end of a school year, an extension must be made by April 15th.

E. Teachers who are officers of the Association or who are appointed to its staff should, upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association, provided it will not interfere with the District's normal business. Such leave shall not extend beyond the school year in which the leave is requested.

F. The Board may grant a leave of absence of not less than one (1) semester and no more than one (1) year without pay or increment to any tenure teacher to campaign personally for or serve in a public office. If elected to State Legislature or Congress, the teacher may request an extension of the leave of absence.

G. Job sharing will be defined as two (2) teachers sharing one (1) full-time position. No more than eight (8) teachers may participate in job sharing arrangements. Job sharing will be for a minimum period of one (1) school year.

1. Agreements to job share shall be voluntary, and teachers desiring to participate shall notify the district in writing by May 30th. A shop sharing agreement may arise either by two (2) teachers agreeing to job share, or by one (1) teacher asking the district to post the opportunity internally for a period of ten (10) workdays. If no internal teacher applies, the district will make every attempt to fill the position by July 1st of that year.

2. If a job sharing teacher is absent, the district may cover the vacancy by either asking the other job sharing teacher to substitute or use a substitute teacher.

3. Job sharing teachers shall incur seniority and advance on the salary schedule at the same rate as full time teachers.

4. The job sharing position is dissolved at the end of every school year and may be reapplied using the guidelines above.

ARTICLE 10
INSURANCE PROTECTION

A. The Board shall provide, without cost to the individual, the following liability insurance protection while engaged in "teaching activities" under the direction of the Board.

1. A Teacher's Liability shall be provided as part of the Bodily Injury and Property Damage section of the insurance policy of the Bronson Community Schools.

   The limits shall not be less than:

Bodily Injury Liability	$100,000 Each Person $300,000 Each Occurrence
Property Damage Liability	$50,000 Each Occurrence $50,000 Aggregate

   NOTE – does not apply to injury or damage connected with aircraft, automobiles, horses, or watercraft.

2. A Standard Workers' Compensation Policy as described by Michigan Statute.

   NOTE – Travel authorized by the Board and required to complete the teaching assignment, is considered to be a "teaching activity."

   An "Employer's Non-Ownership Liability" endorsement, and a "hired automobile" endorsement attached to the Fleet Insurance Policy of the Schools.

B. The District will create and maintain a Section 125 Plan. The District shall pay the following annual amounts towards the total cost of the MESSA Medical plans available to members inclusive of medical premium and "Health Equity" (HEQ) Health Savings Account (HSA) funding described below for each medical benefit plan coverage year.

   The employer shall contribute the following amounts toward health insurance during the 2025 and 2026 medical benefit plan coverage years:

1. For 2025:
   - $643.18/mo for single subscriber
   - $1,345.10/mo for 2 person subscribers
   - $1,754.15/mo for full family subscribers
2. For 2026, unless otherwise required by law to contribute 80/20
   - $661.84/mo for single subscriber
   - $1,384.11/mo for 2 person subscribers
   - $1,805.02/mo for full family subscribers

The annual employer paid hard cap amounts shall adjust at the beginning of each medical benefit plan coverage year starting January 1st to the maximum payment amount permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act. If PA 152 is not in place, the hard cap shall increase to the percentage increase of the insurance, up to 3%. The District will pay 100% of the ancillary insurance cost.

C. The District will offer Area Purchasing Agreement (APA) MESSA medical plans.

D. Full-time employees not electing to take medical insurance will receive five-hundred dollars ($500.00) a month cash in lieu (CIL) ($250.00 for employee spouses taking CIL) of medical insurance, and use the form in Appendix B to notify the District, if they present evidence they have other health insurance meeting the coverage and eligibility requirements of the Affordable Care Act (ACA). Cash in Lieu payments which are fully taxable will be paid twice a year in the second payroll of December and June. Employees taking CIL are still eligible for ancillary benefits which may be coordinated. At the request of the District those employees not receiving medical insurance will provide proof of medical insurance coverage that meets the minimum value and coverage of the Affordable Care Act (ACA).

E. Part-time employees are eligible for medical insurance, and CIL. Part-time employees will receive ancillary benefits at no cost. Part-time employees will receive their medical benefit pro rata equal to their teaching assignment. Any part-time employee may "buy up" the remaining pro-rata amount of insurance, likewise the district may at its discretion do the same.

F. Ancillary Benefits will be offered to all employees.

● Vision	VSP3G
● Dental	Delta Dental 80/80/80/80 $1,000 annual max $1,500 Orthodontic
● Negotiated Life and AD&D	$50,000
● Long Term Disability (LTD)	66⅔% of monthly pay up to $4,000 Maximum 90 calendar day with modified fill waiting period

G. All employees of the bargaining unit will be eligible during the open enrollment period, or during a qualifying event to sign up for Optional benefits. Selected Optional Benefits will be paid pre-tax through the 125 Cafeteria Plan.

