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MASTER AGREEMENT

between the

NORTHERN MICHIGAN EDUCATION ASSOCIATION/
DETOUR EDUCATION ASSOCIATION

and the

DETOUR AREA SCHOOLS BOARD OF EDUCATION

September 1, 2026-August 31, 2029

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MASTER AGREEMENT

BETWEEN THE NORTHERN MICHIGAN EDUCATION ASSOCIATON/

DETOUR EDUCATION ASSOCIATION

AND THE BOARD OF EDUCATION OF DETOUR AREA SCHOOLS

PREAMBLE

This Agreement entered into this 1st day of September 2026, by and between the Board of Education of the DeTour Area Schools, DeTour Village, Michigan, hereinafter called the "Board" and the Northern Michigan Education Association/DeTour Education Association hereinafter called the "Association."

WITNESSETH

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of Michigan Public Acts of 1965, to bargain with the Association as the representatives of its employees with respect to hours, wages, terms and conditions of employment, AND WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize. In consideration of the following mutual covenants, it is hereby agreed as follows.

RECOGNITION – ARTICLE 1

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Acts 179, Public Acts of 1965, for all professional personnel, under contact, including personnel on tenure and probation, classroom teachers, but excluding substitute teachers. The term "teachers" when used hereinafter in this Agreement, shall refer to all teachers represented by the Association in the bargaining unit as above defined, and reference to male teachers shall include female teachers. Supervisory and executive personnel shall be excluded from the bargaining unit.

B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without the intervention of the Association if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

ASSOCIATION RIGHTS – ARTICLE 2

A. The Association and its members shall have the right to use the school building facilities for their meetings, outside of regular classroom hours, upon notification to the Superintendent, at least 24 hours in advance. After notification to the Superintendent, the PA system may be used for brief

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announcements of Association meetings. In the event the Superintendent is absent from the building, notification shall be made to his designee.

B. A copy of the Agenda of Board of Education meetings shall be posted in each school building of the District at least one business day prior to meetings. Whenever any agenda item refers specifically to a member of the teaching staff, the teachers will be so notified at the time of the posting of the agenda.

C. To conduct Association business during the school year, the Association shall be credited with five (5) days to be used by the teachers who are members of the Association to conduct Association business; such use to be at the discretion of the Association. Additional days may be taken, however, the Association shall reimburse the Board for the cost of substitute teachers, if used. The Association shall request leave from the Board not less than forty-eight (48) hours in advance.

1. Not more than two (2) members may take said leave on the same day.

2. No more than two (2) events per month will be used for such leave.

3. Prior approval is to be obtained similar to that obtained for personal business leave.

D. The Association shall be allowed to use necessary equipment, i.e., copiers, telephones, fax machine, and computers to conduct its business. The use of such equipment shall not be unreasonable and disruptive. The Board has the right to schedule appropriate fees for such use. Such fees shall not exceed cost.

E. No union materials, information, etc. may be distributed to members by the Association or its representatives during school hours, except for distribution in their mailboxes or when such members distributing or receiving such information are not in their classroom conducting classes.

MANAGEMENT RIGHTS – ARTICLE 3

A. The Board, on its own behalf and on the behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all power, 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 the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its teachers.

2. To hire all teachers, and subject to the provisions of the law, to determine their qualifications and conditions for their continued employment, or their dismissal or demotion, and to promote and transfer all such teachers.

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, other teaching materials and the use of teaching aids of every kind and nature. Decisions of this nature shall give opportunity for input from teachers involved.

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5. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations 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 hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

PAYROLL DEDUCTIONS – ARTICLE 4

A. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit unions, savings bonds, charitable donation, or any other plans or programs jointly approved by the Association and the Board.

PROFESSIONAL RESPONSIBILITIES – ARTICLE 5

A. Teachers have a professional and moral obligation to the students placed in their care that extends beyond the lawful requirements. These obligations include, but are not limited to, providing an atmosphere conducive to learning, providing an opportunity for the child to participate in class in a democratic way according to his level of maturity providing guidance for the child in moral growth as well as academic learning, treating each child as an individual, and encouraging children to work for high individual goals. The teacher's responsibility to the child is not limited to the classroom, but extends to corridors, after-school functions (for the advisor only), field trips, and wherever the child is under the teacher's care.

B. Each teacher has the responsibility to the parents of each child to report the child's progress in school in a fair, unbiased manner.

C. On all days of active duty, teachers shall maintain a neat, well-groomed appearance, appropriate to the class being taught.

D. ESEA Requirement for Highly Qualified Teachers: Any staff person who is placed or transferred into a position for which they are not highly qualified will be assisted by administration to find a program to become highly qualified in that area. The District will pay for the MTTC test on behalf of the teacher.

TEACHING HOURS – ARTICLE 6

A. All teachers shall be entitled to a duty-free lunch period of at least thirty (30) consecutive minutes.

B. The teacher day shall begin at 8:15 a.m. and close at 3:29 p.m. Teachers may ride the same ferry boats as students and arrive/leave at the same time. All high school and middle school classes begin at 8:25. The elementary and academy classes will begin at 8:20 a.m. The high school and middle school dismisses at 3:24 p.m. while the elementary school dismisses at 3:29 p.m. The bell schedule for the high school shall be the following:

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1st hr	2nd hr	3rd hr	4th hr	Lunch	5th hr	6th hr	7th hr
8:25 -	9:21 -	10:17 -	11:13 -	12:06 -	12:39 -	1:35 -	2:31 -
9:18	10:14	11:10	12:06	12:39	1:32	2:28	3:24

C. The administration has the right to schedule meetings exceeding these hours not more than three (3) times each month, provided that notice of such meeting shall be given at least twenty-four (24) hours in advance. Teachers shall not be expected to remain more than one (1) additional hour per meeting, except that when in-service activities are scheduled, teachers may be required to remain two (2) additional hours per meeting.

D. When, in the best interest of any student, a Parent-Teacher conference is deemed necessary, teachers shall remain after school hours for a reasonable period, provided that the conference cannot be conveniently scheduled during the school day. The administration may deem when a Parent-Teacher conference is necessary, providing that notice of such conferences shall be given at least twenty-four (24) hours in advance.

SCHOOL CLOSING – ARTICLE 7

A. When schools are closed to students due to inclement weather conditions, teachers shall not be required to report for duty.

B. In the event that an employee determines that he/she cannot report for work because of weather conditions and the Superintendent does not close the school District, then the employee will be charged a personal leave day or a sick leave day.

C. When Drummond Island ferry service is interrupted, due to weather conditions or mechanical breakdown, teachers living on Drummond Island and teaching in DeTour Village or vice versa shall be expected to report to the school building on whichever side of the river they are on. Students will be transported to the closest school and teachers will be expected to conduct classes from that building. Failure to do so shall result in the forfeiture of one (1) day's personal leave or forfeiture of one (1) day's salary.

TEACHING LOAD AND ASSIGNMENTS – ARTICLE 8

A. A normal weekly teaching load in the secondary school will be thirty (30) teaching periods and/or supervised study periods and 260 minutes per normal week of preparation time in increments ranging from 40-60 minutes. Preparation time shall be used for the actual planning and preparation of lessons and other professional activities. Teachers teaching less than a full schedule of classes per day will be compensated for planning time on a pro-rata basis as compared to a full-time teacher.

B. Teachers in the elementary school will be granted four fifty-two (52) minute preparation periods per week for planning or other professional activities, in addition to recess time. At the beginning of preparation periods, teachers shall be assigned the responsibility of delivering students to special classes.

