COLLECTIVE BARGAINING AGREEMENT

between the

HARRISON EDUCATION ASSOCIATION

and

HARRISON COMMUNITY SCHOOLS BOARD OF EDUCATION

July 1, 2026 - June 30, 2029

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EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Harrison Community Schools is committed to equal employment opportunity and compliance with federal, state, and local laws that prohibit workplace discrimination, unlawful harassment, and unlawful retaliation based on any protected class or activity. This applies to all aspects of employment, including recruiting, advertising hiring, training, job placement, evaluation, classification, promotion, transfer, work assignment, compensation, benefits, discipline, demotion, termination, reduction in force, recall, and any other term of condition of employment.

Discrimination is prohibited against employees or applicants for employment based on the following protected classes: race, color, national origin, ethnicity, religion, sex (including pregnancy, gender identity, and sexual orientation), height, weight, marital status, age, disability, genetic information, veteran status, military service, or any other legally-protected class.

PREAMBLE

This collective bargaining agreement (the "Agreement") is entered into on the 10th day of August, 2026, by and between the Board of Education of Harrison Community Schools , Clare County, Michigan, referred to herein as the "Board," and the Harrison Education Association, referred to herein as the "Association." Together, the Board and Association may also be referred to as the "parties."

The Board and the Association recognize their mutual obligations pursuant to Act 379 of the Public Acts of 1965 to bargain collectively with respect to hours, wages, and terms and conditions of employment. Both parties have entered into and conducted extensive good faith negotiations in which each party has had the right and opportunity to make demands and proposals in regard to all permitted subjects of bargaining. This Agreement has been reached between both parties, including formal ratification of the terms hereof by the governing body of the Board and by the employees represented by the Association.

ARTICLE I: RECOGNITION

The Board recognizes the Association as the exclusive bargaining representative as defined in Section II of Act 379, Public Acts of 1965, for all of the following positions:

- Probationary and Tenured Teachers
- School Counselor
- School Social Worker
- Instructional Coach
- Student Behavior Specialist
- Student Behavior Coach
- Student Success Coach

The term "teacher" when used hereafter in the Agreement shall apply to all employees represented or capable of being represented by the Association in the bargaining unit as above defined. It expressly excludes substitute teachers, student teachers, interns, administrators, directors, or ancillary staff.

ARTICLE II: TEACHER CONTRACTS

A. Issuance of Teaching Contract

Teachers will be issued a teaching contract by September 1 of each school year.

B. Timelines for Teacher Resignation

It is expressly understood by the Association that it is a violation of the Tenure Act for a teacher to resign less than sixty (60) days before September 1 without the consent of the Board. The Association agrees to take all reasonable steps to discourage such resignations and to support all penalties applicable under law.

C. Provisions for Teacher Contract

All provisions of the individual contract between the teacher and the Board are subject to the specific provisions of this Agreement.

ARTICLE III: PROFESSIONAL PRIVILEGES

A. In General

Pursuant to the Michigan Public Employment Relations Act, the Board agrees that every employee of the Board shall have the right to freely organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiation and other lawful activities for mutual aid and protection, or to refrain from such activities. The Board and the Association undertake and agree that they will not directly or indirectly discourage, deprive, or coerce any teacher in the enjoyment of any rights conferred by Act 379, other laws of Michigan, the Michigan Constitution, and the United States Constitution. The Board will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of their membership in the Association, their participation or non-participation in any lawful activities of the Association or collective professional negotiations with the Board, or their initiation of any grievance, complain, or proceeding under this Agreement with respect to any term or condition of employment.

In addition, in response to requests from time to time, the Board agrees to furnish to the Association information concerning the financial resources of the district, including but not limited to: annual financial reports and audits, register of certified personnel, tentative budgetary requirements and allocations (including county allocation board budgets), agendas and minutes of all Board meetings, treasurer's reports, census and membership data, names and addresses of all teachers, and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students together with information which may be necessary for the Association to process any grievance or complaint. The Association shall reimburse the district the cost in accordance with FOIA if applicable.

The Association shall be given an opportunity to advise the Board with respect to any new or modified fiscal, budgetary or tax programs, construction programs or major revisions of educational policy, which are proposed or under consideration.

B. Right to Invoke Assistance

The parties specifically recognize that each has the right to invoke the assistance of the Michigan Employment Relations Commission (MERC) or a mediator from MERC, and they agree to be bound by any lawful order or award.

C. Use of Facilities

1. The Association and its members shall have the right to schedule the use of school building facilities for Association meetings at no cost. If a common area is desired (e.g., cafeteria, auditorium, gymnasium, etc.), the Association will complete a Building Use Form and provide to the principal of the school impacted. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off school premises, so long as they would tend not to distract from the proper performance of their duties. After notification of intent has been given to the principal, the Association may post Association notices in any faculty lounge.

2. Teachers shall have the right to have reasonable access to available district-owned communications and technology equipment.

3. Adequate, off-street parking facilities shall be made available to teachers.

4. In each school, the Board shall provide restroom facilities exclusively for teachers' use and at least one furnished room which shall be reserved as a faculty lounge.

5. Teachers will not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or well-being, except in cases of immediate danger to the health and welfare of students.

D. Appropriate Educational Material

The Board recognizes that appropriate and standard texts, curricular resources, media reference facilities, laboratory equipment, educational technology, art supplies, athletic equipment, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools, as well as working together to ensure that each teacher has the necessary educational tools for their

specific classroom. The Board agrees that at all times schools will be reasonably and properly equipped and maintained.

E. Responsibility for School-Related Committee Assignments

It is specifically understood that curriculum study committees or other similar committees shall not make recommendations that have an impact upon a teacher's hours, wages, or other conditions of employment, except as said recommendations are mutually agreed upon by the Board and the Association.

F. Release of Information/Freedom of Information Act (FOIA)

When a request for information concerning a teacher is made under the FOIA, the following process will be followed:

a. The affected teacher(s) and Association shall be notified immediately of the FOIA request.
b. A copy of the request, as well as the name(s) of the requesting party(ies), shall be made available to the affected teacher(s) and the Association.
c. The Board and the Association agree to confer as to the timeline for release of requested information, within the statutory provisions.
d. All exemptions to the disclosure and production of information excluded in Section 13(1) of the FOIA shall be honored by the Board.
e. All exempt information and material shall be redacted on any documents released under a FOIA request.

G. Individual Freedom

Teachers shall be entitled to full rights of citizenship, except as limited by law. Outside-of-employment religious or political activities of any teacher, or the lack thereof, shall not be grounds for discrimination with respect to the professional employment of such teacher.

H. Academic Freedom

The Board and the Association endorse the concept of academic freedom, defined as the opportunity and right of teachers and students to freely study, investigate, and discuss. Within the Board-approved curriculum and curricular resources, Board policies, applicable laws, and this Agreement, teachers shall be free from artificial restraint in their choice of appropriate materials and methodology to achieve the educational goals and objectives of the District. The parties agree to

meet without delay at the request of either party to resolve issues related to privacy, non-traditional teaching schedules, or instructional methods.

I. **Application of Law**

The provisions of this Agreement, and wages, hours, and terms and conditions of employment, shall be applied in accordance with the provisions of applicable laws, without regard to membership in or association with activities of any legitimate employee organization.

ARTICLE IV: TEACHER PROTECTIONS AND PROFESSIONAL RESPONSIBILITIES

A. **Classroom Management**

Good order and management are necessary for effective teaching and learning. Each teacher is responsible for maintaining such an atmosphere in each of their classes. The Board recognizes that through its administrative staff, it must support teachers in taking all reasonable action, including but not limited to the Revised School Code and Board Policy 5206, to maintain proper classroom order and agrees to do so.

B. **Responsibility for Disabled or Impaired Students**

In the event a teacher reasonably believes a student has a disability, the teacher may refer the student to the principal, counselor, or other person in charge who shall begin the student assistance process in accordance with Board Policy 5604 and state law.

C. **Least Restrictive Environment (LRE) and/or Medically Fragile Students**

1. Definition of Terms

a. LRE legally mandates that "to the maximum extent appropriate, children with disabilities are educated with children who are not disabled and that special classes, separate schooling or other removal of students with disabilities from their regular education environment occurs only when the nature and severity of the disability is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily."

b. Medically fragile students are those who are chronically ill and/or medical-technology dependent and/or who have life-threatening conditions that require immediate medical attention.

2. Placement of Students

a. The parties acknowledge that the practice of LRE is legally mandated. It is also recognized that the extent to which any student with disabilities should participate in regular education programs and services involves considerations of that student's unique needs as determined by an Individual Planning Team.

b. The District shall ensure that appropriate regular education staff is included in the Individualized Education Plan (IEP) and other related instructional planning involving the placement of special education students in regular education classrooms.

c. Release time from classroom instruction (i.e., a time when the teacher is providing instruction to their students) shall be provided to staff who are invited to attend an IEP/504 meeting through procurement of a substitute to teach. District planning related to IEP/504 provisions and recommendations shall include input from regular education staff. Appropriate information related to the student's academic, medical, and social-emotional needs shall be shared with regular education staff invited to participate in IEP/504 meetings.

d. Once an IEP/504 is in place, appropriate instructional staff shall be informed, for the purpose of sharing appropriate information and coordinating the implementation of the plan.

e. Except on a voluntary basis, no teacher shall be required to provide school health services (an act or function constituting the practice of medicine within the meaning of MCL 333.17001), except in an emergency situation. Teachers providing instructional services to students with special medical needs shall receive prior training from an appropriate medical professional as to what process/procedure to follow in the event that an emergency arises related to the student's medical condition.