H. For employees on unpaid leave, after exhausting FMLA leave, they shall be responsible for paying the entire premium for all insurance.

ARTICLE 11
PERSONNEL FILE

A. A teacher has the right to review the contents of their personnel file with three (3) business days' notice, excluding initial references, originating after initial employment and to have a representative of the Association accompany him/her in such review.

B. The District agrees to attempt to notify the Association in writing when the District receives a request for all or part of a teacher's personnel file under the Freedom of Information Act. The board will provide advanced notifications, verbally or by mail, to the employee should their personnel file be requested under the Freedom of Information Act. Such advanced notice provision shall not prevent the district from complying with the time limits set forth in the Act. The employee will be provided the opportunity to review the contents before the release of the file and may request an Association representation in this view. Information released will comply with the Freedom of Information Act and the Bullard-Plawecki Employee Right to Know Act.

C. The teacher may submit a written notation regarding any material including discipline, limited to five sheets of 8½" x 11" paper, and the same shall be attached to the file copy of the material in question. If the teacher believes that material to be placed in their file is inappropriate or in error, the teacher may receive adjustment, provided cause is shown, through the grievance procedure whereupon the material will be corrected or expunged from the file. If the teacher is asked to sign material placed in their file, such signature shall be understood to indicate their awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.

ARTICLE 12
PROFESSIONAL BEHAVIOR

A. Teachers shall comply with reasonable rules, regulations, and directions from time to time adopted by the Board or its representatives, provided that a teacher may reasonably refuse to carry out an order which threatens physical safety or well-being or is professionally demeaning.

B. A teacher may, upon request, be entitled to have present a Representative of the Association when he is being reprimanded, warned, or disciplined for any infraction of rules or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such Representative of the Association is present. An Association Representative must be available within one (1) school day of such request, or the disciplinary process shall proceed unless otherwise agreed upon by the employee and the district.

ARTICLE 13
SENIORITY

A. Seniority will be computed from the first school day worked in the regular school year and shall be defined to mean the amount of time the individual has been continuously employed by the District. In the case of a tie, all individuals so affected will participate in a drawing to determine placement on the seniority list.

B. All seniority is lost when employment is severed by resignation, retirement, or discharge.

C. In cases of layoff, teachers so affected shall retain all seniority accumulated as of the effective date of layoff.

D. Seniority shall continue to accumulate when teachers are on sabbatical, military, study, maternity, health, or Association leaves.

ARTICLE 14
CONTINUITY OF OPERATIONS

A. The parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and avoidance of disputes which threaten to interfere with such operation. Since the parties have established a comprehensive grievance procedure under which unsolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work interruptions or strikes. The Association accordingly agrees that it will not, engage in any strike, as defined by Section (1) of the Public Employment Relations Act.

B. The Board is not required to keep school open in the event of severe inclement weather or other act of God, or any other emergency. If the school is closed for reasons mentioned in this paragraph on any day scheduled as a teacher duty day, the Board reserves the right to reschedule a duty day later in the school year.

    1. Teachers shall receive their per-diem rate for each day of duty worked in excess of the number of days worked agreed upon by the parties in the calendar.

    2. The Association shall be consulted and a reasonable attempt made to establish make-up dates mutually acceptable to the Association and the Board, but the decision of the Board shall be final.

ARTICLE 15
SCHOOL CALENDAR

A. The school year shall consist of up to one hundred eighty-five (185) contract days, of which up to one hundred eighty (180) days will be Days in Session, commencing and ending in accordance

with the School Calendar established by the Association and the Board, as negotiated. The Board shall have the final determination in setting the yearly school calendar (subject to change due to make-up days under Article 14.B.)

ARTICLE 16
PROFESSIONAL COMPENSATION

A. The basic salaries for teachers covered by this Agreement are set forth in Schedule "B" and shall remain in effect during the term of this Agreement. Steps and lanes are not automatic from year to year, and must be negotiated and agreed upon by the parties after contract expiration.

B. All teachers newly employed shall be given up to full credit on the salary schedule set forth in Schedule "B" for each year of outside teaching in education and up to a maximum of two (2) years credit in such areas as Peace Corps, Vista, and service in the armed forces. Experience in education shall be defined as teaching in public or private school requiring a Michigan Certificate or its equivalent. All provisions of this Article shall not be retroactive.

C. The Salary Schedule is based upon the regular school calendar and the normal teaching load as defined in this Agreement.

D. Payroll

1. Teachers may choose to be paid in twenty-one (21) or twenty-six (26) equal installments, scheduled for every other Friday. The choice shall be made and submitted to the business office on the form in Appendix C, not later than the first duty day for teachers each school year. Those not timely submitting such a form shall be automatically placed on twenty-one (21) pays.

2. Upon written authorization from the teacher, the Board shall deduct from the salary of the teacher and make appropriate remittances for programs jointly approved by the Association and the Board, such as annuities, credit union, savings bonds, and charitable donations.