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C. All teachers shall be informed of their tentative teaching assignment for the forthcoming year not later than July 31. If a change in assignment arises due to an emergency after July 31, every effort shall be made by the Board to notify teachers of the changes.

D. Compensatory time shall be granted to a teacher who uses his/her preparation period to cover another teacher's classroom. Compensatory time may be used for personal business or sick leave. Compensatory time must have prior approval and will be equal to the amount of preparation time used to cover another teacher's classroom or their own classroom due to occasional schedule changes. Accumulated compensatory time, in increments of seven (7) hours, may be converted to a sick day at the teacher's option.

E. Teachers shall not be required to perform extra duties outside the school day, unless part of their teaching or extra-curricular assignments.

F. The State mandated fall count will determine class number for the first semester and the class roster on the 1st Friday of the second semester will determine the class count for the second semester. At 25 students, the class shall be "split," two classroom teachers will be provided having one grade and teacher per room for first semester and 28 students for second semester. Under no circumstances will there be more than two grades per room. At the high school level, academic classes will not exceed 30 students.

F. Upon the recommendation of the Superintendent and prior approval of the Board, a teacher who teaches during his/her preparation periods or teaches before or after school, shall receive an hourly compensation based on that teacher's salary prorated. The hourly compensation will be calculated using the following formula: Hourly rate equals the teacher's compensation based on their position on the salary scale divided by the teacher contracted days divided by seven hours.

TEACHING WITH TECHNOLOGY – ARTICLE 9

A. When teachers have students in their regularly scheduled classes in addition to their DeTour students; including but not limited to ITV students, college students, dual enrollment students or students from other districts, teachers will be compensated with a stipend of ($500.00) per course, regardless of the number of students in the class. This will not include those students who need visual supervision from other classes that are scheduled throughout the day that have a different teacher of record (i.e. college classes that are set at different hours than our schedule).

B. If teachers teach outside of their regular contracted day (8:24 am-3:29 pm), and are using an online platform such as, but not limited to Odysseyware, Michigan Virtual, Canvas-Accelerate, Google Classroom, etc., they will be paid through DATA at a rate of $225 per student including DeTour students that choose to participate. The compensation for this provision comes from the districts that utilize this option. Any teacher can offer to teach these classes outside of their regularly scheduled school day, upon expressing interest to administration, and if there is a need. Class size limits for these students may be implemented by agreement between administration and bargaining unit.

C. The State mandated fall count will determine class number for the first semester and the class roster on the state mandated spring count day of the second semester will determine the class count.

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Maximum of 10 students from combined outside districts may be placed in a teacher's classroom to be taught at the same time, but any more than 10 synchronous students will be added at the teacher's discretion.

TEACHING CONDITIONS – ARTICLE 10

A. It is acknowledged that the primary duty and responsibility of the teacher is to teach and be responsible for child supervision during school hours and that the organization of the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

B. The Board agrees to maintain parking facilities for teachers.

C. Telephone facilities will be available in offices and teacher workrooms. The Association and/or individual teachers will not be charged for local telephone calls.

D. Teachers shall make reasonable effort within the school day to assist the Principal to improvise special makeup work for students who are suspended for disciplinary purposes or who are on vacation.

E. The Board shall provide: A desk for the use of each teacher in the District with a lockable drawer space, and a file cabinet.

F. The school will supply the teacher with the necessary keys to enable one to do one's duties.

EVALUATIONS – ARTICLE 11

A. Beginning with the 2024-25 school year the negotiated performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that includes:
    1. specific performance goals identified by the teacher to improve their effectiveness in the upcoming school year.
    2. an evaluation of the teacher's job performance with timely and constructive feedback.
    3. clear approaches to measuring student growth with relevant data on student growth.
    4. the use of student growth and assessment data or student learning objective metrics as 20% of the year-end evaluation determination.
        a. The student growth and assessment data or student learning objectives shall consist of measurable, long-term academic goals set for all students that utilize available data as determined annually by the grade-level/department level teachers.
        b. The teacher, at their discretion and with administrative approval, shall be allowed to eliminate data 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.
        c. That data used in this section must be attributable to the actual teaching responsibilities of the individual teacher and will include at least two (2) data points for assessment data from NWEA when applicable and other local assessments.
    5. a negotiated year-end evaluation from that utilizes other objective criteria for 80% of the year-end evaluation determination.

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B. Process: The mutually agreed upon District Performance Evaluation system, "Thoughtful Classroom," shall be available on the district website.
   1. Classroom observations that are intended to assist in the year-end performance evaluation for teachers will be conducted as follows:
      a. The teacher shall be notified no later than September 30 of each year if they will be evaluated. The last formal observation will be completed by May 15.
      b. 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.
      c. There shall be notice of the planned observation date given to the teacher at least two (2) school days prior to the observation.
      d. Feedback will be discussed during the post-observation meeting between the administrator conducting the observation and the teacher. The post-observation meeting shall be held no later than ten (10) school days after the observation occurred. At the post-observation meeting, the teacher will be provided written feedback on that observation.
      e. During a teacher's required observation year, there shall be at least two observations. Except for teacher on an IDP or suspected of needing an IDP, observations should be conducted at least 60 days apart with the first formal observation occurring no later than December 15 of the school year.
      f. There shall be no unscheduled observations.
   2. Beginning July 1, 2024, the annual performance evaluation system will assign a year-end rating of "effective", "developing" or "needing support".
      a. The year-end evaluation determination and form shall be delivered prior to 10 days after the final school day. In the event there is no year-end evaluation as described above, the teacher shall be deemed "effective" per the year-end evaluation determination.
   3. Teachers who work less than 60 days in any school year, or who have an accumulated leave of absence from work during the school year amounting to a total of thirty (30) days or more, 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.
   4. 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 the subsequent year-end rating is not "effective" on an evaluation following the third year, the teacher shall be evaluated annually until receiving an "effective" rating for an additional three (3) consecutive years. Determination of these three consecutive years will include the use of effective and highly effective ratings from the years prior to 2024-2025.
      For clarification: A teacher was rated highly effective or effective in the three years prior to the 2024-2025 year (2021/2022, 2022/2023, and 2023/2024). This teacher shall be evaluated every third year after that 2023/2024 evaluation as he or she has met the three (3) consecutive years of an effective rating requirement. This shall be the evaluation schedule even if no formal evaluation process was completed in the 2023/2024 year, and this teacher received their prior

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year's evaluation rating of effective or highly effective (as per rating policy when no evaluation is completed).

5. In addition to the above procedures (Sections B. 1-4), teacher who are evaluated with an IDP (received a "minimally effective", "ineffective" prior to July 1, 2024, or "needing support", or "developing" rating thereafter, and/or 1st year teachers) shall be provided the following:
    a. 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.
    b. training to be provided by the district to assist the teacher in meeting the goals of the IDP.
    c. a mid-year progress report, supported with at least one (1) formal classroom observation conducted consistent with Section B.1 above 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.
6. Any non-compliance with the evaluation process as described above shall be subject to the grievance process.
7. 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.