D. **Complaint Against Teacher/Commendation for Teacher**

Any complaint directed toward a teacher shall be called to the teacher's attention within three (3) school days by the building administrator or superintendent.

1. If the complaint is subject to an investigation pursuant to Board Policy 4407, nothing shall be placed in the teacher's personnel file until the conclusion of the investigation and a finding of misconduct or inappropriate behavior has been made.

2. If the investigation produces a finding of misconduct or inappropriate behavior, the teacher shall have the opportunity to provide a written statement to be attached to the investigation report as it is placed in the teacher's personnel file.

3. All letters of commendation shall be shared with the teacher.

E. **Assault or Threat Upon Teacher**

Any school-related case of assault upon a teacher shall be promptly reported to the Superintendent directly, or through the building principal. The Board will provide all reasonable assistance to the teacher in connection with the handling of the incident by law enforcement or judicial authorities. The definition of assault is that referenced in the Revised School Code and Board policies. Out-of-pocket expenses for loss incurred in any such physical assault will be reimbursed up to the amount of $200.00 and receipts need to be submitted to the Business Office in a timely fashion.

F. **Lost Time for Disposition of Incident**

Time lost by a teacher in connection with the disposition of any incident arising under Section A or E of this Article shall not be charged against the teacher.

G. **Code of Ethics**

The Michigan Department of Education Code of Ethics defines acceptable criteria of professional behavior, and is applicable to all teachers. The Code of Ethics has also been adopted by the Board in Policy 4201.

H. **Dress and Appearance**

Teachers recognize that individual attire impacts the perception that students, families, and the community have of the District. Teachers will comply with Board Policy 4218 regarding dress and appearance, which generally adopts a "business casual" standard.

I. **Absences**

Teachers are required to notify their unit when they are going to be absent from work using the WillSub web-based system. Such notifications must be done at least one (1) hour before report time, unless there is an emergency situation (notice shall be given to the building administrator as soon as the teacher is able). Failure to do so may result in the loss of a day's pay. Once a teacher has timely reported their unavailability, it is the responsibility of administration to ensure that a substitute is in place; the teacher is responsible for ensuring that appropriate lesson plans, instructions, and other necessary class-related information (e.g., seating chart, etc.) are readily available for the substitute teacher.

J. **Recordkeeping**

1. Teachers have no responsibility in regard to the initial enrollment of a student. Teachers shall be required to keep attendance records for each class in accordance with school district policies.

2. Teachers shall complete all required portions of academic reporting, whether web-based or paper form, exclusive of transferring grades and other information to students' cumulative files.

3. Teachers shall record and report attendance as required by law, District policy, and specific building procedures.

K. **Teacher Skill**

The Association and the Board recognize that the basic duty of each teacher is to use their skill and expertise in the most effective and proper manner to improve the quality of the educational process in Harrison Community Schools.

L. Teacher Preparation

The Association and the Board recognize that the success of a teacher in fulfilling their duties to Harrison Community Schools and the profession is dependent upon, among other things, the devotion of reasonable extra time to self-improvement and out-of-school time for preparation of unit/lesson plans, scoring/grading/feedback, and collaborating with families and administrators.

M. Collaboration

The Association recognizes that abuses of leave, chronic tardiness or absences, willful deficiencies in professional performance, Code of Ethics violations, or other violations of this Agreement or Board policy reflects adversely upon the teaching profession and may also create undesirable working conditions. Alleged breaches shall be reported to the teacher and to the Association. The Association pledges to use its best efforts to correct breaches of professional behavior or conduct, and also recognizes that discipline may be imposed in alignment with Board policy and law.

N. Performance Evaluation

Performance evaluation for teachers shall be governed by RSC 1249, as amended and effective July 1, 2024, and as impacted by Board Policy 4403, adopted on February 13, 2024 and effective July 1, 2024.

1. Local Student Growth Measure

In regard to the 20% of local student growth measure for evaluations, the following applies:

a. 10% allocated from the NWEA building school profile report, generated after the spring assessments. The 10% is split evenly between Reading and Math.

i. No individual teacher analysis is needed; all teachers in the same building will get the same score. Teachers split between buildings will take the score of the building where the majority of their schedule exists.

ii. Scores within the evaluation platform will be entered as follows:

I. 80-100% met growth = 3 (effective)

II. 60-79% developing = 2 (developing)

III. 59% and below = 1 (needs support)

b. 10% allocated from teacher-compiled data and presented to their evaluator at or before their year-end evaluation meeting, along with a summary as to whether 80-100% met growth (3), 60-79% met growth (2), or less than 60% met growth (1). Evaluators will not do an independent analysis.

Other 10%:
Teachers will keep data as they choose (some ideas are given below), and present it to their principals at or before their year-end evaluation meeting, along with a summary as to whether 80-100% met growth (3), 60-79% met growth (2), or less than 60% met growth (1). Principals will ***not*** *do an independent analysis.*

Non-special ed classroom teachers	**Special education classroom teachers**	**Social workers, behavior specialists**	**Instructional coaches**	**Counselors**
Student growth on performance tasks: All students.	Student growth on IEP goals: All students on caseload.	Student growth on behavior issues: All students on caseload for at least half the year.	Coaching cycle growth: All teachers on semester or full year coaching cycle.	All 7-12 students: EDP touchpoints.
Growth across at least four performance tasks, you pick categories for measurement. Here are a few rubric suggestions, which will sound familiar since they are drawn from the Speaking & Listening Standards: Grasp of applicable content; Collaboration	Students on caseload – data as they progress toward meeting their IEP goals. Might provide data sheets kept throughout the year, or perhaps a paragraph narrative on each student describing how they met growth goals.	Students on caseload for at least half a year, and the data you kept as they worked toward goals. Or, you might choose to compile a paragraph narrative on each student describing how they met growth goals.	Coaches will keep track of coaching cycles and teachers meeting professional goals. Here are a few questions to consider when developing a chart or digital form to keep track of successes: What goal(s) did the teacher have? Were the goals met? What criteria were used to assess	Spreadsheet with following categories, depending on grade levels (7-8, 9-12): developing an EDP during grade 7; Reviewing and revising EDP during grade 8; updating EDP annually grades 9-12; advising 7-12 that curriculum requirements

with Peers (if applicable); Research and/or learning to build and present knowledge; Presentation of knowledge and ideas. Ideas for collecting data could be a spreadsheet with all students listed and growth across the year with a summary. For elementary teachers, we will try to add a new column in your homeroom chart in Skyward where citizenship etc. resides, or you could use a spreadsheet as described above, or perhaps a paragraph narrative on each student describing how they grew across the year.			progress on meeting goals? What learner evidence was used to determine success? What progress was made toward the goal (even if it was not met)?	can be met through CTE; identifying career development goals as related to academic requirements 7-12; informing on various types of careers, current and projected job openings in MI, and actual and projected wages 7-12; providing an opportunity to develop a Talent Portfolio during EDP process, which includes experiences, proficiencies, certifications, or accomplishments that demonstrate talents or marketable skills, 7-12.

2. Teachers eligible under Board Policy 4403 for biennial evaluations may still be observed by administrators and feedback offered in non-evaluation years.

O. Placement

Placement for teachers shall be governed by Board Policy 4402, adopted on February 12, 2024 and effective July 1, 2024. Any assignment in addition to a 1.0 FTE schedule during the school year, a Schedule B assignment, and/or a summer school program assignment, shall only be made with the consent of the teacher.

P. Discipline

Discipline for teachers shall be governed by Board Policy 4407, adopted on February 12, 2024, and effective on that same date.

ARTICLE V: SENIORITY

A. Accruing Seniority

Accruing seniority is defined to mean the amount of time an individual is continuously employed as teacher with the District.

- Except as provided in the Article addressing approved leave, and the Article addressing a teacher returning from an administrative position, a teacher shall not earn seniority or advancement on the salary schedule during a period of unpaid leave or layoff.
- A teacher returning to a position following an unpaid leave or layoff, except those situations referenced above, shall resume earning seniority and credit on the salary schedule as of the effective date of return from unpaid leave or layoff.

Any certified teacher under contract who has been employed up to and including fifty percent (50%) of scheduled hours of instruction in one (1) school year shall be granted one-half (½) year credit for purposes of seniority under this Article. Any certified teacher under contract who has been employed more than 50 percent (50%) of scheduled hours of instruction in one (1) school year shall be granted one (1) year credit for purposes of seniority.

Fully qualified and fully certified teachers shall be defined as follows: 1) teachers who hold a valid provisional, professional education, continuing or qualified teaching certificate in a given subject area; and 2) teachers who have the

certification(s) and qualification(s) required by an applicable state and or federal law, regulations or guidelines for positions held by the teachers.

The seniority list shall be published by the Superintendent's Administrative Assistant on or before October 1 of each school year, and a copy will be placed in each school's faculty lounge. It is the responsibility of each teacher to verify agreement with certification, endorsements, and seniority by initialing the list no later than November 1. Any inquiries shall be brought to the attention of the Superintendent's Administrative Assistant immediately, and will be investigated. Failure to initial represents agreement with the information and is not subject to review after June 30 of the current school year. Further, it is the individual teacher's responsibility to notify the Superintendent's Administrative Assistant immediately of any changes in certification.

ARTICLE VI: CLASS SIZE

The parties acknowledge that the student/teacher ratio is an important aspect of an effective educational program.