3. All professional staff hired after will be paid through the Bronson Community Schools Payroll Direct Deposit Plan.

4. In the event of a verified overpayment of wages or benefits under the terms of this agreement (up to one calendar year), the bargaining unit member will make prompt repayment to the District. In the event the bargaining unit member fails to make the repayment, the district may payroll deduct the overpayment as a condition of this contract pursuant to the authority set forth in MCL 408.477.

5. The District or its Third Party Administrator will offer 403b, 457b, 403b Roth, and 457b Roth for all employees per Board Policy.

E. Stipend for extra planning for non-certified long-term substitutes

1. A certified teacher will be paid $70 per hour not to exceed 5 hours per week if agreeing to perform planning for non-certified long-term subs. Administration has the discretion to adjust the master schedule to minimize preps on the long-term substitute's schedule.

2. Each pay period, teachers will track their time spent planning and will complete a timesheet noting the pay rate and hours worked to plan for and communicate with the long-term substitute. Administrators will verify and sign the timesheet before sending it to the Business Office.

F. Teachers serving in extra duty assignments set forth in Schedule C, will be compensated in one (1) lump sum payment at the conclusion of the activity, unless otherwise set forth in Schedule C.

If for any reason the activity is terminated before its scheduled completion, pay will be prorated accordingly.

G. Teachers assigned to these duties will have the percentage applied as follows:

1. Coaches

a. Coaches will be paid according to their years of experience in that sport.

b. Coaches hired after June 30, 1993, will move up the BA schedule as a base to reflect credit for years of coaching in that single sport.

c. All coaches hired after June 30, 1993, will use the BA column as the only appropriate schedule.

d. Coaches are given credit for out-of-District experience in that sport. There is no distinction between boys and girls position for “in that sport” (example: girls track vs boys track). There is no distinction between varsity or assistant coaches in defining “in that sport.”

e. Any individual hired to coach in a sport where they have no experience will begin at BA 1 for the base.

f. Others (advisors, sponsors, etc.) will be paid according to their place on Schedule B.

H. The Board is not required to fill any position as set forth in Schedule C.

I. Teachers required in the course of their work to drive personal vehicles from one school building to another shall receive mileage reimbursement at the current IRS rate. The same allowance shall be given for use of personal vehicles for field trips or other business of the District.

J. The Board agrees to pay the full teacher retirement contribution. This section is meant to exclude MIP contributions from the Board's responsibility.

K. Movement between the columns on the salary schedule for eligible teachers will be effected twice annually (either the first pay in September or the first pay in January) as follows. Eligibility for movement shall be conditional on presentation of proper and official notification by the University of satisfactory completion of eighteen (18) hours beyond the B.A. or qualifications for a Master's degree. Such proper notification must include the number of hours completed for the B.A. + 18 movement or notice by the University of successful completion of the Master's degree.

L. A teacher who is laid off and who is paid unemployment compensation benefits (associated with the regular teaching assignment) during the summer immediately following the layoff and who is subsequently recalled to a teaching position at the beginning of the next school year will be paid according to an annual salary rate, such that unemployment compensation plus that annual salary rate will be equal to the rate of salary they would have earned for the school year had they been laid off, subject to the following condition: The total unemployment compensation shall be below that which the employee would have received had they been employed the entire school year.

This standard shall not apply to an employee who applies for and receives unemployment compensation benefits without having received a layoff notice.

ARTICLE 17
STUDENT DISCIPLINE AND TEACHER PROTECTION

A. The Board recognizes its responsibility to give all reasonable support and assistance to teachers as to the maintenance of control and discipline in the classrooms. The teacher recognizes their responsibility to give all reasonable support and assistance to the Board as respect to the maintenance of control and discipline in the classrooms.

B. A teacher may use such reasonable physical force as is necessary to maintain order and control in a school or school related setting for the purpose of providing an environment conducive to safety and learning. In maintaining that order and control, the teacher may use reasonable force for self-defense or the defense of another against a student to protect the teacher from attack or to prevent injury to another student.

C. If consistent with state and federal law, a teacher may temporarily remove a student from their class, when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish the principal, as promptly as teaching obligations will allow,

full particulars of the incident in writing. The teacher will be informed of the disposition of the case upon request.

D. Any case of school-related assault upon a teacher shall be promptly reported to the Board or its designated representative. If the teacher acted consistent with the law, the Board will furnish insurance protection designed to provide legal counsel to advise the teacher of their rights and obligations with request to such assault and shall cooperate promptly in the handling of the incident by law enforcement and judicial authorities. The Board or its designated representative shall conduct an investigation of the incident to determine whether the actions of the teacher were reasonable, within the appropriate scope of the teacher's normal job duties and responsibilities, and in compliance with any administrative or Board policies or directives relevant to the circumstance. The teacher shall cooperate fully with the Board's investigation and shall provide any requested information needed by the Board.

