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Master Agreement

Between

Beaver Island Community School Board

and

Beaver Island Education Association

September 1, 2025

Through

August 31, 2029

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MASTER AGREEMENT
between
BEAVER ISLAND COMMUNITY SCHOOL BOARD
and
BEAVER ISLAND EDUCATION ASSOCIATION
September 1, 2025 through August 31, 2029

This agreement is entered into this first day of September, 2025, by and between the Beaver Island Community School Board of Education hereinafter called (the "Board") and the Beaver Island Education Association-MEA-NEA (the "Association").

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Beaver Island Community School is their mutual aim, and,

WHEREAS, the Board, pursuant to the Public Employment Relations Act of 1947, as amended, has the statutory obligation to bargain with the Association as the representative of its teaching personnel with respect to certain matters and is prohibited from bargaining with the Association with respect to certain other matters,

IN CONSIDERATION of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I - RECOGNITION

The Board recognizes the Association as the exclusive bargaining representative, as defined in the Michigan Public Employment Relations Act, for all teaching personnel, including teachers hired for permanent teaching positions under a substitute permit but who are working toward full certification through a state-approved program such as Grow Your Own or Talent Together, excluding the superintendent-principal.

Furthermore, the Parties agree that long-term substitutes duly certified and hired for permanent teaching positions employed by the District will be included in the bargaining unit and afforded all benefits and protections provided by the CBA, including insurance benefits, leave days, attendance incentives, 403(b)7 matching contributions, etc. Further, the Parties agree that teachers hired with long-term substitute permits will be placed at step one on the BA Step Schedule A salary schedule. These long-term substitute permit teachers will advance a step on the BA lane on the Schedule A salary schedule for each year of experience with the District, so long as their evaluation is effective and they continue to make progress toward earning their teacher certification as evidenced by their university transcripts and/or Talent Together progress reports.

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ARTICLE II - BOARD RIGHTS AND RESPONSIBILITIES

Section A – Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities and authority under the Michigan General Schools Laws, or any other laws or regulations. Except as specifically stated by this Agreement, all rights, powers and authority the Board had prior to this Agreement are retained by the Board.

Section B – It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board without prior negotiations with the Union either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement.

Section C – There is exclusively reserved to the Board all responsibilities, powers, rights and authority vested in it by the laws and constitutions of the State of Michigan and the United States, or which have heretofore been properly exercised by it, excepting where expressly limited by the provisions of this Agreement. The Board retains the rights, among others, to establish and enforce reasonable rules and personnel policies relating to the duties and responsibilities of secretaries and their working conditions, which are not inconsistent with the provisions of this Agreement or violations of law. It is further recognized that the Board, in meeting such responsibilities and exercising its powers and rights, acts through its administrative staff.

Section D – Subject to the provisions of this agreement and Public Act 379 of the Public Acts of 1965, the school district reserves and retains full rights, authority and discretion to control, supervise and manage the operation of all schools and the educational process and to make all decisions and policies not inconsistent with the terms of this Agreement.

ARTICLE III - ASSOCIATION AND TEACHER RIGHTS

Section A – Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that all teachers shall have the right freely to organize, join, and support the Association for the purpose of engaging in statutory collective bargaining or refrain from such activities. The Board further agrees that it will not discriminate against any teacher with respect to hours, wages or any terms and conditions of employment by reason of his membership in the Association or collective bargaining with the Board, or his/her institution of any grievance, complaint or proceeding under this agreement or otherwise with respect to any terms or conditions of employment or the lack of participation in such activities.

Section B – The Association, its members and duly authorized representatives of the MEA and NEA will have the right to use school buildings and transact official local Association business. The employer will honor reasonable requests for building usage from the Association. In exercise of this right the local Association shall schedule its meetings with the superintendent-principal and shall not displace any previously scheduled events or classes, and shall not interfere with or interrupt normal school operations.

Section C – Any complaint made against a teacher which is written and placed in the teacher's personnel file shall first be offered to the teacher within ten (10) school days of receipt to be initialed

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and dated by the teacher. A teacher shall have a right to inspect this file. A teacher will have the right to review the contents of all records of the district pertaining to said teacher originating after initial employment and to have a representative of the Association accompany him/her in such review.

Section D – A teacher shall be notified in writing, prior to complaints or other material originating after initial employment, being included in his/her personnel file. The teacher may submit a written notation within 10 days regarding any such material, including written complaints and the same shall be attached to the file copy of the material in question. When a teacher is asked to sign material to be placed in his/her file such signature shall indicate his/her awareness of the material and does not necessarily mean agreement with its content.

Section E – If any material within the teacher's personnel file is found to be incorrect or improper as defined in Article III, Sections A through D, such material shall be corrected or expunged, whichever is appropriate. Material of a negative nature may be addressed by the teacher in writing and made part of the permanent file.

Section F – Nothing herein shall be construed to deny or restrict any teacher rights he may have under the Michigan Revised School Code or employment laws and regulations, except to the extent that those rights are limited by this Agreement. The rights provided to teachers elsewhere shall be deemed independent from those set forth in this agreement.

Section G – Adopted board policy and procedures that impact teacher work conditions (inclusive of amendments) will be posted on the Beaver Island Community School website.

ARTICLE IV - PROFESSIONAL COMPENSATION

Section A – The salaries of teachers covered by this Agreement are set forth in Schedule A of the Appendix which is made a part of this Agreement. Salaries will be paid in either twenty-one (21) or twenty-six/seven (26 or 27 depending on the number of pay dates for pay periods from 9/1 to 8/31 each year) equal payments every other Friday ending with the payday following the last calendar workday of the school year. Bargaining unit members electing to choose the twenty-six/27 (26 or 27) payments option must do so in writing to the administrative office before the first Friday of the first pay period of each year. Such option will remain in effect during the contractual year.

Section B – Teachers will be entitled to additional compensation in the following circumstances where the Board acknowledges that such assignments are above and beyond the professional obligation of the teachers described in Article VI:

1. Teachers assigned responsibility for coaching interscholastic athletic teams or advising school-sponsored activities other than as part of their primary duty (i.e., a teacher may be an activity advisor as part of their instructional obligations, such as Model United Nations) shall be entitled to compensation as set forth in Schedule B of this agreement.

2. Teachers who are asked by the superintendent-principal to take on duties in addition to those listed above and their professional obligations identified in Article VI will be paid additional

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compensation based on the time agreed for performance of such duties at the following hourly rate during the duration of this agreement: $35.00

3. Serving as a substitute teacher shall be voluntary. Full time teachers who agree to serve as a substitute teacher during their duty-free prep hour, or part time teachers who agree to serve as a substitute teacher outside of their scheduled teaching periods, shall be paid at a rate noted above. Likewise, when full time teachers who agree to serve as acting superintendent-principal spend more time than their normal workday fulfilling that duty (e.g., driving around the island to determine road safety conditions), they shall be paid as noted above for the additional time.