A. K-5 Maximum Class Size

• PreK:	Governed by state law (GSRP)
• Developmental K:	17
• Grade K:	24
• Grades 1-2:	25
• Grades 3-4:	27
• Grade 5:	28
• Multi-grade (one teacher):	28
• Multi-grade (two teachers):	two grade caps combined
• Specials:	28

B. Grades 6-12 Maximum Class Size

• Core academic and electives not listed below:	28
• Band or choir:	40
• Physical Education:	42
• Industrial Arts/Vocational Shops:	26
• Strength/Conditioning:	32

ARTICLE VII: CALENDAR, HOURS, AND ASSIGNMENT

A. Hours and Assignment

PreK teachers shall be at their teaching station in the morning as required by GSRP rules. K-5 teachers shall be at their teaching station five (5) minutes prior to the start of the instructional day. 6-12 teachers shall be at their teaching station fifteen (15) minutes prior to the start of the instructional day. All teachers shall stay for at least ten (10) minutes after school is dismissed.

1. Special arrangements to arrive late or leave early shall be made with the building principal.

2. On Fridays and the day preceding school vacation, teachers may leave at the student dismissal time. For the 2026-2027 school year, those times are 3:15 pm (Early Childhood Learning Center), 3:05 pm (Larson), and 2:50 pm (Middle School and High School).

3. No departure from these norms, except in case of emergency, shall be made without prior consultation with the Association.

B. Staff Meetings/Professional Learning Community (PLC) Meetings

Staff and PLC meetings are deemed to be a non-instructional responsibility related to the teaching assignment. Whether split, combined, or singular, the meetings shall not be held more frequently than two times per month, every two weeks, for up to sixty (60) minutes, nor more than seventy-five (75) minutes beyond the end of the instructional day. If there are extenuating circumstances or emergencies, the principal will work with teachers for additional time.

Teachers are expected to attend those two (2) meetings in full. If a teacher also has a Schedule B assignment (e.g., coach, tutor, sponsor, etc.), their first responsibility is to their professional practice through attending the meetings, unless the teacher has consent from the principal (e.g., game start time, etc.). A list of those meeting dates will be given to teachers in August, so that arrangements can be made for Schedule B teachers and for all teachers to make non-emergency appointments on other dates.

C. **Teacher Relief Time**

The Association and the Board recognize that the care, guidance, and supervision of children is a joint responsibility.

1. Recess Scheduling: All elementary teachers shall have one (1) twenty-minute recess period per day duty-free. This will count toward their preparation time for the week (see below).

2. Lunch: All teachers shall be entitled to a 30-minute duty free lunch period. Teachers who walk students to the cafeteria may depart as soon as coverage is available from support staff. Any teacher who is required to forego a duty-free lunch period due to student needs shall be compensated at their hourly rate per lunch period.

3. Substituting for Another Teacher: No teacher shall be asked to substitute for another teacher during a preparation period unless necessary. If it becomes necessary, the teacher shall be paid their hourly rate for such coverage.

D. **Teaching Load**

1. The weekly teaching load for all K-5 teachers will include two hundred and fifty (250) minutes of unassigned preparation time, inclusive of the 20 minutes per day for recess, which the teacher will schedule for parent conferences if requested. There is an additional one hundred (100) minutes of non-instructional time during the week that administrators may use for meetings or collaboration. If a teacher is requested by an administrator to attend a meeting during the 250 minutes of preparation time rather than the 100 minutes, the teacher must agree. If the teacher does not agree, the meeting will be scheduled before or after school and the teacher will be required to attend. Examples include IEPs, mentor meetings, and probationary teacher meetings, but are not exhaustive.

2. In the elementary setting, if a classroom teacher is asked to take students from another teacher's classroom for the day (because no substitute is available), the teacher accepting the students shall be paid $7.20 per pupil for the day.

3. In the elementary setting, a specials teacher who instructs more than twenty-eight (28) students in one block of allotted time shall be paid $0.60 per student in each said block.

4. The weekly teaching load in the secondary schools shall not exceed twenty-five (25) assigned instructional periods and five (5) unassigned preparation periods of fifty-five (55) minutes each. The twenty five assigned instructional periods are exclusive of a common intervention time that may be included in the master schedule. When requested, teachers will use the unassigned preparation periods for parent conferences. At times, a teacher may be requested by an administrator to attend a meeting on their preparation time; if the teacher does not agree, the meeting will be scheduled before or after school and the teacher will be required to attend. Examples include IEPs, mentor meetings, and probationary teacher meetings, but are not exhaustive.

5. If the combined number of students in a secondary teacher's five (5) instructional periods exceeds more than the maximum class size as defined in Article VI, Section B, number one hundred forty (140), or, if any one instructional period has more than thirty-two (32) students (other than those in Article VI, Section B that have a higher maximum), the affected teacher shall receive $7.20 per pupil per day for each student over the applicable number.

6. In a special education self-contained classroom (K-12), where a teacher is asked to supervise students not on their caseload, that teacher shall be compensated at the rate of $7.20 per pupil, per day. If a special education teacher's caseload exceeds the maximum permitted by law or regional agreement, the affected teacher shall receive $7.20 per pupil per day for each student over the applicable number for the number of impacted days.

7. Any payments due to teachers from subsections 1-6 above shall begin on the first day that the principal assigned the student to the teacher's overage sheet (unless the overage is corrected within the first three (3) days) and will continue for the duration of the infraction. Overage forms will be available within two weeks of the beginning of the semester. Payment is to be made on or within twenty-one (21) days following the close of each semester in which said overage takes place. It is the teacher's responsibility to submit the required documentation to their building principal within five (5) school days after their

building principal requests the submission of the overage sheets in writing, or forfeit payment for that marking period.

E. Open House/Curriculum/Orientation Event

1. All preK teachers in the GSRP program will attend open house, curriculum, orientation, or home visits events as required by state law and the GSRP program regulations.

2. All K-12 teachers will attend one (1) Open House/Curriculum/Orientation Event on an afternoon or evening prior to the students' first day of school to meet with parents and students. A maximum time of two (2.0) hours may be allocated for this event. Selection of the date for this event shall be made collaboratively between the building administration and staff. This event shall not be scheduled prior to the first day that teachers report for the school year and this event does not count for points toward Merit Pay.

F. Calendar

The first day of school shall be determined by the Board, in consultation with the Clare-Gladwin Regional Education Service District common calendar. The District will also comply with other agreed-upon common calendar dates as is possible.

G. Contracted Instructional/Work Days

1. The school calendar shall be adopted by the Board after receiving a recommendation mutually agreed upon by the administration and the Association.

2. Teachers new to the District may be required to participate in orientation meetings or events beyond the negotiated work year as a condition of their employment.

3. The parties shall meet in a timely manner to reach mutual agreement as to the scheduling of the work day and work year.

H. Conferences

1. Parent-teacher conference time for preK teachers and students in the GSRP program will be conducted as required by state law and GSRP regulations.

2. K-12 Parent-teacher conference time will be scheduled for twelve (12) hours each year (six hours each semester). If a teacher feels more time is needed, the teacher, at their option, may extend the conference schedule, without additional compensation.
Each semester, conferences will be held on two consecutive days with three hours occurring after the end of a full day and three hours during an afternoon in which students have attended for a half day. A half day of release shall be granted to account for the three hours outside of the contractual day.

I. 6-12 Class Assignments

No teacher shall have more than three (3) subject preparations at any one time, unless on a voluntary basis. In circumstances where it is unavoidable or impractical to limit a teacher to three (3) preparations, due to such factors as certification or legal requirements, the building principal and the affected teacher shall develop a mutually agreeable plan to minimize the impact of the larger number of preparations. If a teacher takes a voluntary fourth (or even fifth) preparation and is at a 1.0 FTE, they shall receive a $300 stipend for the fourth preparation (and if applicable, the fifth) in the pay following the end of the semester containing those preparations.

A school-wide intervention period is not considered an additional preparation for purposes of this Section.

K. Force Majeure, Weather, Delays, Closings

1. On days when school is delayed for students because of extreme weather conditions, preK shall report per GSRP rules, K-5 teachers] shall report five (5) minutes prior to the start of the instructional day, and 6-12 teachers shall report fifteen (15) prior to the start of the instructional day.

2. On days when school is canceled for students because of extreme weather conditions, no teacher shall be required to report to work or work from a remote location.

3. When school is dismissed before the normal time of dismissal due to extreme weather conditions, all teachers will be allowed to leave when the school buses have vacated the school premises.

4. Should a partial cancellation of school in less than all buildings or levels occur due to unforeseen circumstances such as loss of power, staff in the affected building(s) shall report or be asked to remain in their building. Should the building not be conducive to work, an alternate location will be provided for teachers to meet in grade-level or content area teams to collaborate on items that are: relevant, ongoing, and job-embedded; specific to that team's needs; aligned to the district improvement plan as appropriate; and focused on increasing student learning.

5. In the event that state of Michigan mandated hours of instruction are not achieved, and no waiver is granted, affected staff shall be required to work the minimum numbers of hours/days required with said hours/days being added at the end of the scheduled school year and/or at such time as may be mutually agreed to by the Board and the Association

L. Scheduled Holidays/Days Off

The following shall be observed, with no classes scheduled or teachers assigned:

- New Year's Day
- Memorial Day
- Fourth of July (for teachers employed during this time)
- Labor Day
- November 15, when it falls on a weekday
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day
- Good Friday, when it falls outside of spring break

M. Additional Compliance Requirements

Teachers are required to complete state and federal mandated training prior to October 1 of each year, or within thirty (30) days of the time the Human Resources Office provides the training material.

N. Instructional Days and Minutes

The Association and the Board agree that the District shall comply with state requirements for instructional days and minutes.