E. If any teacher is complained against or sued, by any agency or individual other than the Board, as a result of any action taken while in pursuance of the duties as a teacher, the Board will furnish insurance protection designed to provide legal counsel to assist the teacher in their defense. The Board or its designated representative shall conduct an immediate investigation of the incident to determine whether the teacher's actions were reasonable, and within the appropriate scope to the policies or directives relevant to the circumstances. The teacher shall cooperate fully with the Board's investigation and shall provide any requested information needed by the Board.

F. Except for disciplinary action consistent with Board Policy or the Teachers' Tenure Act, as applicable, time lost by a teacher in connection with any incident mentioned in this Article, not compensable under Workers' Compensation, shall not be charged against the teacher, unless one violated the law or Board policy.

G. The Board will reimburse teachers for any uninsured loss damage or destruction of clothing, or personal property of the teacher as a result of their employment as a teacher, provided the teacher has not contributed negligently to such loss in the estimation of the Board, and in the course of discharging their assigned duties and responsibilities as a teacher. The Board agrees to pay up to two hundred dollars ($200.00) for payment of a deductible expense for an insured loss.

H. A teacher may use such reasonable physical force as is necessary to maintain order and control in the school or school related setting.

ARTICLE 18
SPECIAL TEACHING ASSIGNMENT

A. The Board will attempt to provide substitute teachers; whenever regular classroom teachers are unable to perform their duties. Teachers are to call the appropriate telephone number by 7:00 A.M. the day they are unable to work. Whenever possible, all teachers should inform the administration the night before that they will not be available on the following day. Should a teacher be unable to work for two (2) or more consecutive days, the administration should be

informed, whenever possible, no later than 2:45 P.M. of each day that said teacher will not be back the next day. This action allows the school to keep the same substitute for the duration of the teacher's absence.

B. Teachers will not be required to fill in for another teacher unless:

    a. An absent teacher does not call in by 7:00 a.m. on the day of absence, and a substitute cannot be acquired for said teacher

    b. An unforeseen emergency occurs which requires a teacher to be absent part of the school day.

C. Assignments will be rotated except that teachers who express a desire for this work shall be called first.

D. If a teacher volunteers or is required to substitute in a class during their preparation period, they will be compensated at the rate of fifty dollars ($50.00) per whole period. As a condition for payment, the teacher must submit a timesheet within two weeks to the building principal.

ARTICLE 19
PROFESSIONAL GRIEVANCE PROCEDURE

A. A grievance shall be alleged violation of the expressed terms of this Agreement. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article.

    1. The termination of services of or failure to re-employ any teacher on a probationary contract.

    2. The termination of services of or failure to re-employ any teacher to a position on the extra-duty schedule, referenced as Schedule C.

    3. Any claim or complaint for which there is another remedial procedure of 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.

    4. Any prohibited bargaining subject.

B. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement. The Association may file grievances; however, in the case of a grievance filed by an individual teacher, the grievant or representative shall be present at all meetings.

C. The Association shall designate Representatives to handle grievances when requested by the grievant. The Board designates the Principal of each building to act as its Representative at Steps One and Two and the Superintendent or designee to act at Step Three.

D. The term "days" as used in this Article means days in which school is in session. However, if a grievance is filed that involves time extending beyond the days in which school is in session, the grievance will be processed when the appropriate parties are available.

E. A written grievance as required herein shall contain the following:

1. Be signed by the grievant or grievants.

2. Be specific

3. Contain a synopsis of the facts giving rise to the alleged violation.

4. Cite the section or subsections of this Agreement alleged to have been violated.

5. Contain the date of the alleged violation, and

6. Specify the relief requested.

Any written grievance not substantially in accordance with the above requirements may be rejected as improper. Such a rejection shall not extend the limitations hereinafter set forth.

F. Step One: A teacher believing himself wronged by an alleged violation of the express provisions of this Agreement shall within ten (10) days of its alleged occurrence orally discuss the grievance with the building principal in an attempt to resolve the same. If no resolution is obtained within three (3) days of the discussion, the teacher shall reduce the grievance to writing on a grievance report form and proceed within five (5) days of said discussion to Step Two.

Step Two: Within five (5) days of receipt of the grievance, the principal shall meet with the teacher and the designated representative of the Association in an effort to resolve the grievance. The principal shall indicate this disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy to the Association.

Step Three: If no decision is rendered within five (5) days of the meeting, or if the decision is unsatisfactory to the grievant and the Association, the grievance may be appealed to the Superintendent or designee. The appeal notice, together with the principal's decision with the endorsement thereon of the approval or disapproval of the Association, within three (3) days of the issuance of the principal's decision or within three (3) days of the deadline for issuance as specified in Step Two (if no decision is issued) shall be forwarded to the Superintendent. Within five (5) days of receipt of the grievance, the Superintendent or designee shall arrange a meeting with the grievant, to discuss the grievance. Within ten (10) days of the discussion, the

Superintendent or designee agent shall render a decision in writing, transmitting a copy of the same to the grievant, the Association's Secretary, and the principal of the building in which the grievance arose. A copy of this decision shall be permanently filed in the Superintendent's office.