Section C – Professional growth of the teaching staff is very important to the school district. The following plan is intended to foster professional growth.

1. After two years of service to the district, the district will pay for college coursework credits of using the following guidelines:
    a. The course(s) must be pre-approved by the administration as being applicable to the teaching assignment.
    b. Receipts and transcripts must be provided to the administration before reimbursement can be made. A minimum B Grade is required for reimbursement.
    c. The teacher must still be in the employment of the district to receive reimbursement.
    d. If the teacher voluntarily leaves the district less than 12 months before the completion of the coursework for reasons other than personal illness or the illness of an immediate family member (parent, spouse, or child), the teacher must reimburse the district for the tuition reimbursed in the previous twelve months.
    e. In the event that the district requests a teacher to pursue coursework to meet the goals of an IDP or to earn an additional certification, provision (d) above does not apply.

2. The district will pay for MDE Teacher Certification Renewal Fees related to their position.

3. The Board recognizes that professional meetings are enriching experiences. Teachers may submit requests to attend professional meetings to the superintendent-principal for approval. Approval and necessary expenses will be granted subject to budget, educational value, and/or relevance to teacher's stated objectives on evaluation.

Section D – Upon appropriate written authorization from an employee, the employer shall deduct from the salary of any such employee and make appropriate remittance for MEA financial services programs, MESSA programs not fully employer-paid, credit union, annuities, or any other plans or programs jointly approved by the Association and Board.

Section E – Teachers who achieve an "Effective" rating on their annual evaluation (80% professional practice and 20% student growth) will be eligible for a $100.00 performance award at the end of each school year.

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Section F – Employer 403(b)7 Match. With a lump sum payment of up to $2,000 before the last pay of June each year, the district will match the annual employee contribution on a 1:1 basis up to $2,000 anually each year of this agreement.

Employees may contribute in excess of the amounts listed above up to the applicable IRS limit but the district will not match those funds. Employees wishing to take advantage of this matching program must make their final payment by the first pay period of June each year.

Section G – New hires with previous years of experience may be given credit on the pay scale for years served at the discretion of the superintendent-principal. Bargaining unit members hired at a step below their years of previous teaching service in a public K-12 school may be credited with up to ten years on the salary schedule in the following manner:

1. Upon successful completion (as defined by the Michigan Teachers' Tenure Act) of the bargaining unit member's first (1st) year of teaching at BICS, the bargaining unit member may be credited up to an additional three years of service on the salary schedule.
2. Upon successful completion (as defined by the Michigan Teachers' Tenure Act) of the bargaining unit member's second (2nd) year of teaching at BICS, the bargaining unit member may be credited up to an additional three years of service on the salary schedule.
3. Upon successful completion of the bargaining unit member's third (3rd) year of teaching at BICS, the bargaining unit member may be credited up to an additional four years of service on the salary schedule.
4. Between the years credited at the date of the initial hire and the additional credited years with each successive year of service at BICS, the cumulative years of service credited shall not exceed ten (10), regardless of the number of years of previous teaching service in a public K-12 district the bargaining unit member may have.
5. A bargaining unit member shall not be credited for more experience than the bargaining unit member has earned teaching in a public K-12 school.

ARTICLE V - INSURANCE PROTECTION

Section A –The Board will make payments for medical coverage up to the full statutory cap as defined by 2011, Public Act 152, inclusive of increases when allotted by the legislature.

Effective January 1, 2025, the Board's contribution to the Employee's medical benefit plan costs shall be no less than $7,718.26 for employees with single person coverage, $16,141.28 for employees with two-person coverage, or $21,049.85 for employees with family coverage.

Effective January 1, 2026, the Board's contribution to the employee's medical benefit plan costs shall be no less than $7,942.09 for employees with single person coverage, $16,609.38 for employees with two-person coverage, or $21,660.30 for employees with family coverage.

Effective January 1, 2027, the Board's contribution to the employee's medical benefit plan costs shall be no less than the hard cap numbers identified by the Michigan Department of Treasury for employees with single person coverage, employees with the two-person coverage and employees with family coverage. If PA 152 is amended or repealed during the contract term, the District's contribution towards insurance costs will not exceed 3% over the previous year's contribution.

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If House Bill 6058 of 2024 is signed by the Governor, the Board shall pay the state mandated hard cap amounts or an 80/20 split toward eligible employees' medical coverage, whichever is greater, so long as the contributions comply with PA 152 of 2011.

The Association shall maintain the option during the duration of this contract, to explore other MESSA products and plan options when they become available to reduce their member contribution levels. The Association shall be responsible to notify the superintendent-principal regarding its desire to make any changes to the health care plan. The superintendent-principal, if changes are requested, shall direct submission of the *Request for Implementation of Benefits* (RBI) form to MESSA within thirty (30) days.

Employees shall currently, on an individual basis, have the option to select one of these two health care plans: 1) MESSA Choices with a $500/$1000 deductible, 5 Tier Rx and $20 office visit co-pay, or 2) ABC Plan 2 (HSA) with a $2000/$4000 deductible, 5 Tier Rx.

Section B –Employees not choosing a health insurance subsidy through the school shall receive a cash-in-lieu amount equivalent to $3,000 and may apply it toward the MESSA Options, MEA financial services or other mutually approved tax-deferred annuity. If spouses are members of the same bargaining unit, one will be eligible for full family and the other for the cash-in-lieu option. The cash-in-lieu shall be paid in two (2) installments for the month in which the benefit is earned, with earned benefits for July and August being paid in a lump sum on the last pay of June each school year.

Section C - The Employer shall formally adopt a qualified plan document that complies with Section 125 of the Internal Revenue Code and allows for member contributions toward their share of insurance costs to be payroll deducted using pre-tax dollars.

Section D – In addition to the health care plan described above, the following MESSA PAK benefits will be provided to the employees:

1. Delta Dental – 80/80/80 $1000/80 $1300
2. Vision – VSP III Plus 200 CL
3. Life Insurance - $20,000
4. Long Term Disability – 66 2/3 with a 90-day modified fill/$3000 monthly maximum

ARTICLE VI - TEACHING HOURS AND TEACHING RESPONSIBILITIES

Section A - For the duration of this agreement, the parties agree to the following terms regarding professional work hours:

As a reminder, teachers are expected to meet the professional obligations of their position not limited by hours or reporting times. These professional obligations include:

- Student instruction of 6 of 7 class periods per day (or 5 of 6 classes plus seminar class) or alternative schedule in consultation with teachers at each level;

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- Teachers will receive the equivalent of one class period per day to be used for planning purposes;
- Being in the building and available for consultations during their planning period. In the event that the teacher needs to deviate from this plan, prior approval of the superintendent-principal is required;
- Being in the building the entire school day on days that are student half days unless it is a teacher half day as well.
- Being available to work and consult with students before and after the scheduled school day;
- Participation in scheduled parent-teacher conferences after the first and third marking period;
- Collaborate with school stakeholders to develop, pilot, and implement an individual learning plan process for all BICS students;
- Two staff meetings per month to last no more than one hour in duration, one an all-staff meeting and the other an elementary or secondary level meeting;
- Instructional design, curriculum and assessment development, individual student analysis, and record keeping;
- Professional development and collaborative team problem solving;
- Meetings with the superintendent-principal and parents on students and their learning; and
- Lending assistance with and contributing to effective school operations.