ARTICLE VIII VACANCIES, PROMOTIONS, AND TRANSFERS

Any teacher who transfers to a supervisory or executive position and later returns to teacher status shall be entitled to retain such right as they may have had under this Agreement, with full credit for all service in the District should a position be available for which they are fully qualified and certified to teach.

Transfers from one teaching position to another are governed by Board Policy 4402.

ARTICLE IX: LEAVES OF ABSENCE (ILLNESS, PERSONAL, SHORT-TERM, AND CRITICAL MEDICAL)

A. Paid Time Off (PTO)

1. Allotment and Accrual: Full-time teachers shall be credited with thirteen (13) days of PTO at the start of each school year. Teachers employed for a fraction of the school year shall receive a prorated allotment. Unused PTO days shall accumulate from year to year to be banked as traditional, extended sick leave (not to exceed the cap herein). In moving to PTO, all sick time accumulated prior to the start date of this Agreement shall remain intact, not to exceed the cap.

2. Permissible Uses and Restrictions: PTO may be used at the teacher's discretion for personal illness, family illness, medical appointments, or personal business. Teachers are not required to disclose the specific nature of their absence when utilizing PTO, except that a doctor's note of release to return to work is mandated after three (3) consecutive days of absence.

3. Blackout Periods: PTO shall not be used on the days immediately proceeding or following District breaks or holidays, on professional learning days, or on the last

five (5) days of the school year, unless expressly approved in writing by the building principal or superintendent. If the teacher is ill on one of those days, a doctor's note is required.

Specific to Merit Pay, if a teacher has a PTO day that falls on a professional learning day that is pre-approved by the Superintendent, and makes up the learning as directed by the Superintendent, said absence shall not count against the teacher as it applies to merit pay.

4. Request and Approval Procedure: Teachers shall make use of the District's automated system to report absences and secure substitutes.

a. Foreseeable leave: Teachers must submit requests with at least seven (7) calendar days.
b. Unforeseeable leave: In the event of sudden illness or emergency, teachers must use the automated system at least one (1) hours before their scheduled start time.

5. Concurrent Usage and State Mandates: To the extent permissible by law, all PTO utilized concurrently fulfills any mandatory leave requirements set forth by state law, including state-mandated earned sick and safe time (ESST) regulations. PTO accrued and utilized pursuant to this Agreement satisfies all requirements for paid medical or sick leave.

B. Personal Illness and the Family Medical Leave Act (FMLA)

A teacher shall use accumulated personal illness or disability leave to substitute for unpaid leave under the FMLA of 1993, which allows up to twelve (12) work weeks (sixty (60) work days or parts thereof) of unpaid leave, providing benefits during a contract year for employees that meet eligibility requirements and are currently insured by the District. The FMLA allows employees to take twenty-six (26) weeks of leave to care for a spouse, child, or parent with an illness or injury incurred in the line of active duty with the United States Armed Forces. Federal law mandates that eligible employees are offered FMLA leave after three (3) consecutive days to care for their own or immediate family member's serious health conditions.

The District does not freeze or otherwise suspend the allocation of the teacher's accumulated PTO or other days to this leave, even in the event that the teacher has a vendor disability policy or benefits.

Contracts will be suspended and salary payments stopped as soon as the teacher goes into unpaid leave, and will be re-started at the time the teacher returns from leave based on the actual number of days and at the per diem rate for which the teacher works.

C. **Immediate Family Funeral**

A maximum of up to five (5) paid bereavement leave days may be granted whenever there is a death in the teacher's immediate family. Immediate family shall be interpreted as spouse, child, mother, father, stepchildren, parents in law, in law children, brother, sister, grandparents, and grandchildren.

D. **Non-Immediate Family Funeral**

Up to two (2) days for uncle/aunt, niece/nephew, and sibling-in-law. Extensions may be granted upon approval by the Superintendent or their designee, however, personal/family illness days may also be used. In addition,(1) one day per year will be granted for the purpose of attending the funeral of any relative not listed. For attending the funeral of any non-relative a teacher may use up to (1) personal illness day. Additional days will be allowed for emergency, illness, or deaths in the immediate family at the discretion of the Superintendent.

E. **Misuse of Leave Time**

Any teacher who misuses leave time shall not be paid for such time. It is further understood that a teacher who misuses leave time (meaning, for a purpose other than which it is intended pursuant to terms of this Agreement) will be penalized this amount of time from their accumulated leave and may be subject to further disciplinary action.

F. **Job-Related Injury/Workers' Compensation**

Teachers who incur a job-related injury or accident must report the same within twenty-four (24) hours to their principal or supervisor. In cases where benefits are paid under the Workers' Disability Compensation Act, teachers may request deductions on a pro-rata basis from their illness accumulation to ensure no loss of earnings.

Compensation shall not exceed the difference between their normal wage prior to Workers' Compensation benefits and the actual benefits paid under the provisions of the Worker's Compensation Act. Pro-rata sick leave deductions shall continue under expiration of either the Workers' Compensation benefits or accumulated illness leave.

G. Sub-Deduct Leave

Requests for up to three (3) additional days of leave without pay for situations not covered above may be directed in writing at least ten (10) work days in advance to the Human Resources Office; these days do not have to be consecutive. Requests will be granted if:

- All PTO has been used;
- Satisfactory prior arrangements, inclusive of appropriate lesson plans, have been made with the principal; and
- Leave days granted shall result in a further salary deduction at the prevailing rate of pay for a substitute teacher through our WillSub platform.

ARTICLE X: LEAVES OF ABSENCE (EXTENDED PERIODS, ASSOCIATION PURPOSES, JURY DUTY, COURT APPEARANCES, PUBLIC OFFICE, AND SPECIAL PURPOSES)

For all leaves of absence, it is the teacher's responsibility to notify the District in writing by April 15 of their intent to return the following school year. Failure to do so shall be deemed a resignation from employment with the District.

A. Extended Personal Illness, Child Care, or Disability Leaves

Any teacher whose personal illness, child care, or disability extends beyond the period compensated and/or receives insurance benefits, if eligible, under the FMLA as outlined in Article IX, or who elects to extend such leave for child care, may request and shall be granted a leave of absence for up to one (1) calendar year, subject to renewal at the will of the Board. A calendar year is defined as 365 days. If a teacher does not return from such leave by the beginning of the semester following the first anniversary of the teacher's last day of paid leave, or first anniversary of the beginning date of the Board-approved renewal, the

teacher shall be presumed to have resigned and shall have no guarantee of employment with the District, and shall lose all accrued seniority rights. Leave granted under this Article shall be subject to the following conditions:

1. A teacher returning from leave of more than twelve (12) calendar weeks, but less than one year, shall return from such leave at the start of a quarter and must provide notice of intent to return to work, in writing, no later than April 15 for the fall semester and December 1 for the winter semester.

2. During any unpaid leave, exceeding twelve (12) calendar weeks and not covered by the FMLA, the teacher will be responsible for paying the District business office each month an amount sufficient to pay the insurance premiums if the teacher chooses to continue coverage.

3. Should the teacher elect not to return to work at the end of the leave for a reason other than the continuation, recurrence, or onset of the health condition that gave rise to the leave, the staff member shall reimburse the District for the health insurance premiums paid by the District during the leave period.

B. Association Leave

A teacher shall be released from regular duties without loss of salary, personal leave, or personal illness leave to participate in meetings of the Michigan Education Association. When representing the Association, written arrangements with the administration must be made in advance. After ten (10) such days, the Association will provide reimbursement for a substitute's pay. No payment of other expenses is to be made by the Board.

C. Subpoenaed Court Appearances or Jury Duty

A teacher summoned to jury duty or subpoenaed for a non-personal matter shall be paid their full salary for each working day of absence, provided that the employee pays the Board the jury fee minus mileage expense.

D. Public Office

The Board shall grant a leave of absence without pay and without credit on the salary schedule to any teacher to campaign for, or serve, one (1) term of public office.

E. Special Leave

A teacher, after five (5) full school years of service in the District, may request a special leave for a period of one (1) school year without pay. The teacher must submit an application to the Superintendent, who will consult with the building principal and the Association.

F. Salary Schedule Credit

A teacher shall not earn seniority or advancement on the salary schedule during a period of unpaid leave or layoff.

ARTICLE XI: TEACHER RECORDS, TEACHER MENTORS

A. Personnel File

Each teacher shall have the right, upon written request, to review the materials prepared for and included within their District personnel file. A teacher has the right to request that an Association representative accompany the teacher in such review. Materials may be removed from a teacher's personnel file after discussion and review with the administrator and with the permission of the administrator. Except as required by law, all other access shall be prohibited.

B. Mentor Teacher

As required by law, the principal shall assign a master teacher to mentor a probationary teacher in their first three years of teaching, with the mentor teacher's voluntary participation. The principal will use their next efforts to assign a mentor in the grade band or content area. The principal shall provide specific goals and concrete suggestions as to where the probationary deserves support and guidance. The mentor teacher is not an evaluator or otherwise supervisory, and shall be compensated through Schedule B. Since this is a Schedule B position, meetings and mentoring shall occur outside of school hours.

ARTICLE XII: GRIEVANCE PROCEDURES

A. Any teacher, or group of teachers, believing that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement regarding wages, hours, terms or conditions of employment may take the

following steps to implement the settlement of the alleged violation. All reference in this Article to "principal" shall also mean appropriate supervisor.

B. Both parties mutually understand and agree to allow discussions and resolutions concerning contractual issues between an individual Association member and their administrator provided that said resolution is consistent with the terms of the Agreement and the Association has been given the opportunity to be present at such adjustments.