Step Four: If no decision is rendered within ten (10) days of the discussion, or if the decision is unsatisfactory to the grievant and the Association, the grievant may appeal to non-binding mediation with the Michigan Employment Relations Commission (MERC). The appeal notice, together with the decision (if any) of the principal and the Superintendent and a copy of the written grievance shall be filed with the MERC mediator within three (3) days of the deadline for issuance as specified in Step Three (if no decision is issued). If the mediation resolves the grievance, the resolution will be reduced to writing.

Step Five: If the Association is not satisfied with the disposition of the grievance mediation, the grievance may within thirty (30) calendar days of the mediation meeting submit to the American Arbitration Association and an arbitrator shall be chosen in accordance with its rules. Once appointed, the arbitrator will proceed in accordance with the rules of the American Arbitration Association.

The Board and the Association shall not be permitted to assert in such arbitration proceedings any ground, or to reply on any evidence, not previously disclosed to the other party.

The Arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. Further, the Arbitrator shall have no authority to issue a decision on the merits of a grievance addressing a prohibited bargaining subject. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.

G. All further proceedings on a previously instituted grievance shall be barred if:

    1. The teacher fails to institute or appeal a decision within the time limits specified, or

    2. The teacher leaves the employment of the Board (unless the grievance claim involves a remedy directly benefiting the grievant, regardless of their employment). Directly benefiting includes monetary benefits and personnel file matters.

H. The Association shall have no right to initiate a grievance involving the right of a teacher or group of teachers without their express approval.

I. All preparation, filing, presentation, or consideration of grievance shall be held at times other than when a teacher or participating Association Representative is working with or supervising students

J. The time limits provided in this Article shall be strictly observed, but may be extended by written agreement of the Parties. If a grievance is filed after May 15 of any year, the Board shall use its

best efforts to process each grievance before the end of the school term or as soon thereafter as is possible.

K. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder shall be processed through the grievance procedure until resolution.

ARTICLE 20
NEGOTIATIONS DURING THE DURATION OF THIS AGREEMENT

The Parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals as to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the Parties after the exercise of that right and opportunity are set forth in this Agreement.

ARTICLE 21
MISCELLANEOUS PROVISIONS

A. This Agreement shall constitute the full and complete commitments between both Parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of both Parties in a written and signed amendment to this Agreement.

B. Any individual contract between the Board and an individual teacher, shall be subject to and consistent with this Agreement; and any individual contract shall be expressly made subject to and consistent with the terms of this or subsequent Agreements. If an individual contract contains any language with the terms of this or subsequent Agreements. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

C. The Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms.

D. If any provision 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 be deemed null and void, except to the extent permitted by law; but all other provisions or application shall continue in full force and effect.

E. Copies of this Agreement shall be printed at the expense of the Board upon request and presented electronically to all teachers now or hereinafter employed.

F. An emergency manager appointed under the Local Government and School District Fiscal Responsibility Act, MCL 141.1501 et seq., may reject, modify, or terminate this Agreement as provided in that Act.

G. Each employee shall receive a personal non-transferable athletic pass for the teacher and spouse for home non-MHSAA games.

ARTICLE 22
DURATION AND RATIFICATION OF AGREEMENT

This Agreement shall become effective July 1, 2025, and shall continue in full force and effect until June 30, 2028. Upon written notice given before July 1, 2026, and subsequently July 1, 2027, the parties agree to negotiate insurance. Any article or section of the contract may be reopened during the life of the contract upon mutual agreement of the Association and the Board of Education.

This Agreement has been ratified by the majority of the members of the Board and by a majority of the members of the Bronson Education Association present and voting.

In witness thereof, the Parties have caused this Agreement to be executed by their authorized Representative on the first day of July, 2025.

For The Education Association

By: _____

By: _____

By: _____

For The Board Of Education

By: Janet M Byler

By: Brenda Kelley

By: _____

APPENDIX A
RETIREE COMPENSATION AND BENEFITS

Retirees performing teaching duties shall be placed on the Salary schedule on a Step and Lane identified by the Superintendent or designee. Retirees are not eligible to receive either the cash in lieu payments or other insurance benefits as described in Article 10; however, retirees shall be eligible for health insurance if they do not otherwise have health insurance meeting the affordability and coverage requirements of the Affordable Care Act. Retirees also shall not be entitled to any other benefits except paid leave days allowed in the collective bargaining agreement, including ESTA. Retirees do not earn or maintain seniority.