The specific nature of these tasks shall be as set forth in the Board's policy on Teacher Qualification and Employment (Board Policy Section 3120). Duties beyond those in the list above assigned by the superintendent-principal shall be compensated at an hourly rate as noted in Section IV(B)2.

Section B - All teachers are entitled to a duty-free lunch period.

Section C – The parties to this agreement shall meet at least thirty (30) days prior to the end of each year to determine necessary action to be taken to comply with the State requirement regarding clock hours of instructional time.

ARTICLE VII - TEACHING CONDITIONS

Section A – At Learning Community meetings, the teachers and superintendent-principal shall confer on the purpose of improving the selection and use of such educational tools as deemed necessary.

Section B – The Board shall make available at least one room which shall be reserved for use as a faculty room in which teachers may confer, work on class preparation, or otherwise discuss school matters.

Section C – Computers with internet/email capabilities will be made available to teachers and used according to board policy.

Section D – Pertinent information about a student's health or learning problems can be found in the student's folder which is available to teachers seeking such information unless restricted by law.

Section E – Any assault upon a teacher must be promptly reported by the teacher to the superintendent-principal. Any disciplinary action taken by a teacher shall be subject to administrative

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review. The teacher may seek assistance from the superintendent-principal in the event of doubt of the disciplinary action to be meted out. The Board recognizes its responsibility to give all reasonable support and assistance to the teachers with respect to the maintenance of control in the classroom. Whenever a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons the superintendent-principal will take steps to make available professional support to assist the teachers with their responsibilities to such pupils.

Section F – The Board, in conjunction with the superintendent-principal, shall promulgate rules and regulations setting forth procedures to be utilized in disciplining, suspending or expelling students for misbehavior. Such rules and regulations shall be distributed to students, teachers, and parents in a timely manner with the understanding that the current published rules and regulations will be in effect until the new rules and regulations are distributed. In the absence of a published school policy, teachers shall be free to employ reasonable punishment consistent with the Corporal Punishment Law in accordance with the REVISED SCHOOL CODE Act 451 of 1976, section 380.1312 and current Michigan law governing seclusion and restraint.

Section G The district will maintain Educator's Legal Liability insurance coverage. Assuming the Board has determined that a teacher has acted within the scope of his/her authority, in the event a teacher is sued for reason of disciplinary action taken by the teacher against a student, the district will provide legal assistance to the extent covered by the district's Educator's Legal Liability insurance coverage.

Section H – Time lost by a teacher in making a court appearance in connection with any school related incident mentioned in this Article shall not be charged against the teacher provided that the Board has determined that the teacher has acted within the scope of his/her authority.

Section I – The Board will reimburse teachers for reasonable costs associated with loss, damage or destruction of clothing or personal property of the teacher which occurs on the school premises, not covered by personal insurance, while the teacher is on duty or on the school premises in connection with any incident mentioned in this Article provided that the Board has determined that the teacher has acted within the scope of his/her authority.

Section J – To ensure safety and security for all members of the school family (students, staff and community), it is understood that no employee shall be mandated to train for the purpose of carrying weapons on school property. If an employee decides to opt-out of any training that may be offered, their personal decision will not adversely affect any other aspect of their employment.

Section K – Staff who are acting within the scope of their employment responsibilities with respect to maintaining control and discipline of students shall be given support and assistance by the District. Continued effort will be made to assure staff that they can provide student instruction and other ancillary services with a minimum of disruption and abuse in an appropriate learning environment.

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ARTICLE VIII - TEACHER SICK-LEAVE DAYS

Section A – At the beginning of each year, each teacher shall be credited with fifteen (15) days of sick leave. These days, if unused during the school year, will accumulate from school year to school year up to one hundred twenty (120) days. These days may be taken by the teacher for personal illness or disability, illness in the immediate family (husband, wife, mother, father, brother, sister, children, legal ward, grandchildren, grandparents and the same members of the spouse's family), death, family-care needs, child birth/maternity leave, adoption, and medical appointments. In addition to immediate family members, this Article shall be interpreted consistent with Michigan's Earned Sick Time Act and all leave available to the employee, paid or unpaid, will run concurrently. Planned use of sick leave for more than ten consecutive school days or more than 15 cumulative days over the course of the school year shall be discussed with the superintendent-principal prior to the use of those days for planning purposes. The board reserves the right to request documentation from a physician.

Section B – A collective sick-leave bank (the "Sick Leave Bank") shall be established and administered as follows:

1. On September 1, the Sick Leave Bank will be credited with three (3) sick leave days per teacher on payroll and each teacher will have his/her accumulated days debited for these three days. At the end of a school year a teacher will have the opportunity to donate any number of his/her unused sick leave days to the Sick Leave Bank. The Sick Leave Bank shall not exceed one hundred twenty (120) days. In the event that the Sick Leave Bank should not require three days per teacher on payroll to bring it to maximum level an equal number of days will be taken from each teacher to bring it as close to one hundred twenty (120) as possible.

2. Applications for withdrawal from the Sick Leave Bank shall be made to the Sick Leave Bank Committee (the "Committee"), appointed by the BIEA which shall be selected at the beginning of each school year. The Committee shall be responsible for authenticating the claim as well as the eligibility of the teachers to withdraw from the Sick Leave Bank according to the eligibility criteria set forth herein. The Committee shall not have authority to grant leave days from the Sick Leave and for any purpose or under any other criteria than as specified in Article VIII, Section A. Copies of the Committee's decisions on applications shall be forwarded to the superintendent-principal for approval.

3. If the Sick Leave Bank becomes depleted during the school year, the Committee may invite teachers to voluntarily contribute sick days to the bank from their annual allotment.

Section C – A teacher who is unable to teach because of personal illness or disability and who has exhausted all available sick leave available shall be granted upon request a leave of absence without pay for the duration of such illness or disability up to one school year. The leave may be renewed each year upon written request by the teacher and upon authorization of the Board.

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ARTICLE IX - LEAVES OF ABSENCE

Section A – Leaves of absence with pay shall be granted for the following:

1. Each teacher shall be granted three (3) leave days per year for use as personal days. Prior approval by the superintendent-principal is required for use of these days except in cases of emergency where prior notification is not possible.

   Teachers not using personal leave days over the course of the school year will be compensated in a lump sum payment according to the following schedule:

Days Used	Bonus
0	$500
1	$350
2	$250

   This lump sum payment shall be made after the last day of school year but before July 1 of each year.