C. Rights of Tenured Teachers:
    1. A tenured teacher who is rated as "needing support" shall have the following due process rights to challenge said rating:
        a. The teacher may request a review meeting of the evaluation and the rating to the district's superintendent. Such requests must be made in writing within 30 calendar days after the teacher is informed of the rating and a meeting with the superintendent shall be held no later than five (5) days after the receipt of the request for review. A written response to the review meeting with any modifications of the year-end performance rating shall be provided to the teacher within thirty (30) calendar days after the meeting.
        b. If the written response does not resolve the matter, the teacher or the Association may request mediation through the Michigan Employment Relations Commission and provide a copy of that request to the administration.
            1.) The request must be submitted in writing within thirty (30) calendar days after the teacher receives the written response from the superintendent.
            2.) Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and the association confirming the mediation will be scheduled as appropriate.
    2. A tenured teacher who receives two (2) consecutive ratings of "needing support" may demand to use the grievance procedure.

D. Training on evaluation system, tools, and reporting forms:
    1. Within the first thirty (30) days of each school year, the district shall provide, during contractually scheduled time, training to all teachers on the evaluation system, reporting forms and other important components of the year-end evaluation process and how each reporting form is used during the process.
    2. Each administrator who is assigned to evaluate teacher shall have demonstrated expertise in the systems and tools used by the district which shall include a "rater reliability" training every three

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(3) years as approved by the MDE and witnessed by an Association representative that minimally includes all of the following:

a. A clear and consistent set of evaluation criteria that all evaluators can use when assessing teacher performance consistent with the evaluation system.
b. Clear expectations for what evaluators should look for when assessing teacher performance, including key behaviors and practices that are associated with effective teaching as included in the negotiated evaluation system and tools.
c. Training on the evaluation process itself, including how to conduct classroom observations, collect data, and analyze results.
d. Calibration exercises that help evaluators practice using the evaluation criteria and establish consistency in the evaluator's evaluations.
e. Ongoing support for evaluators, including feedback from administrators and Association designated teachers to help them improve their skills and ensure they are consistently applying the evaluation criteria.

TEACHER PLACEMENT, LAYOFF, RECALL – ARTICLE 12

A. The Board agrees not to staff any teacher vacancies with substitute employee(s) not covered by this collective bargaining Agreement if said vacancy is to be for (90) ninety calendar days or more and certified and qualified bargaining unit employees are available to perform the work.

B. Definition of "Vacancy"

a. A vacancy shall be defined for purposes of the 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.

C. Awarding of Vacancies

a. Bargaining unit employees may apply for vacancies and will be granted an interview.

D. Involuntary Transfers

a. Involuntary transfers may occur with ten (10) workdays notice of the intention to transfer specifying the reasons for the same and the specific position to be transferred to shall be provided to the affected bargaining employee and the Association. Cause for involuntary transfer includes only cause involving the individual's performance or as part of a necessary reduction of force.

E. Layoff and Reduction Procedures

1. In order to promise an orderly reduction in personnel when the educational program, curriculum and staff are curtailed, the following procedure will be used:

a. Non-certified, then probationary employees will be laid off first, provided there are adequately certified employees to replace them as allowed by law.

b. If reduction is still necessary, then tenured teachers will be laid off based on their three most recent year end evaluation scores, providing that such teachers who are retained are adequately

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certified for the positions they are to fill. Evaluation scores refer to “effective, developing, needing support” and not their numerical score.

c. If two or more employees are equal, the least senior will be laid off.

F. The Association will be notified of the contemplated reduction in personnel at least ten (10) days before the layoff notices are directed to the teachers. Teachers being laid off shall receive at least 45-calendar day notice in writing before the effective date of layoff.

SENIORITY LIST – ARTICLE 13

A. Seniority shall be defined as continuous service as a teacher under this or previous Master Agreements between the Northern Michigan Education Association/DeTour Education Association and the DeTour Area Schools Board of Education.

a. Teachers who leave teaching service to assume administrative duties within the school District for a period not exceeding one (1) year and who return to teaching with no break in service shall not lose seniority accrued prior to transfer to administrative duties and shall not receive credit for the period spent in such duties.

b. Teachers who are granted unpaid leaves of absence for purposes of professional improvement or sabbatical leave for study shall continue to accrue seniority credit during any such leave, but unpaid leaves of absence for other purposes shall not continue to accrue credit during the actual period of any such leave.

c. Any teacher who requests to teach less than full time shall accrue seniority time in direct proportion to his or her service. Whenever the School Board unilaterally reduces the service time of any teacher, that teacher shall receive full-time seniority credit.

d. For purposes of this Agreement, seniority in the District shall begin on the date of approval by the Board of Education of each teacher’s employment in the District, provided that the teacher began duties on the first day of the following school year. Otherwise, the actual date of beginning of duties shall apply.

e. In the event of a tie between two or more teachers after applying the provisions of (d) above, the Board shall consider any days of substitute teaching in the schools in the District.

f. In the event of a tie between two or more teachers after applying the provisions of (e) above, the Board shall consider the possession of a Master’s degree as a tie-breaking mechanism.

g. In the event of a tie between two or more teachers after applying the provisions of (f) above, teachers shall draw lots to determine the order of seniority. The drawing of lots shall be in the presence of a representative of the DeTour Education Association and the Superintendent of Schools.

h. The seniority list shall be issued by October 1 to all bargaining unit members who shall have ten (10) days to challenge and present evidence of necessary changes. Such changes shall be made by October 15, and a final list shall be issued by November 1.

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LEAVES – ARTICLE 14

A. Sick Leave

All teachers shall be granted thirteen (13) days per school year with unlimited accumulation. All teachers absent from duty due to personal illness, pregnancy, or illness in the immediate family shall receive full pay for each day used. Immediate family is interpreted to mean spouse, child, sibling, and parent or another close relative living within the immediate household. Exceptions for additional use of sick leave may be made with approval of the Superintendent.

B. Bereavement Leave

Up to five (5) days per year may be taken in the event of the death of an immediate family member as defined below. In the event of additional family member deaths during a school year, three (3) additional days may be taken. Immediate family is interpreted to mean the family described in part A., in addition, the following: mother, father, grandparents, grandchildren, sisters, brothers, sisters-in-law, brothers-in-law, father-in-law, mother-in-law, stepchildren, and spouse of the same. Additional bereavement leave may be granted in special cases, subject to approval of the Superintendent.

C. Personal Leave

Upon prior request of at least twenty-four (24) hours, and with the approval of the administration, based on the availability of substitute teachers, an employee may use up to four (4) personal leave days per year. Personal leave days shall not accumulate; however, unused personal leave days will be added to the employees' sick leave days at the end of each contract year.

D. Civic Leave

Employees selected for jury duty should immediately notify the Superintendent's office. In the event that jury duty is performed during the working hours, the Board will pay the difference between the jury duty pay and the employees' regular pay for the period absent. Each week the employee must obtain a jury slip from the appropriate court office and submit same to the Superintendent's office. Paid leave of absence will be granted for any employee who is subpoenaed to appear in court of law as witness as a result of a job-related experience.

E. Teacher Fitness

The Board may require a written physician's statement attesting to the teacher's fitness to continue teaching whenever, in its opinion, such a statement is necessary or desirable. The Board may request medical certification for any absence which last over five (5) consecutive working days. If requested by the Board, the teacher shall file a physician's statement that the member is physically fit for employment in order to return to his/her position.

F. Sick Leave Donation

Should a teacher exhaust his/her accumulated leave allotment of sick and personal days for extended or reoccurring conditions, the teacher may utilize voluntary contribution of sick leave days from other teachers to a maximum of fifty (50) days per academic year. The Association shall be responsible for the solicitation of such donated sick leave days from the teachers and the proper completion of authorized sick leave deduction forms.