APPENDIX B
BRONSON COMMUNITY SCHOOLS
HEALTH WAIVER AND PRE-TAX PREMIUM PLAN

Election Form for Teachers

For the plan year beginning as of January 1, 20____

Name: _____

Address: _____

_____

Telephone No: _____

Date of Birth: _____

Elect Health Coverage.

_____ I elect coverage through the School's group health insurance plan offered-and I understand I may be required to pay toward the premium for coverage. I elect to reduce my pay on a pre-tax basis to pay my required premium (if any) for the following coverage:

_____ Single subscriber

_____ Two-person subscriber

_____ Full family subscriber

If you elect health insurance, please complete the MESSA enrollment form(s) and return same to the Business Office with this election form.

I understand that my pre-tax pay reductions will automatically be adjusted if my required premium increases or decreases during the term for which this election form is in effect.

Waive Health Coverage.

_____ I elect to waive health insurance coverage for my dependents and myself for the term during which this election form is in effect. To waive coverage, I understand I must have alternative coverage and must provide written evidence of that coverage, including the name and policy number of the alternative provider to the Employer:

Name: _____

Policy No.: _____

Purchase MESSA Options

_____ I elect to purchase one or more optional welfare benefits from provided through MESSA (MESSA Options). To the extent federal law and the Health Waiver and Pre-Tax Premium Plan permit these options to be purchased on a pre-tax basis, I elect to reduce my pay on a pre-tax basis to pay the purchase price.

_____ I do not elect to purchase any optional welfare benefits provided through MESSA (MESSA Options).

If you elect to purchase one or more of the optional welfare benefits provided through MESSA (MESSA Options), please complete the MESSA options application and turn it into the Business Office using this election form.

I have received and read the Summary Plan Description for the Health Waiver and Pre-Tax Premium Plan. I understand that my elections cannot be changed during the plan year (January 1 through December 31) unless I have a change in family status. I understand that I may change my elections as of the beginning of any subsequent plan year by completing a new election form and turning it into the Business Office during the open enrollment period (November 1st through November 30th). However, any election changes are governed by the insurer's rules and Article 10 of the Master Agreement.

Dental, Vision, LTD, Life, and Accidental Death & Dismemberment Coverage

Employees not electing these coverages through MESSA PAK A may have these coverages through MESSA PAK B.

_____ I elect coverage through MESSA. This includes the vision plan, a Delta Dental plan, long-term disability, life insurance, and accidental death and dismemberment. I understand that this coverage is provided by the District with no charge to me..

_____ Single subscriber*

_____ Two-person subscriber* *NOTE: This area is for census purposes only.

_____ Full family subscriber*

_____ I waive the coverages provided in MESSA PAK B.

If you elect MESSA coverage, please complete the enrollment form(s) and return same to the Business Office with this election form. Any election changes are governed by the insurer's rules and Article 10 of the Master Agreement.

Return this election form to:

Bronson Community Schools
Business Office
501 E. Chicago St.
Bronson, MI 49028

Date: _____, 20____ _____
(Employee's Signature)

Received by:

Bronson Community Schools

By: _____

Date: _____, 20____

APPENDIX C

BRONSON COMMUNITY SCHOOLS
NOTICE OF ELECTION FOR ANNUALIZED SALARY
(For use by employees on a school year work schedule)/Teachers

******IMPORTANT REQUIREMENT******
This form must be submitted to the school district's payroll office on or before September 1, 20____

This is to notify the Bronson Community Schools that beginning with my employment in the 20____ - 20____ school year, I have elected to have my wages for the approximate 10- month school period during which I will perform services paid to me as follows (initial one):

Option #1: **21** equal bi-weekly payments (Depending upon the number of pay periods occurring during a particular school year, bi-weekly wage payments may be adjusted to 22 equal bi-weekly payments).

-OR-

Option #2: **26** equal bi-weekly payments (Depending upon the number of pay periods during a particular school year, bi-weekly payments may be adjusted to 27 equal bi-weekly payments).

By electing to be paid under Option 2, I am authorizing and requesting Bronson Community Schools to withhold, through payroll deduction, amounts sufficient to allow the compensation I earn over the school year pay periods to be paid over a 12-month interval in 26/27 pay periods. I request that these deductions be made from my wages for my convenience and for my benefit, as is authorized in Section 7 of the Michigan Payment of Wages Act, MCL 408.477. I also understand that any compensation received by me is subject to adjustments attributable to overtime, unpaid leave, deductions otherwise authorized or required by law, and similar circumstances occurring during my work year.

If I have elected Option 2 (i.e., to be paid in 26/27 equal bi-weekly payments) and I separate from service from Bronson Community Schools before the end of the 26/27 bi-weekly regular payroll schedule, I will be entitled to additional payment based on the amount that I have actually earned from my first day of work in the school year until the date of my separation from service. This additional payment will be included in my final paycheck as soon as that amount can, with due diligence, be determined, but not later than the next regular payroll following my effective date of separation. A "separation from service" shall have the same meaning as set forth in Section 1.409A-1(h) of the Internal Revenue Code Regulations. In general, a separation from service occurs in the event of death, retirement, or other termination of employment.