2. When a teacher is called by a court of competent jurisdiction to jury duty or to appear as a witness in a school-related case to which the teacher is not a party, the teacher shall be granted leave reasonably sufficient to attend the proceeding to which they have been called. The teacher shall remit to the District any fees other than mileage/transportation or other reimbursement for actual expenses received from the court, or the teacher will give written authorization to the District to deduct such amount from their pay. Upon request the teacher will submit the Notice to Appear as a juror or subpoena to appear as a witness, as relevant, to the superintendent-principal.

3. Leave time will be granted if a teacher is off the Island on assigned school business and unable to return to the island and report to school for work due to weather or other approved reasons subject to the following:

   a. The superintendent-principal must be notified.
   b. The teacher must return to school promptly after returning to the island (if school is then in session).
   c. There is no limit on the amount of leave that may be granted for such events.

4. If a teacher is off the Island for personal reasons (not assigned school business) and is unable to return to the Island and report to school due to commercial ferry and plane transport to the Island being unavailable due to inclement weather, they may use up to three (3) sick or personal leave days to compensate for their absence. Otherwise this time off will be considered as leave of absence without pay.

Section B – Leaves of absence without pay include the following:

1. Leaves of absence without pay may be granted to any teacher for any length of time at the discretion of the Board. Leaves of absence without pay for two (2) days or less in duration

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may be granted at the discretion of the superintendent-principal and shall not necessitate approval of the Board. If the leave without pay continues for more than one (1) month, the District will offer a health plan conversion to the teacher so he/she can continue his/her health plan benefits at his/her own expense.

2. When feasible, teachers who are granted a long term leave of absence will be given the opportunity to return to the position they held prior to the leave of absence. In any case, they will be given the opportunity to work at the same FTE as prior to their leave.

ARTICLE X - PART-TIME TEACHERS

Teachers who work part-time (at least 2/5 time throughout the school year) will be paid a pro-rated salary based on the Schedule A teacher's salary schedule and are eligible for pro-rated benefits based on their FTE percentage. Benefits include pro-rated contributions toward insurance and pro-rated number of sick and personal leave days. Teachers who work less than 2/5 time throughout the school year will be paid on a pro-rated basis according to Schedule A based on the appropriate lane and step and are not eligible for benefits. Part time teachers are expected to attend all staff meetings. Teachers working less than half time will be compensated for attendance at one of the two required staff meetings on an hourly basis as per payment for extra duty as outlined in this agreement.

ARTICLE XI - TEACHER EVALUATION

The Beaver Island Community School teacher performance evaluation system shall be the "5D+™ Rubric for Instructional Growth and Teacher Evaluation" ("5D+ tool" for short). This evaluation tool includes:

1. an evaluation of the teacher's job performance with timely and constructive feedback;
2. clear approaches to measuring student growth with relevant data on student growth; and
3. The use of student growth and assessment data as 20% of the year-end evaluation rating.

Training on the 5D+™ Rubric for Instructional Growth and Teacher Evaluation will be provided as required by law.

Data to determine student growth may include but is not limited to: teacher generated classroom assessments, state/nationally normed assessments, IEP Goals, student portfolios, and other measures of student growth. When mutually agreed upon by the administrator and the teacher, data may be eliminated that is attributable to students who have excessive absences, are partial year transfers into/out of the teacher's classroom, or who have other anomalous circumstances that warrant eliminating that data.

In accordance with the classroom observations that are intended to assist in the year-end performance evaluation for teachers will be conducted as follows:

1. Prior to classroom observations, the teacher will be provided with a copy of the District evaluation forms and rubrics and an explanation of how the process works.

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2. The classroom observations used in the year-end evaluation must include a review of the teacher's lesson plan for the day of the observation and the state curriculum standard being used in the lesson.
3. The annual performance evaluation system will assign a year-end rating of "effective," "developing" or "needing support."
4. Year-end summative evaluations for classroom teachers shall be completed within five (5) business days of the end of the school year.

Tenured classroom teachers rated as highly effective (prior to July 2024) or effective on the three (3) most recent consecutive year-end evaluations may be evaluated triennially, but if the classroom teacher is not rated as effective on one of the triennial year-end evaluations, the classroom teacher must receive annual year-end evaluations. If a classroom teacher on the triennial track is placed on an IDP or transfers to a new position, the superintendent-principal may choose to move the classroom teacher to annual evaluations.

If a teacher receives an unevaluated rating, the teacher's rating from the school year immediately before the designation must be used unless otherwise provided by law.

All teachers shall have the right to submit a rebuttal to their evaluation which will be included in their personnel file and attached to the year-end evaluation.

Teachers may only grieve alleged violations of this Article through the mediation level.

An Arbitrator, has jurisdiction to consider a grievance filed under the grievance process by a tenured teacher with two (2) consecutive ratings of "needing support" consistent with Michigan law.

In addition to the above procedures, teachers who on an IDP (received a "needing support" or "developing" rating) shall be provided the following:

1. specific performance goals that will be used to assist in improving effectiveness for the next school year developed with consultation and agreement by the teacher.

2. training to be provided by the district to assist the teacher in meeting the goals of the IDP.

3. a mid-year progress report, supported with at least two (2) classroom observations conducted and completed no later than February 1, that is used as a supplemental tool to gauge a teacher's improvement from the preceding school year and to assist in any needed additional improvement that is aligned with the existing IDP.

4. a mentor teacher that is informed of the conditions and requirements of the IDP in order to assist the mentee in the described performance goals of the IDP.

Teachers who work less than 60 days in any school year, or who have their evaluation results vacated through the grievance procedure, or are otherwise not evaluated due to extenuating circumstances the district deems applicable for exempting a teacher from the annual evaluation process as agreed upon by the Association, shall not be provided an evaluation for that year. Said teachers shall receive the same rating they received in the prior year for the current year if it was conducted by the district.

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ARTICLE XII - NEGOTIATION PROCEDURES

In any negotiations between the parties, neither party shall have control over the selection of the negotiating or bargaining representatives of the other party, and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by the Board of Education and by the Association, but the parties mutually pledge that representatives selected by each shall be given all the necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

ARTICLE XIII - TEACHER SENIORITY

No later than thirty (30) days following the ratification of this agreement, and by every September 30 thereafter, the employer shall prepare a seniority list.

The seniority list shall be published and mailed or delivered to each bargaining unit employee by October 1 of each school year. Challenges or revisions to the list must be filed by October 15 of that same year, otherwise, the seniority list will be considered final for that school year. Should there be disagreement that cannot be resolved by November 1 of the school year, the Board and the Association shall submit the issue to Expedited Arbitration under the rules of the American Arbitration Association for determination of the final seniority list.