1. Step One

a. If, after meeting and discussing the alleged violation with the building principal, a satisfactory resolution cannot be obtained, the teacher(s) may, within seven (7) work days of the occurrence of the alleged violation, file a written grievance with the building principal.

b. Within ten (10) work days of receipt of the written grievance, the building principal shall meet with the Association representative in an effort to resolve the grievance. The affected teacher(s) may or may not be present at this meeting. The building principal's written response shall be given within ten (10) work days after such meeting.

2. Step Two

a. If the meeting with the building principal does not result in agreement, and the Association and the aggrieved teacher(s) believe the grievance has merit, the grievance shall be transmitted to the Superintendent within ten (10) work days after receipt of the building principal's answer.

b. The Superintendent shall hold either a formal or informal discussion with any or all of the parties involved. Within fifteen (15) work days of receipt of the written grievance, the Superintendent shall return the grievance to the Association President with their decision to approve or deny said grievance.

3. Step Three

a. If the decision of the Superintendent is not satisfactory to the Association and the aggrieved teacher(s), the grievance may be submitted to MERC by written notice given by the Association within fifteen (15) work days after receipt of the decision. The rules and timelines of MERC shall apply once the

grievance is filed. MERC's authority shall be limited to the interpretation of application of the express terms of this Agreement and they shall have no power to alter, add to, or subtract from the terms of this Agreement as written. Both parties agree to be bound by MERC's decision.

b. No grievance shall be processed unless initiated or carried to the next step within the time provided herein or extended in writing by mutual agreement.

4. It is understood that a written grievance as required herein shall: a) be signed by the grievant(s); b) be as specific as possible, with all necessary facts giving rise to the alleged violation; c) cite the section(s) of this Agreement alleged to have been violated, or any rule, order, regulation, or policy of the Board alleged to have been violated; d) the date of the alleged violation; and e) specify the relief requested.

5. For purposes of the grievance process only, when reference is made to work days, they shall be counted beginning with the work day immediately following the alleged occurrence or violation, and shall also mean from the time teachers report in the morning until 5:30 pm.

ARTICLE XIII: BOARD RIGHTS

A. Powers, Rights, Authority, Duties and Responsibilities

In order to carry out its responsibilities for the development and operation of educational programs providing the best possible educational opportunities for the District, consistent with community resources, the Board retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in the Board by law.

By way of illustration, this includes but is not limited to: 1) the supervision, direction, and control of the management and administration of the school system, its properties, and its facilities; 2) the right to establish grades and courses of instruction including special programs, and to provide for athletic, recreational, and social events for students as deemed necessary or advisable by

the Board; and 3) the selection of textbooks, curricular resources, teaching materials, and other aids.

B. Exceptions

The exercise of the foregoing powers, rights, duties, and responsibilities by the Board and the adoption of policies, rules, regulations, and practices in the furtherance thereof shall be the exclusive prerogative of the Board except as otherwise limited by the express provisions of this Agreement.

ARTICLE XIV: NEGOTIATION PROCEDURES

A. Good Faith Bargaining/Problem Solving

During the negotiations leading up to a new Agreement, each party has the right to make proposals and bargain on all matters permitted by law.

The parties agree to meet in good faith for the purpose of negotiating Letters of Agreement (LOA) and/or Memoranda of Understanding (MOU) related to issues not currently addressed in the Master Agreement and/or to resolve concerns that may arise pertaining to the interpretation and/or application of the same.

It is further agreed and understood that:

1. This process shall not supersede either party's right to seek relief by the established means provided elsewhere.

2. Unless otherwise negotiated, LOAs and/or MOUs shall be published and incorporated into the current Master Agreement and in successor Agreements as applicable.

3. If any problem-solving action is deemed necessary by either party to require a vote by the Board and/or Association, such vote shall be conducted as soon as possible.

4. Each party agrees that the other will not be required to engage in further bargaining on any matter, whether covered herein or not, except for matters

which are subject to the grievance procedure as set forth herein and.or as may be specified elsewhere in this Agreement.

B. Negotiation Timelines

The parties will begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers no later than April 1 preceding the expiration of this Agreement.

C. Release from Assignment

A teacher engaged during the school day in negotiating on behalf of the Association with any representative of the Board or participating in any grievance shall be released from regular duties without loss of salary or sick leave when such meeting is held during the school day at the request of the Board, administration, arbitrator, or public authority. If state law mandates, the district shall invoice HEA/MEA for the reimbursement of the retirement fees paid by the District in regard to that day's pay.

D. Issuance of Contracts/Letter of Intent

The Board recognizes that issuance of contracts or letters of intent may have a detrimental effect on negotiations with the Association. To facilitate the renegotiation of this Agreement and the professional compensation schedule, the Board agreed that absent the consent of the Association, it will not issue teaching contracts or notices of intent to teachers then in the school system while such negotiations are in process without the Association's consent. The Association will not interfere with the Board's replacement of teachers who wish to leave the school system and will inform the Board of any vacancies it knows will be created by intended resignations. All provisions of the individual contracts between teachers and the District are subject to the provisions of this Agreement.

ARTICLE XV: PROVISIONS FOR CONTINUOUS EDUCATION

A. Interference with Education

The Association and its members agree they will not cause, permit, or take part in any interruption or disturbance of, or interference with, the continuous normal education of students through concerted activity or otherwise.

B. Conflict Resolution

The Board, Association, and each teacher agree that any difference of opinion or dispute between or among themselves will be resolved by the methods provided herein (e.g., MERC).

C. Equality of Agreement

The Association and the Board pledge themselves to seek to extend the advantages of public education to every student without regard to race, age, religion, sex (including pregnancy, gender identity, or sexual orientation), color, disability, or national origin and to seek or achieve full equality of educational opportunity to all students as provided for in state and federal statutes and constitutions.

D. Agreement Superseded Rules and Practices

This Agreement shall supersede any rules, regulations, or practices of the Board that are contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any contract with individual teachers in effect. All future contracts with teachers shall be subject to the terms of this Agreement.

E. Contrary to Law

If any provision of this Agreement (or application of the Agreement) is contrary to law, then such provision or application shall be deemed invalid and unenforceable.

F. Student Teacher Placement

The Association and the Board recognize the importance of growing the teaching profession and mentoring student teachers. Placement shall be coordinated through the individual building and communicated to Human Resources. Supervising teachers may accept up to one (1) student teacher per school year, on a voluntary basis. If the college or university provides a stipend to the supervising teacher, the supervising teacher shall be entitled to that amount.

G. Property of the Board

Any materials prepared by a teacher in the course of their assignment shall become the property of the Board for use in the District. No syndication or sale of

this material may be made without the express release of the creator and the Board. The development of materials by any committee shall become the property of the Board.

H. Emergency Manager

An emergency manager appointed under the Local Financial Stability and Choice Act is authorized to reject, modify, or terminate this Agreement as provided by law.

ARTICLE XVI: EMPLOYEE BENEFITS

A. Employee Responsibilities

It shall be the responsibility of the teacher to make a signed application for all benefits, including validation of advancement on the salary schedule, to which they are entitled. The Board is not responsible for retroactive premiums, compensation, or other payments because of the failure by a teacher to complete forms in a timely manner. An open enrollment period for health insurance shall be provided during the period of November 1-15, and the Human Resources Office will make an employee available for information, questions, etc. during that time.

Changes in family status shall be reported in writing by the employee to the Human Resources Office within thirty (30) days of such change.

B. Benefits

1. **Health Insurance**

The District shall provide the Association with three (3) proposed medical insurance plans, one of which will be MESSA. The Association Executive Board will select the plans/packages to be presented to its members for voting and selection. The District will pay the current medical hard cap for health insurance of full-time teachers and adjust it by the medical CPI on an annual basis. Amounts for part-time teachers will be prorated based on their work schedule (FTE). Dependents shall be spouse and/or dependent children (by birth, legal adoption, or court-ordered guardianship) who qualify as dependents with the Internal Revenue Service.

Any cost greater than the Board's contribution shall be subject to payroll deduction in equal amounts across the year. A teacher's contribution shall be calculated using the individual legislated hard cap amount per enrollment type (single, two person, or full family) over the premium cost and shall be withheld with pre-tax dollars using the District's Section 125 plan.

2. Dental Plan

The district shall provide dental insurance as part of the medical insurance plan referenced in subsection (B)(1) above.

3. Vision Insurance

The district shall provide vision insurance as part of the medical insurance plan referenced in subsection (B)(1) above.

4. Life/Disability Insurance

Negotiated Life: $50,000/AD & D $50,000. Long Term Disability 66 2/3% Max $4,000, $6,000 Max Monthly Salary.

5. Workers' Compensation Insurance

The Board will provide workers' compensation insurance, under the following conditions:

a. The teacher must report job-related injuries to the Human Resources Office within twenty-four (24) hours through completion and submission of the appropriate form.
b. In cases where a teacher is paid benefits under the Workers' Compensation Act, the teacher may request deductions on a pro-rata basis from their PTO or accumulated medical leave from previous years to ensure no difference between the teacher's regular wages and the actual benefits paid under the provisions of the Workers' Compensation Act, or, until such time that the teacher's paid leave is exhausted. The teacher is responsible for their MIP contribution on reportable workers' compensation payments.