My election to receive wage payments under Option 1 or Option 2 above becomes effective at the beginning of the 20____ - 20____ school year, and may not be changed or withdrawn by me during that school year. My election of Option 1 or Option 2 will remain in effect in all future school years unless and until I provide a written revocation of that election to Bronson Community Schools before my first day of work in any school year after the 20 ____ - 20 ____ school year.

Signature:_____ Date:_____

Print Name: _____

This election shall have no effect if not submitted to Bronson Community Schools on or before September 1, 20____. Employees scheduled to work on a school year basis who do not complete this form or who fail to submit the form by the date indicated above will be paid on the basis of Option 1, as indicated above.

Cc: Personnel File

SCHEDULE "B"
SALARY SCHEDULE

The following Pay Scale will take effect on the first day of the contractual year after ratification of the contract by both the District and the Association. On the first day of the contractual school year, each member will advance one step on the scale.

2025 - 2026 Salary Schedule				**2026 - 2027 Salary Schedule**				**2027 - 2028 Salary Schedule**		
Step	BA	BA+18/MA		Step	BA	BA+18/MA		Step	BA	BA+18/MA
1	$46,818	$50,459		1	$47,736	$51,449		1	$48,654	$52,438
2	$48,379	$52,228		2	$49,327	$53,252		2	$50,276	$54,276
3	$49,939	$53,789		3	$50,918	$54,843		3	$51,898	$55,898
4	$51,500	$55,349		4	$52,510	$56,435		4	$53,519	$57,520
5	$53,060	$56,910		5	$54,101	$58,026		5	$55,141	$59,142
6	$54,621	$58,470		6	$55,692	$59,617		6	$56,763	$60,763
7	$56,182	$60,031		7	$57,283	$61,208		7	$58,385	$62,385
8	$57,742	$61,592		8	$58,874	$62,799		8	$60,007	$64,007
9	$59,303	$63,152		9	$60,466	$64,391		9	$61,628	$65,629
10	$61,592	$65,441		10	$62,799	$66,724		10	$64,007	$68,007
11	$63,881	$67,730		11	$65,133	$69,058		11	$66,386	$70,386
12	$66,169	$70,019		12	$67,467	$71,392		12	$68,764	$72,765
13	$68,458	$72,308		13	$69,801	$73,726		13	$71,143	$75,143
14	$70,747	$74,597		14	$72,134	$76,059		14	$73,522	$77,522
15	$73,036	$76,886		15	$74,468	$78,393		15	$75,900	$79,901
16-19	$74,545	$78,394		16-19	$76,006	$79,931		16-19	$77,468	$81,468
20-24	$76,625	$80,475		20-24	$78,128	$82,053		20-24	$79,630	$83,631
25+	$79,487	$83,336		25+	$81,045	$84,970		25+	$82,604	$86,604

- All persons employed as a teacher in the Bronson Community Schools as of June 10, 1976, shall be eligible for the B.A+/MA schedule upon presentation of proof of eighteen (18) semester hours of work beyond the Bachelor's Degree.

- Step Placement on the salary schedule does not necessarily reflect years of service with the district, total years of teaching, or seniority which is defined in Article 13 of this Agreement.

MERIT PAY

- $500 merit pay is included in these increases and will no longer be awarded based on evaluation summative ratings beginning with the 2025-2026 school year.

LONGEVITY PAY

- The district will award a one-time longevity stipend of $1,250 to teachers who have completed at least 16 consecutive years of service with Bronson Community Schools. The stipend will be issued in the last payroll in June of the teacher's 16th year. For teachers who have already met this service milestone, the stipend will be included in the final payroll of June 2026.

SCHEDULE "C"
TEACHER EXTRA – DUTY SALARY SCHEDULE
School Years 2025-2026, 2026-2027, and 2027-2028