Seniority is defined as the length of continuous service (part time or full time) as a teacher with Beaver Island Community School and shall be computed from the bargaining unit employee's first day of work since the most recent date of hire. All bargaining unit employees shall be ranked on the list in the order of their first day of work. In the event of a tie in seniority or should new teachers have the same first day of employment, the teachers so affected will be credited with all non-teaching service with Beaver Island Community School. If there is still a tie, a teacher assigned full time would be ranked higher than one assigned part-time duties. Should a tie still exist, the teachers so affected will participate in a drawing to be held by the Administration and the Association to determine placement on the seniority list. Such drawing shall determine the order of seniority. The drawing shall be held during the first month of the first semester or within one month of the occurrence of the tie, whichever is shorter. The drawing shall be conducted openly and at a time and place that will reasonably allow affected bargaining unit employees and Association Representatives to be in attendance.

All seniority is lost when employment is severed by resignation, retirement, or discharge for cause for more than one (1) year. If severance of employment is due to layoff, seniority is retained (frozen) until recall rights expire or are otherwise terminated by the employee.

Seniority shall continue to accumulate when bargaining unit employees are on approved unpaid leaves of absence of one (1) year or less, or for the full duration of a leave of absence due to Military Duty leave.

Any teacher who shall be transferred to a supervisory or executive position in the district and shall later return to the teacher status in the district shall be entitled to retain such rights as she or he may have had under this Agreement prior to such transfer to supervisory or executive status. The

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administrator or supervisor shall be given credit on the salary schedule while serving as an administrator or supervisor if they return as a classroom teacher in the school system.

The Board shall use the seniority list from the previous school year (inclusive of any new hires that year), to determine any layoffs or recalls prior to October 1 of each school year.

ARTICLE XIV – VACANCIES

Definition of "Vacancy"
A vacancy shall be defined for purposes of this Agreement as a position within the bargaining unit presently unfilled, including newly created positions, as well as such positions currently filled but anticipated to be open in the future for a period of thirty (30) or more school days.

Any vacancy that occurs after the beginning of the school year may be posted as a Temporary Vacancy (e.g., to the end of the school year) and remain posted until filled. If the position is posted as a Temporary Vacancy and is to continue beyond the initial school year, it shall be posted and filled in accordance with the provisions for filling vacancies outlined below.

Notification (Posting) of Vacancies and Application
Vacancies occurring within the bargaining unit, including newly created positions, shall be provided via e-mail to each bargaining unit employee (including those on layoff) with a copy of such posting to the Association. Positions as described above shall be posted at least five (5) business days prior to being filled. Bargaining unit employees may apply for such positions by submitting an e-mail of interest to the personnel office.

ARTICLE XV - TEACHER PLACEMENT

Teacher Placement
Decisions about placement of a teacher shall comply with Revised School Code Section 1248. Involuntary transfers may be made when determined by the superintendent-principal to be in the best interest of the district's educational program.

A teacher may request a transfer at any time in writing to the superintendent-principal with a copy to the Association. The request shall specify the school, grade, and subject/position sought. The superintendent-principal shall acknowledge receipt of the request for transfer within five (5) working days. No bargaining unit employee shall be discriminated against because of a request to transfer. Vacancies caused by a voluntary transfer shall be posted unless that vacated position is eliminated.

The superintendent-principal or designee has discretion to place or transfer a bargaining unit member into a position for which they are certified, for a reason that is not arbitrary or capricious.

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ARTICLE XVI - TEACHER LAYOFF and RECALL

Layoff

It is understood by the parties that a reduction in staff may be required due to a significant reduction in funding or in student enrollment, curricular changes, or other operational considerations. The BIEA and the BOE agree to work collaboratively to look for ways to reduce expenses in an attempt to have the least amount of impact to staffing. Acting within the approved budget, the superintendent-principal is responsible for establishing the number and nature of teaching assignments to implement the approved curriculum. If the superintendent-principal determines that a reduction in classroom teaching staff is necessary, the superintendent-principal will recommend to the Board the teaching positions to be reduced.

Teacher layoff decisions will be made by the superintendent-principal or designee in their discretion in compliance with state or federal laws, regulatory standards, and state grant and categorical funding requirements. To promote an orderly reduction in teaching personnel, the following procedures will be used:

A. Non-certified, then probationary teachers will be laid off first, provided there are adequately certified and qualified teachers to replace them as allowed by law.
B. If reduction is still necessary, then tenured teachers will be laid off in based on a combination of seniority, experience teaching in the grade level or content area, qualifications, and certification.

The Association will be notified of the contemplated reduction in personnel at least ten (10) calandar days before the formal layoff notices are distributed. Teachers being laid off shall receive a 60-calendar day notice in writing before the effective date of layoff for layoffs during the summer months and no less than one (1) full semester for layoffs during the school year.

The Board shall give written notice of layoff or recall from layoff by sending a certified letter to the teacher at their last known address. It shall be the responsibility of the teacher to notify the Board of any change in address.

Teachers laid off shall have insurance benefits continued and paid by the Board in accordance with the provisions in Article V – Insurance until the end of the following month of the effective date of the layoff. After that, a laid-off teacher may continue their insurance benefits in accordance with the Carrier's layoff/benefit continuation policy, inclusive of paying the subscriber group rate premium for the Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

Recall

Right of recall shall be limited to twenty-four (24) months. Recall notification will be by certified mail to the teacher's last known address. It is the responsibility of the teacher to notify the Board of his/her current address. It is the employee's responsibility to notify the Board, in writing, of any inaccuracies in Board records and/or any changes as they occur. Refusal of an offer from the Board of an equivalent position for which the laid-off teacher is certified, or failure to respond within ten (10) business days of receipt of a written offer of a position made by the Board shall be cause for termination. Notification of acceptance by the teacher will be in writing and delivered in person or by certified mail.

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ARTICLE XVII - RIGHTS IN DISCIPLINARY PROCEEDINGS

All teachers have Weingarten rights. An Association member shall be entitled to have a representative of the Association present during any meeting with the member concerning a disciplinary action. The specific grounds forming the basis for disciplinary action will be made available to the teacher.

A teacher may only be discharged, demoted, or otherwise disciplined only for a reason that is not arbitrary or capricious. In recognition of the school code, probationary teachers are at-will employees. Any charges against a teacher that result in disciplinary action must by proven by a preponderance of the evidence.

As appropriate, progressive discipline will be used when disciplining a teacher, including verbal warning, written warning, written reprimand, suspension, and discharge. This standard does not limit the District from addressing discipline at any level, including termination, for conduct that warrants a level outside the progressive step process.

Additionally, nothing in this Article limits the District's right to take other appropriate action, such as placing a teacher on administrative leave during an investigation or issuing a counseling memorandum, which is considered instructional, not disciplinary. Probationary teachers may only grieve violations of this Article to the board level.

ARTICLE XVIII - GRIEVANCE PROCEDURE

Section A – A grievance shall be defined as an alleged violation, misinterpretation, or misapplication of the expressed terms and conditions of this contract. For purposes of this Article the term "day" shall be interpreted as a calendar day. Grievances may not be filed on prohibited subjects of bargaining.