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LEAVE OF ABSENCE – ARTICLE 15

A. Any teacher whose personal illness extends beyond the period compensated under Article 14 shall be granted, upon written request, a leave of absence without pay for such time as is necessary for complete recovery from such illness, provided that such leave shall not exceed the balance of the school year, plus the succeeding school year. Upon return from leave, a teacher shall be assigned to the same position or to the position most nearly equivalent.

B. Extended leaves of absence without pay may be granted upon written application and with the approval of the Board for the following reasons:

1. Improving teacher competency in his particular field.
2. Maternal or paternal leave for childcare.
3. Sabbatical.

Leaves of absence under this section shall not exceed one (1) school year, and if begun during any school year, shall terminate at the end of that school year. As a condition for consideration of any leave request, under this Agreement, the teacher shall agree to indicate in writing, on or before May 1 of the year in which the leave is taken his intent to return or not to return for his teaching position for the following year.

C. Military leaves shall be consistent with federal law.

D. A teacher upon return from any approved leave of absence shall be restored to his/her former position most nearly equivalent in like nature, seniority, and status.

INSURANCE BENEFITS – ARTICLE 16

A. The Board shall provide health insurance to each employee with Board contributions per state law. This shall be equal to the full state mandated hard cap amount provided by the State of Michigan for each year. Any remaining premium costs shall be paid by the employee through payroll deduction. Health insurance may be reviewed annually by the group and the Board without opening any other areas of this contract upon expiration of the Upper Peninsula Area Purchasing Agreement letter of agreement. The plan agreed upon by the group and Board will remain in effect for the medical billing year of January 1 to December 31. If the insurance premiums fall below the state “hard cap,” the Board will provide to the employee the difference of the cap and insurance premium.

B. The HSA will be pre-funded quarterly.

C. Persons not electing Health Insurance will be provided with $475 per month and will receive all ancillary insurance coverages fully paid for by the Board.

D. The employer shall formally adopt a qualified plan document which complies with Section 125 of the Internal Revenue Code.

E. Board paid medical and ancillary benefits for an employee end on the last day of the month in which the employee’s active employment ends through resignation, discharge, or retirement.

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a. An employee whose last day of active work falls on or after the final scheduled workday of the district's academic year shall continue to receive Board paid medical, and ancillary benefits through August 31 of that same calendar year.

b. Retiree Transition Option

An employee who

i. Completes the full academic year;
ii. Submits a written retirement resignation effective July 1; and
iii. Elects enrollment in Michigan ORS retiree health coverage effective July 1

may choose, in lieu of district provided insurance coverage for July and August, to receive the cash in lieu stipend for those two months only. The employee will notify HR that they wish to use this option by June 1 of the year they retire.

Insurance Benefits:

Medical Insurance: Heath Insurance will be provided through the Upper Peninsula Area Purchasing Agreement. Health coverage shall include all MESSA health insurance riders that do not increase the cost of the premium.

Ancillary Benefits include all insurances below:

Dental:	Delta Dental
	100/90/90/90
	Class I, II, III Annual Max $2,000
	Class IV Lifetime Max $3,000
	Two cleanings per year
Vision:	VSP 3 Plus P 250CL
Life Insurance:	$50,000
AD&D:	$50,000
LTD:	70%, Max $5,500
	90 Calendar day modified fill

TEACHER RIGHTS – ARTICLE 17

A. The Board shall give reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Teachers are not expected to assume the role of custodian for emotionally disturbed or mentally deficient students, as determined by a qualified diagnostician. The Board will take reasonable steps to assist the teacher in the cases of exceptional students requiring

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attention of special counselors, social workers, law enforcement officers, physicians or other professional persons.

B. If a teacher is absent as a result of court action connected with said teacher's duties, he shall be entitled to full compensation for lost wages unless he is found criminally or civilly liable for any act of omission related to his employment, in which case no compensation shall be paid. This shall not apply to teachers suspended without pay for acts of wrongdoing.

C. All formal complaints regarding a teacher shall be in writing and shall be promptly called to the teacher's attention to the extent permitted by law. Complaints against the bargaining unit employee shall be put in writing with names of the complainants, administrative action taken, and remedy clearly stated. A "formal complaint," for purposes of this Agreement is one in which a person or group has contacted an administrator for the sole purpose of filing a specific complaint regarding the professional performance of a teacher. Prior to any disciplinary action against a teacher as a result of a (formal) complaint, and prior to any open discussion of a (formal) complaint during a Board meeting, the teacher shall be afforded the right to meet together with the Superintendent and the original complainant(s). If a formal complaint goes to Board level, the teacher will be advised as to the time and place of the meeting, with a chance to respond to the charges. Formal complaints must be signed by complainants. Teachers mentioned in a formal complaint will be provided a copy of the complaint. Complaints, as defined in this Section, shall not be usable for the purposes of annual bargaining unit employee performance evaluations unless the complaint is substantiated.

D. Teachers shall be expected to exercise reasonable care with respect to the safety of students and property and shall be held liable for any damage or loss to person or property only where negligence or neglect of duty are clearly present.

E. Each teacher shall have the right, upon request, to review the contents of his/her own personnel file as maintained by the Board. Such review shall be in the presence of the Superintendent, and if requested by the teacher, with also a representative of the Association. Teachers will receive written notification of anything (except for standard forms regarding payroll, insurance, and employee benefits) added to their files. Each file shall contain a record indicating who has reviewed it, the date reviewed, and the reason for such review.

No "verbal warnings" shall be contained in the Personnel File. Any such warning deemed a "verbal warning" shall be communicated to the individual and there shall be no written record of such in the bargaining unit employee's Personnel File unless referenced in a subsequent written warning.

No material will be placed in a bargaining unit employee's personnel file unless the bargaining unit employee has had an opportunity to review the material. The bargaining unit employee may submit a written notation or reply regarding any material and the same shall be attached to the file copy of the material in question.

When material is to be placed in a bargaining unit employee's file, the affected bargaining unit employee may review, and sign said material. Such signature shall be understood to indicate awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material. If the bargaining unit employee proves the material to be placed in the file is in error, the material will be corrected or expunged from the file, whichever is appropriate.

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All recommendations, written or oral, shall be based solely on the contents of the bargaining unit employee's personnel file.

F. A teacher may at all times be entitled to have present representative of the Association when he/she is being reprimanded, warned or disciplined for any infraction or delinquency in professional performance. A teacher shall be notified as to the nature of the conference so that he may have a representative of the Association present at the time of the conference. When he/she so requests, no action may be taken until such representation is present, provided that such delay may not be unreasonable. All formal disciplinary investigation notices shall be made in writing which shall include the date or dates of the alleged actions forming the basis for the investigation, the identity of the persons involved and any witnesses if known.

G. If a freedom of information act (FOIA) request is received for a teacher's personnel file or personnel file information, the teacher will be notified of the request when it is received by an administrator. If the teacher indicates that he/she will challenge whether the information is disclosable under the FOIA, the Board will take the maximum time permitted by the FOIA before it responds to the FOIA request.

H. No member shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage, for any reason that is less than the standard found in the Michigan Teacher Tenure Act. Any such discipline, reprimand, or reduction in rank, compensation, or advantage asserted by the Board or representative thereof shall be subject to the professional Grievance Procedure hereinafter set forth. All information forming the basis for disciplinary action will be made available to the member and to the Association at the time the discipline is imposed.

I. A program of progressive discipline shall be followed. The following progression of discipline shall be followed, for each specifically unrelated alleged violation, prior to the imposition of any other economic discipline on any employee of the bargaining unit:

1. Oral or written counseling, then
2. Oral or written reprimand, then
3. One day suspension without pay, then
4. Further suspensions without pay, then
5. Discharge

No suspension shall adversely affect any other rights or benefits under this Agreement. The parties recognize that the severity of an offense may provide for the acceleration of the above progression of discipline.