6. Accumulated Sick Leave Upon Retirement

Provided that the teacher notifies the District in writing of their intent to retire by March 1 of their final year of employment, and the date of retirement does not occur before the end of the school year, the District will provide a $500.00 stipend to the teacher in the last pay they receive from the District. In addition,

the Board will contribute the following amount for each day of unused accumulated sick leave into a 403b account with a Board-approved vendor no later than June 30 of the year the teacher terminates employment with the District through retirement:

- $100.00 per day for up to 75 accumulated sick leave days
- $50.00 per day for 76-100 accumulated sick leave days

7. Cash in Lieu of Health Benefits

In lieu of subscribing to the Board-provided health insurance, a full-time teacher may elect a cash option in the dollar amount of $4,800.00 per school year. Cash in lieu payments will be disbursed in equal biweekly installments according to the pay schedule the employee selects at the beginning of the school year. Cash in lieu payments will be prorated, if necessary, based on the beginning and end date of employment.

8. Health Savings Account

A. Employees may contribute, through payroll deduction and electronic transfer additional money towards their "Health Equity" Health Savings Account up to the maximum amounts allowed by Federal Law. Employee contributions towards the Health Savings Account are deducted from payroll in equal bi-weekly amounts.

B. The District's Section 125 Plan shall include the provisions necessary for pre-tax contributions to employee's HSA accounts administered through Health Equity.

C. The employer shall transfer the employee's HSA withholding/contribution to the agreed upon "Health Equity" Health Savings Account bi-weekly.

9. Insurance Coverage Upon Leave/Termination

In the event a teacher's employment is terminated, or they go on unpaid leave, or they resign during the school year, the Board will pay a pro-rata share of the annual twelve (12) month insurance premium costs, based on the percentage of contracted work days actually worked by the teacher during the school year, pursuant to the applicable provisions of the Family Medical Leave Act and this Agreement. Such teachers shall have the option to continue insurance coverage at their own expense, subject to the terms and conditions of the specific carrier(s).

In the event a teacher files for retirement effective at the end of the school year, their insurance coverage and that of any named dependents shall be terminated effective July 1 of the current year.

10. Tuition Reimbursement

During the first five (5) consecutive years of employment with Harrison Community Schools, teachers who have not yet earned a Master's degree shall be reimbursed for eligible tuition costs for four (4) courses at a maximum cost of $50.00 per credit hour or learning module. This benefit remains until a teacher has completed five (5) consecutive years of employment in Harrison Community Schools or completed their Master's degree, whichever occurs first.

a. Conditions

i. The teacher must not be eligible for tuition reimbursement from any other source(s).

ii. If the teacher is on a leave of absence, paid or unpaid, they are not eligible for tuition reimbursement.

iii. Course work may not interfere with the teacher's regular assignment.

iv. Course(s) must be for graduate credit.

v. Course(s) must be related to the employee's regular assignment, or a need identified by the District.

vi. Tuition reimbursement does not occur until proof of the successful completion of the course, with a passing grade of "C" or better. Upon receipt of either an unofficial or official transcript from the teacher, the Business Office shall process the reimbursement.

b. Course/Reimbursement Approval

vii. At least ten (10) days prior to the beginning of the course, the teacher must send a written request for reimbursement to the Superintendent or their designee. Such request must include the name of the university or college offering the course, the course number, the course name and description, and number of credit hours.

viii. Approval or disapproval shall be submitted to the teacher in writing before the course begins. The decision on relevancy to assignment or District need is final and binding, and is not subject to the grievance procedure.

ix. The teacher must submit the tuition receipt or proof of payment, and proof of successful completion as outlined above, to the Human Resources office for authorization and payment.

x. The Business Office shall make payment to the teacher in accordance with its procedures and IRS regulations.

11. Mileage Reimbursement

Teachers who are assigned to travel between schools during a teaching day, or who are asked to use their vehicles for official school business, will be paid the published IRS mileage rate unless they receive a travel stipend. When teachers are leaving the county for official school business, it is expected that they will carpool to reduce the number of reimbursements.

C. Illness and Disability

1. If a teacher is terminated or resigns before the completion of the school year, and has already used all of their PTO for that year, the District reserves the right to reclaim its pro-rata share, at $100 per day, from the teacher's last paycheck.

4. Unused PTO time from one school year shall accumulate to the next school year to be used as sick leave, with a 180-day maximum cap. Teachers employed as of July 1, 2016, have already been capped at 180 days.

5. Any teacher who misuses their accumulated sick time time shall not be paid for such time, and it is further understood that a teacher may be subject to further disciplinary action.

ARTICLE XVII: PROFESSIONAL COMPENSATION AND CONDITIONS

A. Compensation

The salaries of teachers are set forth in Appendix A to this Agreement, and incorporated by reference thereto.

B. Effective Rating Requirement & Right to Appeal

1. Beginning with the 2024-2025 school year, if a teacher receives an effective rating, there will be a vertical step advancement on the salary schedule. Those receiving a developing or needing support rating in 2024-25 or beyond will not receive a vertical step for that year. If the following year, the teacher is rated effective, then that teacher will receive the missed vertical step plus the current vertical step in regard to pay for their next contract.

2. Eligibility for a vertical step advancement on the salary schedule may be appealed to a review panel. The review panel will consist of seven (7) individuals: three (3) selected by the District, three (3) selected by the Association, and one (1) mutually agreed upon by both the District and Association. The decision by the review panel is final, and shall be made by June 30 of each year.

C. Certification Requirements

Each new teacher, or a teacher transferred to an assignment requiring changed certification, shall file certification materials with the Superintendent's Administrative Assistant no later than August 1 of each school year (or later date if hired or transferred thereafter). If the teacher fails to comply, their individual contract will be revoked unless an extension of time is extended by mutual agreement between the teacher and the Superintendent, assuming the delay is beyond the control of the teacher.

D. Placement on the Master's Schedule

To qualify for placement on the Master's degree salary schedule, a teacher must earn a Master's degree in the education field from an accredited college or university after the issuance of their teaching certificate, initial counseling certification, or initial social work certification.

E. BA+30/BA+50/MS+20

1. To qualify for placement on the BA+30 salary schedule, a teacher must have earned thirty (30) semester hours after the issuance of the Bachelor's degree. Those credits must be in pursuance of a graduate degree in an education field.

2. Those teachers on the BA+50 salary schedule during the 2023-2024 school year may remain on that schedule, but no new additions will be made.

3. To qualify for placement on the MA+20 salary schedule, a teacher must have earned twenty (20) semester hours after the issuance of a Master's degree in an education field. Those graduate credits must be in the teaching major, teaching minor, teaching assignment, or need identified by the District.

F. Prior Experience/Salary Schedule Credit

Experience gained in school systems outside of Harrison Community Schools may be credited at the Superintendent's discretion, with no limit.

G. Military or Peace Corps Experience

Experience gained in military or Peace Corps experience shall be given on the salary schedule as allowed under USERRA.

H. Longevity

Longevity compensation is reflected in Appendix A.

I. Extended Work Year

1. A teacher requested by the Board to work in their regular assignment beyond the contracted number of days shall be offered an extended contract and compensated at the scheduled per diem rate. Compensation for days/weeks worked after July 1 shall be at the new rate.

2. A teacher engaged to teach in a summer school program shall be compensated at the rate of $28 per hour. Placement for summer school programs shall be in accordance with Board policy, and no teacher shall be required to work a split shift or less than three (3) hours per day.

3. A teacher who accepts an assignment to teach beyond a normal work day in regard to a homebound student, student on alternative placement, or an incarcerated student, shall be paid at the teacher's hourly rate of pay (basic salary, divided by teacher work days for the year and seven hours per day).

J. Movement on Salary Schedule

Compensation for horizontal movement on the salary schedule shall be adjusted on the first pay date of each semester provided the teacher has submitted the required documentation at least three (3) weeks prior to the start of said semester.

K. Teaching Load in Excess of 1.0 FTE

Compensation for teachers with a teaching load exceeding 1.0 FTE shall be one hour of the teacher's hourly rate of pay (the teacher's basic salary, divided by teacher work days for the year and six hours per day), prorated for the portion of the school year during which their teaching load exceeded 1.0 FTE, subject to the following:

- Overloads shall be offered first to qualified teachers in the same building.
- Assignment of a teacher to an overload assignment shall be agreed upon by the building principal and an Association building representative from that building. Assignments determined by those two shall not be subject to the grievance process.

L. Merit Pay

Harrison Community Schools' merit pay program rewards teachers who go above and beyond to support our students.

1. In order to be eligible for merit pay, eligible employees must complete and submit the agreed-upon form (along with any required documentation) to their principal on or before the last day of the school year that teachers must be present under this Agreement.

2. Merit pay will be calculated as follows:

- The District shall allot the sum of $25,000.00 for each school year covered by this Agreement.
- In the 2027-2028 school year, an amount of 10% of excess fund balance shall be added to the $25,000.00 if the audited fund balance for the 2026-2027 school year exceeds 21%. If such an amount is not eligible to be paid, the District shall add $5,000.00 of unused funds from the 2026-2027, or a lesser amount if that is all that is leftover. If the 10% overage results in funds being added but in an amount less than $5,000.00, any leftover

balance from the 2026-2027 merit pay fund will be added, to not exceed a total of $5,000.00.