Section B – Any teacher or representative of the Association having a grievance shall discuss the matter with the superintendent-principal with the objective to resolve it informally. A written record shall be kept and signed by the teacher and the superintendent-principal.

Section C – If, as a result of the informal discussion with the superintendent-principal, a grievance still exists, the teacher may invoke the formal grievance procedure through the Association on the form set forth in the Appendix, signed by the grievant and a representative of the Association, within ten (10) calendar days of the informal discussion with the superintendent-principal. A copy of the grievance form shall be delivered to the superintendent-principal.

Section D – Within fifteen (15) calendar days of receipt of the grievance the superintendent-principal shall meet with the grievance committee of the Association in an effort to resolve the grievance. The superintendent-principal shall indicate the disposition of the grievance in writing within ten (10) calendar days of such meeting and shall furnish a copy to the Association.

Section E – If the Association is not satisfied with the disposition of the grievance by the superintendent-principal or if no disposition has been made within the time limit, the grievance may

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be transmitted to the Board within fifteen (15) calendar days of the action or, if no action is taken, fifteen (15) calendar days of expiration of the time permitted for action. The Board shall within fifteen (15) calendar days or by the next regular board meeting, whichever is later, investigate and hear the grievance at a date, time and location that is mutually agreed upon by the parties involved. Disposition of the grievance in writing by the Board shall be made to the grievant with a copy of the disposition provided to the Association no later than fifteen (15) calendar days after the hearing conducted by the Board.

Section F – If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the time limit, the grievance shall be transmitted to mediation within fifteen (15) calendar days of the action or, if no action is taken, fifteen (15) calendar days of expiration of the time permitted for action. The parties agree to use either Northern Community Mediation, the Michigan Employment Relations Commission (MERC) Mediation, or a private mediator mutually agreed to by both parties. The cost of the mediator shall be shared equally by the Board and the Association. The mediation process shall be confidential and either party may choose to withdraw at any time. If both parties reach a settlement during mediation, and both parties sign that agreement, it becomes legally binding.

Section G – If the Association is not satisfied with the disposition of the grievance after the mediation process, the grievance may be submitted to arbitration within thirty (30) calendar days of the decision by either party to no longer participate in mediation. Such arbitration shall be before an impartial arbitrator chosen through the American Arbitration Association, whose rules shall govern the (ADD MERC) proceeding provided that the arbitrator shall have no power to alter, add to, or subtract from the terms of this agreement. Both parties agree to be bound by the determination and/or award of the arbitrator. The fees and expenses of the arbitrator shall be shared equally by the parties.

Section H – Notwithstanding the expiration of this agreement, any claim or grievance that was pending may be processed through the grievance procedure until resolution.

Section I – If any bargaining unit employee for whom a grievance is sustained shall be found to have been unjustly discharged, s/he shall be reinstated with full reimbursement of all compensation lost, plus reasonable interest. If any bargaining unit employee shall have been found to have been improperly deprived of any compensation or advantage, the same or its equivalent in money plus reasonable interest shall be paid to her/him and her/his record cleared of any reference to this action.

Section J – A bargaining unit employee who must be involved in the grievance procedure during the workday shall be excused with pay for that purpose.

Section K – By mutual agreement of both parties, the time frames listed above may be extended.

ARTICLE XIX - DURATION OF THE AGREEMENT

Section A – This agreement shall be effective as of September 1, 2025, and shall continue in effect until the 31st day of August 2029. Negotiations between the parties shall begin no later than six weeks prior to the expiration date.

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Section B – Copies of this agreement will be reproduced and presented to all teachers now employed or hereafter employed.

ARTICLE XX - CONTINUITY OF OPERATIONS

Section A – The Association and the Board recognize that strikes and other forms of work stoppages by teachers are contrary to law and public policy. The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association, therefore, agrees that its officers, representatives, and members shall not authorize, instigate, cause, aid, encourage, ratify, or condone, nor shall any teacher take part in any strike, slowdown or stoppage of work, boycott, picketing or other interruption of activities in the school system.

Section B – The Board agrees that it will not during the period of this agreement, directly or indirectly engage in or assist in any unfair labor practice as defined by Section 10 of the Public Employment Relations Act, as amended.

Section C – Nothing in this Article shall require the Board to keep schools open in event of severe weather or act of God. When school is closed to students due to the above conditions teachers shall not be required to report for duty.

Section D – If an emergency manager is appointed by the state under the Local Financial Stability and Choice Act, the emergency manager may reject, modify, or terminate the collective bargaining agreement in his/her sole discretion. This authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).

Section E – Upon expiration of this Agreement, there shall be no step or lane advancement until a successor agreement is ratified.

ARTICLE XXI - SCHOOL CALENDAR

Section A – The parties agree that all aspects of the school calendar, except as limited by law, are negotiable, including length of the school year and further agree that the school calendar shall be set forth in Appendix [B]. Any deviation shall be by mutual written consent.

Section B – The Board agrees that the teachers' work year will not exceed one hundred eighty-six (186) scheduled work days and that teachers will be in the classroom for instructional purposes not less than one hundred eighty (180) days. In the event the State of Michigan should require more than one hundred eighty-six (186) student instructional days in the school year, the Board and the Association agree to meet to negotiate the terms of compensation for such additional days.

Section C – In the case of school cancellation due to Acts of God, teachers shall not be required to report to work. In cases of early dismissal for the same reasons, teachers are released at the same time as the students.

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ARTICLE XXII - TEACHERS' FINANCIAL INFORMATION

The Board shall provide annually to the Association a list of teachers employed or to be employed by the Board, along with the full-time or part-time status of each teacher and their salary schedule status. The Board shall provide notification of this same information for any additions or deletions that occur during the school year.

ARTICLE XXIII - LEAST RESTRICTIVE ENVIRONMENT

Section A – The Board and the Association acknowledges that the policy of least restrictive environment is legally mandated and intended in the best educational interest of the student. The parties also recognize that the extent to which any individual student with disabilities should participate in regular education programs and services must be appropriate to that student's unique needs determined by an individual educational planning committee (IEPC) on an individual basis.

Section B – Further, the parties recognize that whether any student with disabilities participation in regular education programming can be achieved satisfactorily will depend upon many factors including proper planning and coordination of the student's regular and special education programming, appropriate supportive assistance to regular education personnel (e.g., training regarding the teaching/training of the student with disabilities in the regular education classroom, access to consultative special education personnel, and provision of support personnel which would be appropriate based on individual placements) and the reasonableness of the demands placed upon regular education classroom personnel. Assistance shall be made available as needed.

Section C – Any bargaining unit member who will be providing instructional or other services to a student with disabilities in a regular education classroom setting shall be invited to participate in the IEPC which may initially place or continue the placement of the student in a regular education classroom.