J. No bargaining unit employee will evaluate or discipline other bargaining unit employees.

STRIKES PROHIBITED – ARTICLE 18

A. The Association agrees that it, or any individual members thereof, shall not authorize, engage in, condone or ratify a strike for the duration of this Agreement. A strike shall be defined to include slowdowns, boycotts, picketing, work stoppage of any kind, including "mass sickness" and other

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connected or concerted activities having the effect of interrupting work or interfering with the normal school business.

NEGOTIATION PROCEDURES – ARTICLE 19

A. It is contemplated that serious matters not specifically covered by this Agreement but of common concern to the parties shall, by mutual consent of both parties, be subject to professional negotiations between them from time to time during the period of this Agreement upon majority request by either party to the other.

B. By March 1, 2029, the parties will begin negotiations for a new Agreement covering new hours, wages, terms and conditions of employment, and shall continue on a regular basis.

C. If the parties fail to reach an Agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or take any other lawful measure it may deem appropriate.

PROFESSIONAL GRIEVANCE PROCEDURE – ARTICLE 20

A. A claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may be processed as a grievance as hereunder provided.

B. The grievance procedure shall not apply to any matter which is prescribed by law or state regulations, or over which the Board is powerless to act.

C. In the event that a teacher believes there is a basis for a grievance, the teacher shall, within twenty (20) working days after the grievance may reasonably be known to exist, discuss the alleged grievance with the Superintendent, at which time he may be accompanied by his/her Association Representative.

D. The Superintendent shall respond to the alleged grievance within five (5) working days of the informal discussion. If as a result of the informal discussion with the Superintendent, a grievance still exists, the teacher, through the Association, may invoke the formal grievance procedure within ten (10) working days, (thirty (30) calendar days if during the summer recess) of this event on the proper form, a copy of which is part of this Agreement, labeled “Schedule D.” A copy of the grievance form shall be delivered to the Superintendent. If the Association should rule against the validity of the grievance, the grievance shall be withdrawn.

E. Within five (5) working days of the receipt of the grievance, the Superintendent shall meet with the Association in an effort to resolve the grievance. The Superintendent shall meet with the Association in an effort to resolve the grievance. The Superintendent shall indicate his/her disposition of the grievance in writing within five (5) working days of such meeting and shall furnish a copy thereof to the Association.

F. If the Association is not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within five (5) working days of such meeting, or ten (10) working days from

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the date of filing, whichever shall be later, the grievance shall be transmitted to the Board by filing a written copy thereof with the President of the Board. The Board, at its next regular meeting or two calendar weeks, whichever shall be later, shall meet with the Association on the grievance, review such grievance or give such other consideration as it shall deem appropriate. Disposition of the grievance in writing by the Board shall be made no later than five (5) working days thereafter. A copy of such disposition shall be furnished to the Association.

G. If the Association is not satisfied with the disposition of the grievance by the Board, it may, within ten (10) working days after the Board's decision, give written notice of intention to go to arbitration to the Superintendent, and must file for arbitration with the American Arbitration Association within thirty (30) working days, with a copy of the notice sent to the Superintendent. If no such notice is given within the ten (10) days, and arbitration is not filed with the American Arbitration Association within the thirty (30) day period, the grievance shall be deemed settled and not subject to arbitration.

H. In accordance with the rules of the American Arbitration Association, each party shall have the right to peremptorily strike not more than three names from the list of arbitrators. The Union shall strike the first name; the District shall then strike one name. This process may be repeated three times.

I. The arbitrator shall not have power to alter, add to, or subtract from the terms of this Agreement. Both parties agree to be bound by the decision of the arbitrator. Expenses for the arbitrator's services shall be borne equally by the District and the Association. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, provided it pays for the record and make a copy available to the other party and to the arbitrator. 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 non-renewal of any probationary teacher;

a. However, if the basis for the non-renewal is due to non-compliance with the negotiated evaluation procedures, a grievance may be filed as outlined in this article.

b. Probationary teachers terminated outside of the non-renewal process will be granted a re-consideration hearing at the next regularly scheduled Board meeting following their termination if requested by the teacher.

2. The termination of services or failure to re-employ any teacher to a position on the extra-curricular schedule.

J. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship of any party, both parties shall use their best efforts to process such grievances prior to the end of the school term or as soon thereafter as possible.

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

PROFESSIONAL STUDY – ARTICLE 21

A. Individual teachers who are requested in writing to take specific courses for the improvement of the school system will be fully compensated for the cost of tuition.

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B. Upon written approval of the Board, an individual teacher who wishes to participate in a summer workshop to improve his/her competency in either his/her teaching field or in extra-curricular areas may be fully or partially reimbursed for the cost of tuition.

C. Upon the satisfactory completion of a graduate class, the Board will reimburse the teacher at the rate of one-half (1/2) of the cost, reimbursement not to exceed $500 per graduate credit hour, for semester hours over and above the first fifteen (15) semester hours of an approved Master's Program, provided such cost has not been and will not be covered by another grant from another source. The portion to be partially reimbursed shall not exceed fifteen (15) semester hours, unless written approval has been given by the Board. In no case shall any reimbursement be made for more than one (1) advanced degree program. For the purposes of this Agreement, "approved Master's Program" shall mean a planned program of courses designed to lead to the Master's degree in the teacher's academic area in which the teacher is certified to teach.

D. A teacher who chooses to work toward National Board Certification shall do so with the support of the school system. Once application has been made and accepted, the teacher shall notify administration of this process and shall be granted one day release time per quarter for one school year to work on the necessary tasks, including, but not limited to, training, assessment and preparation of assessment materials. In addition, the District agrees to reimburse the teacher up to $1,000 of the expenses for this certification process, which might be application fees, travel expenses, tuition, testing fees, or other legitimate expenses. This reimbursement shall occur upon the teacher attaining the certification.

E. Participation in National Board Certification activities shall be recognized as part of the employee's required professional development.

F. All employees holding a baccalaureate degree from an accredited institution, having three years of elementary, middle or high school teaching experience, and holding a Michigan teaching license are eligible to earn NBC. All eligible employees shall be afforded an equal opportunity to earn NBC.

RETIREMENT – ARTICLE 22

A. Any teacher who upon termination of service with DeTour Area School District, is eligible for retirement benefits under existing law governing retirement of Michigan Public School Employees, shall be eligible to receive a lump sum benefit according to the following schedule.

Forty dollars ($40) per year for each year of teaching service in the DeTour School District, for a maximum of twenty-five (25) years. For each additional year of service as outlined above, the teacher shall receive fifteen dollars ($15).

B. The Board of Education will pay the retirement cost of the teacher's salary to the State Retirement System.

C. Upon termination of employment after ten or more years with DeTour Area School District, if the employee is eligible for retirement benefits under existing law governing retirement of Michigan Public School Employees, the employee will receive a payment for each accumulated sick day using the pay rate of $100 per day.

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MISCELLANEOUS PROVISIONS – ARTICLE 23

A. In case of illness, a teacher shall call the designated school employee prior to the beginning of the school day, unless an emergency renders it impossible, or be subject to loss of sick pay.

B. In the event that school is to be closed for a day, the administration will, to the best of its ability, to inform its teachers.

C. A teacher who has called in sick, or who has been approved for personal leave shall be charged with a loss of only one-half (1/2) day of sick leave if school is closed before lunch.