- In the 2028-2029 school year, an amount of 10% of excess fund balance shall be added to the $25,000.00 if the audited fund balance for the 2027-2028 school year exceeds 19%. If such an amount is not eligible to be paid, the District shall add $5,000.00 of unused funds from the 2027-2028, or a lesser amount if that is all that is leftover. If the 10% overage results in funds being added but in an amount less than $5,000.00, any leftover balance from the 2027-2028 merit pay fund will be added, to not exceed a total of $5,000.00.
- Maximum amount per employee each year is $2,000.00
- Award calculation formula = (Total Dollar Amount)/(Total Eligible District Points) x (Employee's Points)
- Merit pay may be reportable income per ORS guidelines
- Merit pay is not tied to salary or the salary schedule
- Must earn a minimum of 75 points to qualify
- Merit pay will be included in the last scheduled pay in June of the applicable school year
- An employee is <u>not eligible</u> for merit pay if any of the following apply during the school year
    - Have an IDP for corrective purposes or instructional deficiency (probationary teachers are required to have an IDP, so IDP must be for the reasons listed)
    - Written discipline is incurred
    - More than 13 days of absence (FMLA, bereavement, and district-directed absences are excluded)
    - Complete less than 30 hours of district-provided professional development

ARTICLE XVIII: SUPPLEMENTAL CONTRACT SCHEDULE AND CONDITIONS

A. Compensation

Supplemental compensation is set forth in Appendix B to this Agreement, and incorporated by reference thereto.

B. Conditions for Issuance of Supplemental Contract

The activities listed in Appendix B are to take place outside of the teaching day. Credit may be given at the District's discretion for experience in the same assignment in another school system or for a subordinate assignment in the same activity within Harrison Community Schools.

C. Assignment Not Subject to Tenure

Work performed under a supplemental contract is not subject to tenure and assignment of individual teachers to such duties is discretionary with the Board.

D. Board's Right to Establish Additional Positions

The Board reserves the right to establish additional positions and issue payment of supplemental contracts for any duties during the term of this Agreement, and shall inform the Association President.

ARTICLE XIX: REDUCTION AND RECALL

When making program and staffing decisions, the Board will retain the most effective teachers who are certified and qualified to instruct courses within the applicable curriculum, academic levels, and departments. The Board has the exclusive right to determine the size of the teaching staff based on curricular, fiscal, and other operating conditions. Determinations will be made in alignment with Board Policy 4405, and if applicable, RSC 1248 requirements. Teachers impacted by reduction shall have insurance benefits continued and paid by the Board in accordance with this Agreement until the end of the month following the effective date of layoff. Thereafter, the impacted teacher may continue their insurance benefits in accordance with the carrier(s)'s terms and conditions at their own expense, pursuant to the Consolidated Omnibus Reconciliation Act of 1985 ("COBRA").

ARTICLE XX: DURATION OF AGREEMENT

This Agreement shall be effective from July 1, 2026 through June 30, 2029, and constitutes the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in written and signed amendment to this Agreement.

The parties acknowledge that during negotiations which resulted in the Agreement, each had the unlimited right and opportunity to make demands and proposals as to any subject matter not removed by law from the area of collective bargaining, and the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly, waive the right, and each agree that the other shall not be obligated to bargain collectively as to any subject or matter not specifically referred to or covered in this Agreement.

FOR THE ASSOCIATION:

Kerie Lynch, President
Harrison Education Association
Negotiator

Jamie Lipovsky, Vice President
Harrison Education Association
Negotiator

FOR THE BOARD:

Kendra Durga, President
Harrison Community Schools
Board of Education

Judy Walton, Superintendent
Harrison Community Schools
Negotiator

Regina Ropp
Harrison Education Association
Negotiator

Chad Hathock, Business Manager
Harrison Community Schools
Negotiator

Andrea Looker,
Assistant Business Manager
Harrison Community Schools
Negotiator

APPENDIX A

2026-2027 - 2.5%

	BA	BA+30	BA+50	MAMS	MS+20
1	$ 43,755.20	$ 45,799.05		$ 47,842.90	$ 51,929.58
2	$ 44,560.85	$ 46,643.65		$ 48,724.40	$ 52,886.93
3	$ 46,727.70	$ 48,923.25		$ 51,113.68	$ 55,498.63
4	$ 48,903.78	$ 51,204.90	$ 55,801.00	$ 53,505.00	$ 58,108.28
5	$ 51,066.53	$ 52,453.35	$ 58,294.83	$ 55,890.18	$ 60,706.65
6	$ 53,243.63	$ 55,764.10	$ 60,795.83	$ 58,283.55	$ 63,314.25
7	$ 55,416.63	$ 58,047.80	$ 63,295.80	$ 60,668.73	$ 65,918.78
8	$ 57,585.53	$ 60,326.38	$ 65,985.40	$ 63,060.05	$ 68,530.48
9	$ 59,761.60	$ 62,603.93	$ 68,292.68	$ 65,449.33	$ 71,137.05
10	$ 61,930.50	$ 64,886.60	$ 70,791.63	$ 67,837.58	$ 73,741.58
11	$ 64,106.58	$ 67,172.35	$ 71,227.25	$ 70,224.80	$ 76,346.10
12	$ 65,243.30	$ 69,238.75	$ 75,557.88	$ 72,402.93	$ 78,714.88
13	$ 66,063.30	$ 70,373.43	$ 76,696.65	$ 73,537.60	$ 79,857.75
14	$ 66,883.30	$ 70,944.35	$ 77,267.58	$ 74,108.53	$ 80,428.68
15	$ 67,703.30	$ 71,515.28	$ 77,837.48	$ 74,677.40	$ 80,996.53
16	$ 68,062.05	$ 71,874.03	$ 78,196.23	$ 75,036.15	$ 81,355.28
17	$ 68,420.80	$ 72,232.78	$ 78,554.98	$ 75,394.90	$ 81,714.03
18	$ 68,779.55	$ 72,591.53	$ 78,913.73	$ 75,753.65	$ 82,072.78
19	$ 69,138.30	$ 72,950.28	$ 79,272.48	$ 76,112.40	$ 82,431.53
20	$ 69,497.05	$ 73,309.03	$ 79,631.23	$ 76,471.15	$ 82,790.28
21	$ 69,855.80	$ 73,667.78	$ 79,989.98	$ 76,829.90	$ 83,149.03
22	$ 70,214.55	$ 74,026.53	$ 80,348.73	$ 77,188.65	$ 83,507.78
23	$ 70,573.30	$ 74,385.28	$ 80,707.48	$ 77,547.40	$ 83,866.53
24	$ 70,932.05	$ 74,744.03	$ 81,066.23	$ 77,906.15	$ 84,225.28
25	$ 71,290.80	$ 75,102.78	$ 81,424.98	$ 78,264.90	$ 84,584.03
26	$ 71,649.55	$ 75,461.53	$ 81,783.73	$ 78,623.65	$ 84,942.78
27	$ 72,008.30	$ 75,820.28	$ 82,142.48	$ 78,982.40	$ 85,301.53
28	$ 72,367.05	$ 76,179.03	$ 82,501.23	$ 79,341.15	$ 85,660.28
29	$ 72,725.80	$ 76,537.78	$ 82,859.98	$ 79,699.90	$ 86,019.03
30	$ 73,084.55	$ 76,896.53	$ 83,218.73	$ 80,058.65	$ 86,377.78

2027-2028 - 3%

	BA	BA+30	BA+50	MAMS	MS+20
1	$ 45,067.86	$ 47,173.02		$ 49,278.19	$ 53,487.46
2	$ 45,897.68	$ 48,042.96		$ 50,186.13	$ 54,473.53
3	$ 48,129.53	$ 50,390.95		$ 52,647.09	$ 57,163.58
4	$ 50,370.89	$ 52,741.05	$ 57,475.03	$ 55,110.15	$ 59,851.52
5	$ 52,598.52	$ 54,026.95	$ 60,043.67	$ 57,566.88	$ 62,527.85
6	$ 54,840.93	$ 57,437.02	$ 62,619.70	$ 60,032.06	$ 65,213.68
7	$ 57,079.12	$ 59,789.23	$ 65,194.67	$ 62,488.79	$ 67,896.34
8	$ 59,313.09	$ 62,136.17	$ 67,964.96	$ 64,951.85	$ 70,586.39
9	$ 61,554.45	$ 64,482.04	$ 70,341.46	$ 67,412.80	$ 73,271.16
10	$ 63,788.42	$ 66,833.20	$ 72,915.37	$ 69,872.70	$ 75,953.82
11	$ 66,029.77	$ 69,187.52	$ 73,364.07	$ 72,331.54	$ 78,636.48
12	$ 67,200.60	$ 71,315.91	$ 77,824.61	$ 74,575.01	$ 81,076.32
13	$ 68,045.20	$ 72,484.63	$ 78,997.55	$ 75,743.73	$ 82,253.48
14	$ 68,889.80	$ 73,072.68	$ 79,585.60	$ 76,331.78	$ 82,841.54
15	$ 69,734.40	$ 73,660.73	$ 80,172.60	$ 76,917.72	$ 83,426.42
16	$ 70,453.91	$ 74,380.25	$ 80,892.11	$ 77,637.23	$ 84,145.93
17	$ 70,823.42	$ 74,749.76	$ 81,261.62	$ 78,006.75	$ 84,515.45
18	$ 71,192.94	$ 75,119.27	$ 81,631.14	$ 78,376.26	$ 84,884.96
19	$ 71,562.45	$ 75,488.78	$ 82,000.65	$ 78,745.77	$ 85,254.47
20	$ 71,931.96	$ 75,858.30	$ 82,370.16	$ 79,115.28	$ 85,623.98
21	$ 72,301.47	$ 76,227.81	$ 82,739.67	$ 79,484.80	$ 85,993.50
22	$ 72,670.99	$ 76,597.32	$ 83,109.19	$ 79,854.31	$ 86,363.01
23	$ 73,040.50	$ 76,966.83	$ 83,478.70	$ 80,223.82	$ 86,732.52
24	$ 73,410.01	$ 77,336.35	$ 83,848.21	$ 80,593.33	$ 87,102.03
25	$ 73,779.52	$ 77,705.86	$ 84,217.72	$ 80,962.85	$ 87,471.55
26	$ 74,149.04	$ 78,075.37	$ 84,587.24	$ 81,332.36	$ 87,841.06
27	$ 74,518.55	$ 78,444.88	$ 84,956.75	$ 81,701.87	$ 88,210.57
28	$ 74,888.06	$ 78,814.40	$ 85,326.26	$ 82,071.38	$ 88,580.08
29	$ 75,257.57	$ 79,183.91	$ 85,695.77	$ 82,440.90	$ 88,949.60
30	$ 75,627.09	$ 79,553.42	$ 86,065.29	$ 82,810.41	$ 89,319.11