The bargaining unit member has the responsibility of carrying out specifications of the IEPC which apply to their teaching assignment. The district shall make every reasonable effort to support the receiving teacher with necessary classroom materials and training. If any member, in writing, advises the superintendent-principal of a reasonable basis to believe that a mainstreamed student assigned to the member has a current IEPC report that is not meeting the student's unique needs as required by law, the administration shall promptly call an IEPC meeting. The member so advising the administration shall be invited to attend the IEPC meeting.

The student with disabilities' placement shall be determined to the extent permissible by law.

Section D – Except in life threatening or extenuating circumstances, no member shall be required to perform medical, hygienic or other non-instructional specialized procedures for or on students with disabilities such as but not limited to: suctioning, catheterization, diapering, or attending to any personal hygienic or medical need(s) of the student(s). Any such extenuating circumstances shall be preceded by notification to the Association that such circumstances exist and provide an opportunity

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for the Association and the teacher(s) who may be affected to meet and discuss the issues involved and how best to meet the needs of the student, the regular classroom, the teacher and the school district.

In such situations it is expressly understood that should the teacher agree to provide such procedures or services, he/she shall be provided with training appropriate to the situation with all expenses paid by the board.

It is further agreed that in any such event, the board shall indemnify and hold harmless, any teacher who has agreed to provide such services as described here, from liability for the performance of such services to the extent permitted by law and provided in the district's Educator's Legal Liability insurance coverage.

Section E – The administration shall provide, prior to such placement whenever possible, in-service training to the teacher regarding the instruction and behavioral management of students with disabilities in the regular education classroom setting.

ARTICLE XXIV - MENTOR TEACHERS

Bargaining unit mentor teacher positions shall be developed as required by law to function as an advisor/resource person to probationary teachers by the employer according to the following guidelines:

1. Such mentor teachers shall be experienced teachers. It is understood and agreed that mentor teachers may also be retired master teachers or college professors as allowed by law.

2. A bargaining unit mentor teacher may have released time as approved by his/her superintendent-principal to use to observe or otherwise be available to the probationary teacher assigned.

3. The mentor teacher shall not be expected to act in a disciplinary or supervisory capacity over a probationary teacher. The mentor/mentee relationship shall remain confidential unless superseded by law.

4. The mentor teacher shall assist the probationary teacher in planning with the superintendent-principal fifteen (15) days of professional development within the first three (3) years of employment of the probationary teacher. Such professional development may include the experiencing of effective practice linked in university professional development schools, ISD and regional or local seminars and other mentors regarding proper classroom management and instructional delivery methods.

XXV - TEACHER CONTRACT

Section A – The parties agree that each teacher may be required to sign an individual employee information sheet at the beginning of each academic year.

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Section B – 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.

Section C – This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms.

XXVI - REOPENER CLAUSE

If the Beaver Island Community School District's categorical funding from Section 22d(2) School Aid increases or decreases by greater than 50% from the previous year, or if the district's property tax revenue increases or decreases by greater than 5% from the previous year, the contract can be reopened, by mutual agreement.

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Appendix A

Beaver Island Community School
Schedule A
2025-2026

Step	Lane 1 (BA)	Lane 2 (BA+20)	Lane 3 (MA)	Lane 4 (MA+15)
1	$49,000	$51,000	$53,500	$56,500
2	$50,550	$52,725	$55,325	$58,400
3	$52,100	$54,450	$57,150	$60,300
4	$53,650	$56,175	$58,975	$62,200
5	$55,200	$57,900	$60,800	$64,100
6	$56,750	$59,625	$62,625	$66,000
7	$58,300	$61,350	$64,450	$67,900
8	$59,850	$63,075	$66,275	$69,800
9	$61,400	$64,800	$68,100	$71,700
10	$62,950	$66,525	$69,925	$73,600
11	$64,500	$68,250	$71,750	$75,500
12	$66,050	$69,975	$73,575	$77,400
13	$67,600	$71,700	$75,400	$79,300
14	$69,150	$73,425	$77,225	$81,200
15	$70,700	$75,150	$79,050	$83,100
16	$72,250	$76,875	$80,875	$85,000
17	$73,111	$77,833	$81,889	$86,056
18	$73,972	$78,792	$82,903	$87,111
19	$74,833	$79,750	$83,917	$88,167
20	$75,694	$80,708	$84,931	$89,222
21	$76,556	$81,667	$85,944	$90,278
22	$77,417	$82,625	$86,958	$91,333
23	$78,278	$83,583	$87,972	$92,389
24	$79,139	$84,542	$88,986	$93,444
25	$80,000	$85,500	$90,000	$94,500
30	$85,000	$90,500	$95,000	$99,500
35	$90,000	$95,500	$100,000	$104,500

In each successive year of this contract (e.g., 2026-2027, 2027-2028, 2028-2029) the Schedule A Salary Schedule will reflect and increase determined in May of each year based on the previous 12-month average CPI plus 0.1%. Any such increase will be limited to a range of a minimum of 2% and a maximum of 4%. The Schedule A Salary Schedule will be prepared for each successive year by no later than June 30.

Any teacher who was in the "Professional Certificate to BA +20 or MA" (a.k.a. "middle lane") in the previous BIEA-BICS BOE (2022-2025) contract shall be placed in Lane 3 of succeeding contracts.

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Appendix B
Payment for Schedule B Activity Advisors and Coaches

Advisors for the activities listed below will be paid either 1% or 2% of the base Bachelor's salary for a Step 1 employee as noted in Table 1; varsity athletic coaches will be paid based on the amounts on Table 2. Any future clubs/activities/sports that wish to be included in the Schedule B list for compensation must be approved by the BICS Board of Education. When a new activity is started, or when there is a change in leadership, the position will be posted internally first so that faculty and staff may apply. If there are no faculty or staff applicants, then the position will be posted externally. Any teacher employed by BICS who meets minimum qualifications for a posted Schedule B position will be selected over a non-teacher applicant for all Schedule B positions.

Coaches and activity advisors will complete a year-end or season-end self-evaluation and review the season with either the Athletic Director or the superintendent-principal.

Coaches and activity advisors may forego payment and have their stipend payment be transferred to a school activity account.

Table 1--Student Activities

Activity	1%	2%
Cheerleading		X
Model UN (if a club)		X
FRC Robotics (if a club)		X
FTC Robotics (if a club)		X
Elementary Robotics Club	X	
NHS	X	
Student Council	X	
Junior Class Advisor		X
Academic Extra-Curricular Activities, (MathCounts!, Sci. Olympics, etc.)	X	X
Mentor Teacher	X	

Note: As of current contract, 1% of base BA salary is approximately $490.00; 2% is $980.00

Coaches Schedule B

Years of Service as a BICS Coach	Soccer	Volleyball	Boys BBall	Girls BBall	Track and Field
0-3 years	2,800	3,000	3,000	3,000	2,000
4-7 years	3,000	3,200	3,200	3,200	2,200
8 plus years	3,200	3,400	3,400	3,400	2,400

For each week the season of any sport is extended after the NNL Tournament due to district or regional play, the coach will be compensated an additional $250.00/week.