D. Within three (3) weeks of the signing of the ratification of certification by both sides, the Board will post on the school website a copy of this Agreement.

E. Part-time teachers shall be advanced a full increment on the salary schedule for their experience on a part-time basis.

F. Should any provision of this Agreement be found contrary to law, the parties shall meet within ten (10) workdays to renegotiate that provision. However, the balance of the Agreement shall remain in effect for the duration of the Agreement.

G. Teachers laid off will retain accumulated sick leave, subject to recall, for a period of three (3) years.

H. A teacher's travel on the ferry boat will be covered by the District for those days they are required to meet school required teaching assignments. This provision does not include teachers whose full-time teaching assignment is opposite of the school of their residence.

I. Travel Policy – Employees will be reimbursed at the IRS rate for the use of personal vehicles, and according to Board policy for meals, lodging and miscellaneous expenses for school related business.

J. When DeTour Area Schools acts as an Education Service Provider for another district, the contract established by the Northern Michigan Education Association/DeTour Education Association and DeTour Board of Education will be in effect with the exception that the contracting district may assign up to 3 consecutive grade levels to one room.

K. Any indication in this contract where teachers will be notified in writing shall be satisfied by mailing the same to the teacher's last known address by first class mail and/or a return receipt email and/or personal delivery.

L. The President of the Association shall be furnished with an electronic copy of the Board Packet which will include, but not limited to:

a. The minutes from the previous meeting to be approved, including special meetings and committee meetings;

b. Copy of the agenda;

c. NEOLA policy updates and guidelines to be addressed.

President of the Association shall also be notified when committee meetings will be held in a timeline in accordance with the open meeting act.

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M. 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 effect, placement, evaluation, or any other aspects of their employment.

N. An Emergency Manager appointed by law may reject, modify, or terminate this Agreement as provided by law. By signing this agreement, the union does not agree or acknowledge that this provision is binding either on the union or on the employer. The union reserves all rights to assert that this clause is unenforceable.

INTERNET USE – ARTICLE 24

To provide an intellectual atmosphere that includes access to the Internet, the Board an Association believe that all teachers should have the opportunity to develop skills in using computer technology. Having access to the Internet will allow the teacher to access and use the Internet to translate material, which is consistent with the educational goals of the school District, as well as allow the teacher to access and transmit appropriate materials, to be used in the educational environment.

Whereas, the parties to recognize the educational value of Internet access at school using District equipment they hereby agree to the following:

The parties seek to educate young people in the use of Internet as an assistive device to support student learning and achievement.

The parties recognize that in order to support student learning and achievement the teacher must use the Internet access in a responsible manner.

The parties agree that the classroom teacher(s) are released from any liability based upon information retrieved from the Internet by the student.

The parties agree that the use of the District's electronic resources are for the purpose of (in order of priority): (a) Support of the academic program; (b) Telecommunications; (c) General Information; (d) Personal.

The parties agree that the District will periodically make determinations on whether specific uses of the electronic resources are consistent with the acceptable use policy of the school.

The District reserves all rights to any material stored in files which are generally accessible to others and will remove any material, which the District believes may be unlawful, obscene, pornographic, abusive, or otherwise objectionable. Staff members will not use school equipment to obtain, view, download, or otherwise gain access to such material.

SCHOOL IMPROVEMENT PLANS – ARTICLE 25

The provisions contained in this Article shall apply to all School Improvement Plans (SIP) as provided in Public Act 197 of 1989, Section 15.1919 (919b)MSA.

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A. In the event that any provision(s) of a SIP or application thereof violates, contradicts, or is inconsistent with the collective bargaining Agreement, the collective bargaining Agreement shall prevail.

B. Any provision(s) of a SIP or applications thereof affecting the wages, hours, and/or other terms and conditions of employment, or the impact of any wages, hours, and/or other terms and conditions of employment on the bargaining unit member must have the written approval of the Association prior to being adopted and/or implemented.

C. If District-Wide SIP Committee (DWSIPC) meetings or activities are scheduled during an employee's regular workday, the employee shall be released form duties without loss of pay to attend the meetings. If DWSIPC meetings or activities are scheduled beyond an employee's regular workday and/or year, the employee shall be paid at his/her regular rate of pay for all time spent beyond the regular workday and/or year from such funds as received by the District for School Improvement Planning and Implementation.

D. Copies of all site SIP reports, minutes, and recommendations shall be provided to the Association president and the DWSIPC by the SSIPC chairperson.

E. The DWSIPC shall approve any training provided with regard to SIP.

F. SIP committees shall not address wages, fringe benefits, individual teacher performance, and contract grievances.

G. The Board and/or Administration will notify the Association as soon as possible of any intent to develop, explore, or begin a SIP.

H. **Site Based Decision Making (SBDM):**

1. Site-based decision making is the process by which the teachers and administrators at the work site jointly make recommendations affecting their education environment. Recommendations made by the SBDM committee shall not violate the Agreement and will be approved by the Association and Board prior to implementation.

2. Although participation on a SBDM committee is voluntary, the administration and Association will ensure at least minimum participation.

3. The SBDM committee will be composed of only employees of the Board. Non-employee consultants may be used with the consent of the committee. Committee decisions will be made by consensus. The chairperson of the committee will be selected by the committee.

4. Committee decisions that require a deviation from the Agreement will be permitted only after a properly executed Letter of Agreement between the Association and the Board.

MENTOR TEACHER – ARTICLE 26

A. A Mentor Teacher shall be defined as a Master Teacher as identified in section 1526 of PA 335 (1993) and shall perform the duties of a Master Teacher as specified in the act.

B. Participation as a Mentor Teacher shall be voluntary.

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C. Mentees shall be provided with a minimum of fifteen (15) days of Professional development activities during their first three (3) years of classroom teaching. Professional development shall be scheduled within the parameters of the regular work year, whenever possible. Such professional development activities will be chosen with concurrence of the Mentor Teacher, Mentee and Administration.

D. Mentor teachers shall be paid 3% in year 1, 3% in year 2, 1% in year 3, on the BA salary schedule at the Mentor's Step for each mentee they accept.

PROFESSIONAL COMPENSATION PROVISIONS – ARTICLE 27

A. The salaries of teachers covered by this Agreement are set forth in the Salary Schedules which are attached to and incorporated into this Agreement.

B. Each step on the salary schedule shall represent one year of certified teaching or professional experience.

No new hire may receive more years than their verifiable years of certified teaching or professional experience.

C. Teachers who earn a sufficient number of semester graduate hours to qualify for columns 2, 3, 4 shall receive increment pay for the additional hours, beginning the first semester after qualifying for said column, with increment pay to be paid for each succeeding step on the salary schedule. Teachers who are already receiving salary for additional graduate hours shall not be affected by this provision.

D. Graduate and State Board CEU credits are based on the following formula:

Semester	1 for 1
Term Hours	1.5 for 1
SCECH	25 for 1

All semester, term or SCECH hours must be verified in writing with the appropriate transcript or verification letter to be awarded contract credit.

E. Teachers will be paid a per-diem rate for each additional day above 182 days required for professional development.

F. Continuity of Expertise Master Teacher:

Each year, two teachers who have reached Step 20 in collaboration with administration and upon approval of the Superintendent may be allowed to opt into the Continuity of Expertise Master Teacher program. Continuity of Expertise Master Teacher allows a teacher to share their expertise with students, colleagues, parents, and administrators of DeTour Area Schools through performing a project over a span of two years that helps to promote high standards and academic rigor within our school community. Up to two years of Master Teacher may be served, each year must be served consecutively, and Master Teacher service may not be repeated.