<u>Sponsors</u>	
Freshman Class Sponsor (2 positions)	1.5 ea
Sophomore Class Sponsor (2 positions)	2.5 ea
Junior Class Sponsor (2 positions)	3.0 ea
Senior Class sponsor (2 positions)	3.0 ea
<u>Director & Advisors</u>	
Band Director	9.5
Choir Director	6.5
Play Director (2 plays a year) (2 positions)	5.5 ea 2 plays or 1 and 1 musical
Musical Directors (1 drama 5.25% Musical 5.25%)	5.25 ea
Student Council Advisor	4.25
Jr. High Student Council	3.25
Yearbook Advisor	3.25
Concession Stands	$450
Quiz Bowl Advisor (1 High School 1 Jr. High)	3.25 ea.
MAD Director	$250
Varsity Club (2 positions)	$250 ea.
Youth in Government (1 High School 1 Jr. High)	3.25 ea.
National Honor Society (2 positions)	$1000 ea.
Robotics Club	$2000
Summer Credit Recovery	$2,400
Student Support Services (Counselors/Social Workers)	1/7 daily pay (Up to 35 additional hours for elementary, 70 additional hours for secondary)
<u>Girls Cheerleading*</u>	
Varsity/JV Sideline Cheer Coach (Fall)	5.0
Competitive Cheer Coach (Winter)	7.5
7th & 8th Grade Sideline Cheerleading Coach	4.25
7th & 8th Grade Competitive Cheerleading Coach	4.25
<u>Girls Basketball</u>	
Varsity Girls Basketball Coach	10.0
Assistant Varsity Girls Basketball Coach**	$500
JV Girls Basketball Coach	6.5
8th Grade Girls Basketball Coach	4.25
7th Grade Girls Basketball Coach	4.25
<u>Girls Tennis</u>	
Girls Tennis Coach	7.5
Assistant Varsity Girls Tennis Coach**	$500
<u>Cross Country</u>	
Cross Country Coach	8.0
Assistant Varsity Cross Country Coach**	$500

Boys Football

Coach Varsity Football Coach (1)	10.0
Assistant Football Coaches (6)	6.0 ea

Golf

Varsity Golf Coach	7.5
JV Golf Coach	5.0

Girls Volleyball

Varsity Girls Volleyball Coach	10.0
Assistant Varsity Volleyball Coach**	$500
JV Girls Volleyball Coach	6.0
Freshman Girls Volleyball Coach	
8th Grade Girls Volleyball Coach	4.25
7th Grade Girls Volleyball Coach	4.25

Boys Wrestling

Varsity Wrestling Coach	10.0
Assistant Varsity Wrestling Coach**	$500
JV Wrestling Coach	6.5
7th & 8th Grade Wrestling Coach (2 positions)	4.25

HS Girls Wrestling Coach (contracted amount will be based on the number of athletes who **compete and complete** the season)

- Less than 5 athletes 1.5
- 6-10 athletes 2.5
- More than 10 athletes 3.5

JH Girls Wrestling Coach $750

Boys Basketball

Varsity Boys Basketball Coach	10.0
Assistant Varsity Boys Basketball Coach**	$500
JV Boys Basketball Coach	6.5
Freshman Boys Basketball Coach	6.25
8th Grade Boys Basketball Coach	4.25
7th Grade Boys Basketball Coach	4.25

Girls Softball

Varsity Girls Softball Coach	8.5
Assistant Varsity Softball Coach**	$500
JV Girls Softball Coach	6.0

Track

Varsity Track Coach (2 positions)	8.0 ea
Assistant Varsity Track Coach**	$500
Assistant Track Coach	6.0
7th & 8th Grade Track Coach (2 positions)	4.25 ea.

Boys Tennis

Boys Tennis Coach	7.5
Assistant Varsity Boys Tennis Coach**	$500

Boys Baseball

Varsity Boys Baseball Coach	8.5
Assistant Varsity Baseball Coach**	$500
JV Boys Baseball Coach	6.0

Bowling

Bowling Coach-Boys	7.5
Bowling Coach-Girls	7.5

Soccer

Soccer Coach-Boys	8.50
Assistant Varsity Boys Soccer Coach**	$500
Soccer Coach-Girls	8.50
Assistant Varsity Girls Soccer Coach**	$500

**Assistant Varsity Coaches are added if the team has 12 or more members rostered.

Athletic Game Manager (CSS/Jr. High)	$1300
Athletic Game Manager (High School)	$3000

Option to pay in full at the end of the season or pay by event - depending on number of interested staff (maximum of 4 total between HS and Jr. High)

Additional Committees***

School Improvement Teams (maximum of 6 members per building)	$25 an hour up to 10 hours
District Implementation Team (maximum of 4 staff)	$25 an hour up to 10 hours
Mentor Teaching	$25 an hour up to 10 hours
Superintendent Advisory Council (maximum of 6 staff)	$25 an hour up to 5 hours

***Agendas and Timesheets will need to be submitted to receive payment.

1. This Association shall save the Board harmless against any and all claims, demands, suits, expenses, or other forms of liability, including back pay, of whatsoever kind and nature that shall rise out of any action while complying with Schedule "C".
2. The Board reserves the right to commence and to discontinue these activities at anytime.
3. All positions on Schedule C are meant to be filled by one (1) person unless specifically stated otherwise. If more than one person is contracted for the position, the pay for those positions with flat dollar amounts shall be evenly divided. The pay for positions with percentages shall be calculated by evenly dividing the percentage and applying percentages to the appropriate column and step on Schedule B.

   *It is understood that it is preferable that the first two positions listed would be held by one coach and the position will first be posted as a combination position for total compensation of 15% on the appropriate placement on Schedule "B."

Neither the District nor Association waive any other rights or protections respectively afforded them by the terms of the Collective Bargaining Agreement. This agreement is valid upon ratification by both sides.