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Appendix C

BICS CALENDAR 2025-2026

	Mon	Tues.	Wed.	Thurs	Fri
August 2025	25	26	27	28	29
September 2025	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30			

	Mon.	Tues.	Wed.	Thu.	Fri.
October 2025			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	31

	Mon.	Tues.	Wed.	Thu.	Fri.
November2025	3	4	5	6	7
	10	11	12	13	14
	17	18	19	20	21
	24	25	26	27	28

	Mon.	Tues.	Wed.	Thu.	Fri.
December 2025	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30	31		

	Mon.	Tues.	Wed.	Thu.	Fri.
January 2026				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30

	Mon.	Tues.	Wed.	Thu.	Fri.
February 2026	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27

	Mon.	Tues.	Wed.	Thu.	Fri.
March 2026	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30	31			

	Mon.	Tues.	Wed.	Thu.	Fri.
April 2026			1	2	3
	6	7	8	9	10
EASTER APRIL 5	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	

	Mon.	Tues.	Wed.	Thu.	Fri.
May 2026					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29

	Mon.	Tues.	Wed.	Thu.	Fri.
June 2026	1	2	3	4	5
	8	9			

The above calendar includes the following breaks:

September 1	Labor Day
November 5	ISD Wide Professional Development Day
November 26-28	Thanksgiving Break
December 22– January 2	Winter/Christmas Break
March 28-April 6	Spring Break
May 25	Memorial Day
June 3	Last Day of Pre-K
June 6	Graduation Ceremony

	= Schools not in session
	= Students do not report; staff does report
	= ½ Day Students/Full Day Staff
	= ½ Day Students & Staff
	=Flex Day, Staff must work 8/25 or 8/29

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Appendix C

2025-2026 **BEAVER ISLAND COMMUNITY SCHOOL CALENDAR**

Start Date: **Tuesday, September 2, 2025**

Full Days

Half Days

			# Full Days	# Half Days
September			21	0
October			23	0
November			16	0
December			15	0
January			18	2
February			20	0
March			19	1
April			18	0
May			20	0
June			5	2
	TOTALS		175	5

175 Full Days	@	380	minutes	66,500Minutes
5 Half Days	@	180	minutes	900Minutes
180 Total Student Days				**67, 400** Minutes

185 Total Teacher Days

Total Hours	**1123.00**
Minimum Hours of Instruction	**1,098.00**
Hours over Required Minimum	**25**

Beaver Island MEA Representative Signature Deborah Robert Date 8-19-25

BICS Board of Ed Representative Signature Date 8/20/25

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Appendix D

BEAVER ISLAND EDUCATION ASSOCIATION
GRIEVANCE REPORT FORM
(Grievance is to be typed using this form.)

Grievance Number:
Distribution Form:

1. Superintendent-Principal:
2. Association:
3. Member:

Submit to superintendent-principal in duplicate.

Name of Grievant	Assignment	Date Filed

STEP I

Step I: Any teacher or representative of the Association having a grievance shall discuss the matter with the superintendent-principal with the object to resolve it informally. A written record shall be kept and signed by the teacher and the superintendent-principal.

STEP II

Step II: If, as a result of the informal discussion with the superintendent-principal, a grievance still exists, the teacher may invoke a formal grievance procedure through the Association on the form set forth below, signed by the grievant and a representative of the Association within 10 calendar days of the informal discussion with the superintendent-principal. A copy of this grievance form shall be delivered to the superintendent-principal. Within 15 calendar days of receipt of the grievance, the superintendent-principal shall meet with the grievance committee of the Association in an effort to resolve the grievance. The superintendent-principal shall indicate the disposition of the grievance in writing within 10 calendar days of such meeting and shall furnish a copy to the Association.

Date Cause of Grievance Occurred:

Contract Section/Number of Alleged Violation:

Statement of Grievance:

Relief Sought:

Signature of Grievant: Date of Grievance Filing:

Disposition by Superintendent-Principal:

Signature of Superintendent-Principal: Date of Disposition:

Position of Grievant and/or Association regarding Step II Disposition:

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Signature of Grievant: Date of Position Statement:

STEP III

Step III: If the Association is not satisfied with the disposition of the grievance by the superintendent-principal or if no disposition has been made within the time limit, the grievance may be transmitted to the Board within 15 calendar days of the action or, if no action is taken by the superintendent-principal, 15 calendar days of expiration of the time permitted for the action. The Board shall, within 15 calendar days, or by the next regular board meeting, whichever is later, investigate and hear the grievance at a date, time, and location that is mutually agreed upon by the parties involved. Disposition of the grievance in writing by the Board shall be made to the grievant with a copy of the disposition provided to the Association no later than 15 calendar days after the hearing conducted by the Board.

Date Received by School Board Secretary or Designee:

Disposition by Board:

Board President's Signature: Date of Board Disposition:

Position of Grievant and/or Association regarding Step III Disposition:

Signature of Grievant: Date of Position Statement:

STEP IV

Step IV: If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the time limit, the grievance shall be transmitted to mediation within fifteen (15) calendar days of the action or, if no action is taken, fifteen (15) calendar days of expiration of the time permitted for action. The parties agree to use Northern Community Mediation, or private mediator mutually agreed to by both parties. The cost of the mediator shall be shared equally by the Board and the Association. The mediation process shall be confidential and either party may choose to withdraw at any time. If both parties reach a settlement during mediation, and both parties sign that agreement, it becomes legally binding.

Date Submitted to Mediator:

Position of Grievant and/or Association: ( ) Accept Mediation ( ) Not Accept Mediation

Summary of Disposition by Mediator (attach signed mediation agreement):

Signature of Grievant: Date:

STEP V

Step V: If the Association is not satisfied with the disposition of the grievance after the mediation process, the grievance may be submitted to arbitration within thirty (30) calendar days of the decision by either party to no longer participate in mediation. Such arbitration shall be before an

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impartial arbitrator chosen through the American Arbitration Association, whose rules shall govern the proceeding provided that the arbitrator shall have no power to alter, add to, or subtract from the terms of this agreement. Both parties agree to be bound by the determination and/or award of the arbitrator. The fees and expenses of the arbitrator shall be shared equally by the parties.

Date submitted to Arbitrator:

Summary of Disposition and Award of Arbitrator

Signature of Grievant: Date:

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WITNESSETH

Superintendent-Principal	Date 8/19/25
BIEA Co-President/Negotiator	Date 8-19-25
BIEA Co-President/Negotiator	Date 8-19-25
DocuSigned by: Troy Beasley 4A60C39755544C5... MEA UniServ Director	Date 8/22/2025
Board President	Date 8-19-25
Board Secretary	Date 8-19-25
Board Treasurer	Date 8-19-25