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The following wages based on educational achievement shall be paid during each of the two years the employee has opted into the program.

BA: $21,480 BA+15: $21,944 MA: $22,796 MA+15: $23,466

2026-2027, 2027-2028, 2028-2029 SALARY SCHEDULES

2026-2027

Step	BA	BA+15	MA	MA+15
1	$ 47,989.20	$ 49,306.95	$ 51,709.35	$ 53,608.80
2	$ 49,784.70	$ 51,153.90	$ 53,661.30	$ 55,635.30
3	$ 51,608.55	$ 53,026.05	$ 55,636.35	$ 57,694.35
4	$ 53,508.00	$ 54,985.35	$ 57,695.40	$ 59,832.15
5	$ 55,475.70	$ 57,017.10	$ 59,832.15	$ 62,060.25
6	$ 57,525.30	$ 59,129.70	$ 62,061.30	$ 64,372.35
7	$ 59,663.10	$ 61,327.35	$ 64,373.40	$ 66,776.85
8	$ 61,878.60	$ 63,612.15	$ 66,776.85	$ 69,286.35
9	$ 64,185.45	$ 65,985.15	$ 69,287.40	$ 71,887.20
10	$ 66,586.80	$ 68,462.10	$ 71,888.25	$ 74,593.05
11	$ 66,586.80	$ 68,462.10	$ 71,888.25	$ 74,593.05
12	$ 67,986.45	$ 69,907.95	$ 73,411.80	$ 76,175.40
13	$ 70,543.20	$ 72,532.95	$ 76,178.55	$ 79,057.65
14	$ 73,195.50	$ 75,269.25	$ 79,057.65	$ 82,053.30
15	$ 75,955.95	$ 78,111.60	$ 82,056.45	$ 85,165.50
17	$ 78,825.60	$ 81,064.20	$ 85,166.55	$ 88,402.65
20	$ 81,810.75	$ 84,137.55	$ 88,404.75	$ 91,770.00

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2027-2028

Step	BA	BA+15	MA	MA+15
1	$ 50,388.66	$ 51,772.30	$ 54,294.82	$ 56,289.24
2	$ 52,273.94	$ 53,711.60	$ 56,344.37	$ 58,417.07
3	$ 54,188.98	$ 55,677.35	$ 58,418.17	$ 60,579.07
4	$ 56,183.40	$ 57,734.62	$ 60,580.17	$ 62,823.76
5	$ 58,249.49	$ 59,867.96	$ 62,823.76	$ 65,163.26
6	$ 60,401.57	$ 62,086.19	$ 65,164.37	$ 67,590.97
7	$ 62,646.26	$ 64,393.72	$ 67,592.07	$ 70,115.69
8	$ 64,972.53	$ 66,792.76	$ 70,115.69	$ 72,750.67
9	$ 67,394.72	$ 69,284.41	$ 72,751.77	$ 75,481.56
10	$ 69,916.14	$ 71,885.21	$ 75,482.66	$ 78,322.70
11	$ 69,916.14	$ 71,885.21	$ 75,482.66	$ 78,322.70
12	$ 71,385.77	$ 73,403.35	$ 77,082.39	$ 79,984.17
13	$ 74,070.36	$ 76,159.60	$ 79,987.48	$ 83,010.53
14	$ 76,855.28	$ 79,032.71	$ 83,010.53	$ 86,155.97
15	$ 79,753.75	$ 82,017.18	$ 86,159.27	$ 89,423.78
17	$ 82,766.88	$ 85,117.41	$ 89,424.88	$ 92,822.78
20	$ 85,901.29	$ 88,344.43	$ 92,824.99	$ 96,358.50

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2028-2029

Step	BA	BA+15	MA	MA+15
1	$ 52,908.09	$ 54,360.91	$ 57,009.56	$ 59,103.70
2	$ 54,887.63	$ 56,397.17	$ 59,161.58	$ 61,337.92
3	$ 56,898.43	$ 58,461.22	$ 61,339.08	$ 63,608.02
4	$ 58,992.57	$ 60,621.35	$ 63,609.18	$ 65,964.95
5	$ 61,161.96	$ 62,861.35	$ 65,964.95	$ 68,421.43
6	$ 63,421.64	$ 65,190.49	$ 68,422.58	$ 70,970.52
7	$ 65,778.57	$ 67,613.40	$ 70,971.67	$ 73,621.48
8	$ 68,221.16	$ 70,132.40	$ 73,621.48	$ 76,388.20
9	$ 70,764.46	$ 72,748.63	$ 76,389.36	$ 79,255.64
10	$ 73,411.95	$ 75,479.47	$ 79,256.80	$ 82,238.84
11	$ 73,411.95	$ 75,479.47	$ 79,256.80	$ 82,238.84
12	$ 74,955.06	$ 77,073.51	$ 80,936.51	$ 83,983.38
13	$ 77,773.88	$ 79,967.58	$ 83,986.85	$ 87,161.06
14	$ 80,698.04	$ 82,984.35	$ 87,161.06	$ 90,463.76
15	$ 83,741.43	$ 86,118.04	$ 90,467.24	$ 93,894.96
17	$ 86,905.22	$ 89,373.28	$ 93,896.12	$ 97,463.92
20	$ 90,196.35	$ 92,761.65	$ 97,466.24	$ 101,176.43

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SUPPLEMENTAL SALARIES – ARTICLE 28

SCHEDULE B

A. Unless specified otherwise, supplemental Salaries for extra-curricular activities will be based on BA Step 1 per the current bargaining agreement, and will be paid the following amounts:

	2026-2027	2027-2028	2028-2029
Step	BA	BA	BA
1	$47,989.20	$50,388.66	$52,908.09

Position	**% of BA**
Basketball Elementary	3%
Basketball Jr High	3%
Class Advisor – Freshman	1%
Class Advisor – Sophomore	1%
Class Advisor – Junior	1.5%
Class Advisor – Senior	1.5%
Clock/book/ticket	$20/game
Destination Imagination (2 positions)	2%
DATA	$225/pupil
Drama Coordinator (2 positions)	3%
Driver Ed Coordinator/Teacher	8% (+ $180/pupil)
Drummond Elementary Lead Teacher	23%
Elem Acting Lead Teacher (Sub)	$75/day
Homework lab	$40/hour
ITV	$500/semester
Music Director	1.5%
National Honor Society	2%
PBIS Elementary	1.5%
PBIS MS/HS	3%
Robotics HS	5%
Special Ed Coordinator	1/7 salary
Summer School	$40/hour
Test Coordinator	2%
Track Jr High	3%
Volleyball Jr High	3%
Yearbook (2 positions)	3%

All coaches will be paid at the end of the season, and all advisor positions will be paid at the end of the year. Yearbook will be paid upon completion of the yearbook.

Compensation for extra-curricular obligations not identified above shall be agreed to between the Board and the Association and memorialized in a Letter of Agreement.