2028-2029 - 2.5%

	BA	BA+30	BA+50	MAMS	MS+20
1	$ 46,194.55	$ 48,352.35		$ 50,510.14	$ 54,824.65
2	$ 47,045.12	$ 49,244.03		$ 51,440.79	$ 55,835.37
3	$ 49,332.77	$ 51,650.72		$ 53,963.26	$ 58,592.67
4	$ 51,630.16	$ 54,059.57	$ 58,911.91	$ 56,487.90	$ 61,347.81
5	$ 53,913.48	$ 55,377.62	$ 61,544.76	$ 59,006.05	$ 64,091.05
6	$ 56,211.96	$ 58,872.95	$ 64,185.19	$ 61,532.86	$ 66,844.02
7	$ 58,506.10	$ 61,283.96	$ 66,824.54	$ 64,051.01	$ 69,593.75
8	$ 60,795.92	$ 63,689.57	$ 69,664.09	$ 66,575.65	$ 72,351.05
9	$ 63,093.31	$ 66,094.09	$ 72,099.99	$ 69,098.12	$ 75,102.94
10	$ 65,383.13	$ 68,504.03	$ 74,738.26	$ 71,619.52	$ 77,852.67
11	$ 67,680.52	$ 70,917.21	$ 75,198.17	$ 74,139.83	$ 80,602.40
12	$ 68,880.61	$ 73,098.81	$ 79,770.23	$ 76,439.39	$ 83,103.23
13	$ 69,746.33	$ 74,296.74	$ 80,972.49	$ 77,637.32	$ 84,309.82
14	$ 70,612.04	$ 74,899.50	$ 81,575.24	$ 78,240.08	$ 84,912.57
15	$ 71,477.76	$ 75,502.25	$ 82,176.91	$ 78,840.67	$ 85,512.08
16	$ 72,215.26	$ 76,239.75	$ 82,914.41	$ 79,578.17	$ 86,249.58
17	$ 72,594.01	$ 76,618.50	$ 83,293.16	$ 79,956.92	$ 86,628.33
18	$ 72,972.76	$ 76,997.25	$ 83,671.92	$ 80,335.67	$ 87,007.08
19	$ 73,351.51	$ 77,376.00	$ 84,050.67	$ 80,714.42	$ 87,385.83
20	$ 73,730.26	$ 77,754.75	$ 84,429.42	$ 81,093.17	$ 87,764.58
21	$ 74,109.01	$ 78,133.50	$ 84,808.17	$ 81,471.92	$ 88,143.33
22	$ 74,487.76	$ 78,512.25	$ 85,186.92	$ 81,850.67	$ 88,522.08
23	$ 74,866.51	$ 78,891.00	$ 85,565.67	$ 82,229.42	$ 88,900.83
24	$ 75,245.26	$ 79,269.75	$ 85,944.42	$ 82,608.17	$ 89,279.58
25	$ 75,624.01	$ 79,648.50	$ 86,323.17	$ 82,986.92	$ 89,658.33
26	$ 76,002.76	$ 80,027.26	$ 86,701.92	$ 83,365.67	$ 90,037.08
27	$ 76,381.51	$ 80,406.01	$ 87,080.67	$ 83,744.42	$ 90,415.84
28	$ 76,760.26	$ 80,784.76	$ 87,459.42	$ 84,123.17	$ 90,794.59
29	$ 77,139.01	$ 81,163.51	$ 87,838.17	$ 84,501.92	$ 91,173.34
30	$ 77,517.76	$ 81,542.26	$ 88,216.92	$ 84,880.67	$ 91,552.09

APPENDIX B

A. General

Vacant positions for the following school year will be posted by May 1. Applications for vacant positions shall be in writing.

Up to five years of prior coaching experience may be granted to new coaches who are bargaining unit members at the discretion of the Athletic Director.

Compensation for positions shall be determined by applying the percent factor to the salary column of the teacher/sponsor/coach of that position unless otherwise noted below. Coaches who are new to a position and are not granted years of prior coaching experience will be placed on Step 1. Experience steps shall be granted for each year of experience the teacher/sponsor/coach has in each position. Years of experience in similar positions will be accrued. (i.e. class sponsorship, various genders or levels of each sport, etc.)

Additional positions may be created with approval of the Board. Final decisions on the implementation of positions, including pay rate, shall lie with the Board.

Unless prohibited by law, employees of the District who are as qualified, or more qualified than non-employees of the district, will be given preference when vacancies are filled. The determination of qualifications will be solely the responsibility of administration and will include factors such as the applicants' ability, knowledge, experience, references, evaluations and other qualifications. In the event that employee(s) of the District are determined by the administration to be equally or more qualified than other applicants, they will be given first consideration for the position(s). The final decision regarding the employment of individuals to fill positions is the responsibility and the right of administration and not subject to the grievance procedure.

B. **Non-Athletic Positions**

Activities	Compensation
Honor Society (two Sponsors)	2%
Student Council (High School two sponsors)	2%
Senior Class Sponsors (2)	2%
Junior Class Sponsors (2)	2%

Sophomore Class Sponsors (2)	1%
Freshman Class Sponsors (2)	1%
Student Council (Middle School one Sponsor)	1%
Middle School Yearbook (unless offered as a class)	1%
High School Yearbook (unless offered as a class)	2%
Director, High School Play (open to students in grades 9-12)	2% Fall Play 2% Spring Play
Director, Middle School Play (open to students in grades 6-8)	1%
Middle School Jr. Honor Society	1%
Band Director (including Jazz Band, Marching Band, State Festivals, Summer Band Camp, all home football games, etc.)	10%
Vocal Music Director (including Competitive Choir, State Festivals, etc.)	7%

Building Leadership Team

- Early Childhood Learning Center (2 @ $500 each)
- Larson Elementary (5 @ $500 each)
- Middle School (3 @ $500 each)
- High School (3 @ $500 each)

Robotics (1 High School Coach)	2% or at State Required Grant Amount
Mentor Teachers	$450.00 for each mentee provided meetings are done after school and individually. Principal will do their best to assign a mentor in the same grade level or content area.
MS Counselor, HS Counselor, and Instructional Coaches	shall have five (5) extra days of work beyond the contract, to be controlled by the building principal or superintendent, and shall be paid a stipend of $1,000.00

A. Class sponsors and other Extra Duty positions will be committed on a voluntary basis. Teachers who are interested will sign a form provided by the Administration. Two class sponsors will be selected for each class, and sponsors shall supervise all activities of their class.

B. All of the aforementioned Extra Duty Positions and compensation fall under the BOARD RIGHTS section of the current Master Agreement. The implementation of all or some of said Extra Duty Positions is the prerogative of the Board of Education and its Administration.

C. **Athletic Positions**

BASKETBALL (Boys or Girls)

Head Varsity		10%
Assistant Varsity Coach		3%
Head Junior Varsity		7%
Head Freshmen		6%
8th Grade	(one team)	3%
	(two teams)	4%
7th Grade	(one team)	3%
	(two teams)	4%

Scouting to be under the direction of the Head Varsity Coach
(JV/Var. Add 1 Assistant @3% if over 25 athletes combined)

FOOTBALL

Head Varsity	10%
Assistant Coaches	7%

Scouting to be under the direction of the Head Varsity Coach

Assistant JV Coach	3%

VOLLEYBALL

Head Varsity	10%
Assistant Varsity Coach	3%
Head Junior Varsity	7%
Head Freshmen	6%
8th Grade	3%
7th Grade	3%

Scouting to be under the direction of the Head Varsity Coach
(JV/Var. Add 1 Assistant @ 3% if over 25 athletes combined)

BASEBALL

Head Varsity	10%
Assistant Varsity Coach	3%
Head Junior Varsity	7%

SOFTBALL

Head Varsity	10%
Assistant Varsity Coach	3%
Head Junior Varsity	7%

TRACK (Boys or Girls)

Head Varsity	10%
Assistant Varsity Coach	3%

Junior High Girls Track	
(Less than 30 members)	3%
(30 members or more)	4%
Junior High Boys Track	
(Less than 30 members)	3%
(30 members or more)	4%
HS Cross Country	5%
MS Cross Country	3%
Skiing(Combined Boys & Girls Team)	7%
Wrestling (Boys and Girls)	7%
CHEERLEADING	
Sideline Cheerleading	5%
Competitive Cheerleading	7%

(Competitive Cheer Add 1 Assistant @ 3% if over 15 athletes)

BOWLING (Boys and Girls)	
Head Bowling	7%

Mileage for scouting trips shall be reimbursed at the Federal IRS rate.

Note: The count will be based upon the number of team members who are fully eligible and participating at the first contest of the season.

Coaching Positions and compensation fall under the BOARD RIGHTS section of the current Master Agreement. The implementation of all or some of said Coaching Positions is the prerogative of the Board of Education and its Administration.

Personnel in Schedule B positions, who indicate their desire to continue in the positions, will be retained if they receive satisfactory annual evaluations.