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SCHEDULE C

DeTour BA Scale

	2026-2027	2027-2028	2028-2029
Step	BA	BA	BA
1	$47,989.20	$50,388.66	$52,908.09
2	$49,784.70	$52,273.94	$54,887.63
3	$51,608.55	$54,188.98	$56,898.43
4	$53,508.00	$56,183.40	$58,992.57
5	$55,475.70	$58,249.49	$61,161.96
6	$57,525.30	$60,401.57	$63,421.64
7	$59,663.10	$62,646.26	$65,778.57
8	$61,878.60	$64,972.53	$68,221.16
9	$64,185.45	$67,394.72	$70,764.46
10	$66,586.80	$69,916.14	$73,411.95
11	$66,586.80	$69,916.14	$73,411.95
12	$67,986.45	$71,385.77	$74,955.06
13	$70,543.20	$74,070.36	$77,773.88
14	$73,195.50	$76,855.28	$80,698.04
15	$75,955.95	$79,753.75	$83,741.43
17	$78,825.60	$82,766.88	$86,905.22
20	$81,810.75	$85,901.29	$90,196.35

	Varsity	JV	Assistant (V)	Assistant (JV)
Football	11%	8%	8%	7%
Volleyball	11%	8%	n/a	n/a
Basketball	11%	8%	n/a	n/a
Cross Country	11%	8%	n/a	n/a
Track	8%	5%	n/a	n/a
Golf	8%	5%	n/a	n/a

Schedule B and Schedule C positions shall be held by employees currently fulfilling those duties. Should Schedule B or Schedule C positions open, they shall be properly posted, and Association members will be given notification of such postings.

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SCHOOL CALENDAR – ARTICLE 29

SCHOOL CALENDAR 2026-2027

September

Professional Development (All PD days count as student contact)	Sept. 1
Professional Development	Sept. 2
Labor Day (No School)	Sept. 7
½ Day--First Day -- Students Dismissed at 11:30	Sept. 8

Total days Sept: 19 (includes 2 PD days and 1 half day)

October

1/2 Day- Students and Staff dismissed at 11:30	Oct. 9
ISD-wide PD – No school for students	Oct. 12

Total days October: 22 (includes 1 PD and 1 half day)

November- Q1 ends November 6

Dr.Isl Parent/Teacher Conf: 3:30-6:00	Nov. 11
1/2 Day Parent/Teacher Conf.- 11:30 dismissal	Nov. 12
(12:00-3:30 All Schools & 3:30-6:00 DATA and DeTour HS)	
1/2 Day- Students and Staff dismissed at 11:30	Nov. 13
1/2 Day- Students and Staff dismissed at 11:30	Nov. 25
Thanksgiving Break	Nov. 26
Thanksgiving Break	Nov. 27

Total days November: 19 (includes 3 half days)

December

1/2 Day- Students and Staff dismissed at 11:30	Dec. 22
Christmas Break	Dec. 23- Jan 1

Total days December: 16 (includes 1 half day)

January--Q2 ends January 15

School Resumes	Jan 4
Exams (students excused at 12:30)	Jan. 14
Exams (students excused at 12:30)	Jan. 15

Total days January: 20 (includes 2 half days for exams)

February

1/2 Day- Students and Staff dismissed at 11:30	Feb. 12
ISD-wide PD - No school for students	Feb. 15
Dr Isl Parent/Teacher Conf: 3:30-6:00	Feb. 24
1/2 Day Parent/Teacher Conf.- 11:30 dismissal	Feb. 25
(12:00-3:30 All Schools & 3:30-6:00 DATA and DeTour HS)	
1/2 Day- Students and Staff dismissed at 11:30	Feb. 26

Total days February: 20 (includes 1 PD and 3 half days)

March--Q3 ends March 19

1/2 Day- Students and Staff dismissed at 11:30	Mar. 25
Staff Virtual PD- No school for students	Mar. 26
Spring Break	Mar. 29-Apr. 2

Total days March: 20 (includes 1 half day and one virtual PD day)

April

School Resumes	Apr. 5

Total days April: 20

May

Graduation-	May 22
No School—Memorial Day	May 31

Total days May: 20

June--Q4 ends June 4

Exams (students excused at 12:30)	June 2
Exams (students excused at 12:30)	June 3
Exams (students excused at 12:30)	June 4

Total 180 Days Total days June: 4 (includes 3 half days)

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DURATION OF AGREEMENT – ARTICLE 30

A. The duration of this Agreement shall be from September 1, 2026, to August 31, 2029.

CERTIFICATE OF RATIFICATION – ARTICLE 31

The undersigned, official representative of the Board of Education of DeTour Area Schools and of the Northern Michigan Education Association, hereby certify that the contract language comprising this Agreement has been ratified by a majority vote of the membership of the respective organizations.

DETOUR EDUCATION ASSOCIATION

NMEA/MEA/NEA

DocuSigned by:

By_____
B01B1B4A201F44C...

NMEA President

DocuSigned by:

By_____
A790021616 1C488...

NMEA Staff Liaison

Signed by:

By_____
DEAB60708A084A1...

Chief Spokesperson/MEA UniServ Director

Signed by:

By_____
5B2557C61416484...

DeTour EA President

DETOUR BOARD OF EDUCATION

DETOUR AREA SCHOOLS

DocuSigned by:

By_____
99191374221240 5...

Superintendent

Signed by:

By_____
782DE8AEGE0E4A0...

President

Dated this _____ day of _____ 2026.

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APPENDIX 1

OFFICIAL GRIEVANCE FORM

Name of Grievant:_____ Date of Filing:_____

Acknowledgement by Superintendent:_____ Dated:_____

State the exact Article number and Paragraph of the current Master Agreement which you believe has been violated, misinterpreted or misapplied:

Article No:_____ Paragraph No:_____

In the space below, relate the details which are pertinent to this grievance:

_____

_____

_____

_____

_____

Signature of Grievant:_____

In accordance with Article 20, Paragraph E, request is hereby made for the Superintendent to meet with the Association to discuss the above grievance.

ACTION TAKEN ON GRIEVANCE

Date on which the Superintendent met with the Association:_____

As a result of this meeting, the disposition of the grievance is as follows:

_____

_____

_____

_____

_____

Signature of Superintendent:_____ Dated:_____

If the action by the Superintendent does not satisfy the grievant and/or the Association, please complete page 2 and file with the President of the Board of Education.

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(Page 2 of Grievance Form)

Name of Grievant:_____ Date of Filing:_____

Acknowledgement by Board President:_____ Dated:_____

State the exact Article number and Paragraph of the current **Master Agreement** which you believe has been violated, misinterpreted or misapplied:

Article No:_____ Paragraph No:_____

In the space below, relate the details which are pertinent to this grievance:

_____

_____

_____

_____

The grievant and/or the Association met with the Superintendent on the date of:_____

The grievance was not satisfactorily resolved as a result of the meeting, and action is hereby requested of the Board of Education in accordance with Article 20, Paragraph F of the current **Master Agreement**.

Date of Board meeting at which grievance was discussed:_____

Board members present	MEA representatives present:
_____	_____
_____	_____
_____	_____

The following action was taken by the Board:

Motion by:_____ and supported by:_____ that the grievance under consideration is hereby:

Upheld:_____ or Denied:_____

Yeas:	Nays:
_____	_____
_____	_____
_____	_____

Motion is:_____

If upheld, the following remedy is hereby authorized:

_____

_____

_____

_____

Signature of Board President:_____

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APPENDIX 2

HIRING INCENTIVES

Hiring Incentive

Upon being hired, teachers who will not be granted previous experience credit, may be offered the following:

- Year 1 of employment: $12,000
- Year 2 of employment: $12,000
- Year 3 of employment: $12,000

The $12,000 Year 1 provision may be applied as a hiring bonus for any individual who is granted steps at hire.

Half the bonus shall be paid in September and the second half in January.

The bonus will not be reported to ORS as compensation since hiring incentives are not reportable.