# Agreement Between

# DELTA-SCHOOLCRAFT INTERMEDIATE SCHOOL DISTRICT EDUCATION ASSOCIATION

**and**

# DELTA-SCHOOLCRAFT INTERMEDIATE SCHOOL DISTRICT BOARD OF EDUCATION

Effective
July 1, 2025
June 30, 2028

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This Agreement entered into this 1st day of July 2025, between the **Delta-Schoolcraft Intermediate School District Education Association and the Michigan Education Association,** and the **National Education Association (DSEA/MEA/NEA),** an organization hereinafter called the **Association,** and the **Delta-Schoolcraft Intermediate School District** hereinafter called the **Board.** The signatories shall be the sole parties to this Agreement.

**WITNESSETH**

**WHEREAS**, both parties have reached certain understanding which they desire to confirm to this Agreement.

In consideration of the following mutual covenants, **IT IS HEREBY AGREED** as follows:

## ARTICLE I
## RECOGNITION

A. Recognition Provision: The Board hereby recognizes the Association as the exclusive bargaining representative as defined in Section 2 of Act 379, Public Acts of 1965 for the unit consisting of all certified teaching personnel, career-technical education personnel on annual authorization, speech therapists, occupational therapists, physical therapists, school social workers, school psychologists, teacher consultants, non-administrative program coordinators, alternative education coordinator and teachers, adult education coordinator and teachers, but excluding substitutes, per diem employees, supervisors, administrators. The phrase, "professional staff member" when used hereinafter in this Agreement shall refer to any employee represented by the Association in the bargaining or negotiation unit as above defined.

B. Negotiations with Association: The Board agrees not to negotiate with any professional staff member organization concerning this bargaining unit other than the Association for the duration of this Agreement.

C. Rights Under Law: Nothing contained herein shall be construed to deny or restrict any employee or the Board of rights either may have under the Michigan General School Laws.

D. School Improvement Program: The Board and the Association recognize the value of providing an instrument to address mutual concerns within each building. It is because of this recognition that the Board and the Association mutually support the concept of the School Improvement Program (SIP).

The Board and the Association further recognize that utilizing the professional abilities of the workforce within building level, committees will create a high-quality professional atmosphere that can lead to solving emerging problems.

The building committees will not deal with contractual issues. Problems of a contractual nature will be handled according to the grievance procedure of the Master Agreement. Any decision reached by the building committee will be supported by the committee and communicated to and agreed to by a majority of the building staff. Decisions reached may not be in conflict with Board policy or the Master Agreement.

Participation in a SIP Committee is voluntary and shall be open to any association member pending approval of the superintendent. SIP committee meetings will be kept to the regular working hours of the day, unless mutually agreed upon by all participating parties.

## ARTICLE II
## EXTENT OF AGREEMENT

A. Agreement in Writing: This Agreement shall constitute the full and complete commitment 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 amendments to this Agreement.

B. Individual Contracts: Any individual contract including Letters of Agreement for special projects, restricted grant funds, Summer Diagnostic team members, etc. between the Board and an individual professional staff member shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling. A copy of each type of individual contract shall be given to the Association and remain unchanged for the duration of the contract.

The parties agree that every professional staff member permitted to work will be required each school year to sign an individual contract of employment as provided in Section 1231 of the Revised School Code and that every such contract shall contain the following:

> **"This contract is subject to a collective labor agreement heretofore or hereafter negotiated by the Board and the exclusive bargaining representative of professional staff members employed by the Board."**

C. Priority of Agreement: To the maximum extent allowed by law, this agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms.

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

## ARTICLE III
## CONTINUITY OF OPERATIONS

A. Uninterrupted Operation: Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operation. Since the parties will establish a comprehensive grievance procedure to which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work disruption during the period of this Agreement. The Association, accordingly, agrees that it will not, directly or indirectly engage in or assist in any strike (as said term is defined by the Public Employees Relations Act). The board agrees that it will not engage in a lockout.

B. Emergency Closing of Schools: In the event that weather conditions or other acts of God require that the Intermediate School District be closed, the employer shall notify the employees by using electronic communication tools.

Professional support staff will not be required to report for the days/hours as allowed by State Law. All days beyond those allowed by state law will be rescheduled with the Administration.

Instructional staff will not be required to report for the "Act of God Days" days/hours as allowed by State Law. All days beyond what is allowed by law will be rescheduled according to the school calendars for the building of their assignment, i.e. Manistique Satellite Center, Learning Center and the DSISD Career-Technical Center.

## ARTICLE IV
## ASSOCIATION DUES/FEES AND PAYROLL DEDUCTIONS

A. Association: Employees covered under this contract may elect to join the Association (NEA/MEA) or not pay dues or service fees. If allowed by law, the board agrees to reinstate Association dues payroll deduction.

## ARTICLE V
## ASSOCIATION RIGHTS

A. P.A. 379 of 1965: Pursuant to Act 379, Public Acts of 1965, the Board and Association hereby agrees that every employee of the District shall have the right freely to organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for their mutual aid and protection or to refrain from such activities. The school district and Association undertakes and agrees that they will not directly or indirectly discourage, deprive, or coerce any professional staff member in the enjoyment of any rights conferred by Act 379, or other laws of Michigan or the Constitution of Michigan and the United States: that they will not discriminate against any professional staff member with respect to hours, wages, or any terms or conditions negotiated with the District or the institution of any grievance of complaint or proceeding under this Agreement, or the lack of participation or otherwise, with respect to any terms or conditions of employment.

B. I.S.D. Facilities: The Association and its representatives shall have the right to use school facilities for meetings upon approval of the superintendent or building administrator as long as such meetings do not interfere with regularly or previously scheduled school activities. Such use of the buildings shall be without charge on regular school days. The use of buildings leased by the Board will be governed by the provisions of said lease.

C. Released Time for Association Business: The Board shall provide to the Association president or Professional Negotiation Team member, eight (8) days of released time for the handling of Association business as deemed appropriate by the Association president. The Association agrees to notify the superintendent no less than one (1) week in advance of taking such leave. The Association will mutually share costs for substitutes and retirement associated with release time.

D. Ancillary Services: Typing, calculating, duplicating and audio-visual equipment will be made available to the Association for the purpose of producing notices, announcements, and other such items of an official or professional nature. The Association shall pay to the Business Office the reasonable cost of all materials and supplies incidental to such use, and for any breakdowns or damage occurring due to Association misuse. Use of equipment for Association business shall be approved by the department administrator.

E. Public Information: The Board agrees to furnish the Association in response to reasonable written request, regular and routine available public business information, including but not limited to, the financial resources of the district, including salaries paid to employees and their years of experience and training and such financial reports as are routinely prepared for the Board of

Education. If duplication of reports for the Association results in additional cost to the district, such cost will be billed to and paid for by the Association.

F. Official Association Representative at Board Meetings: If the president of the Association wishes up to two items placed on the agenda for the regularly scheduled board meeting, the president or designee shall make such request of the Board seventy-two hours prior to the meeting for consideration. The Board shall recognize the president of the Association or his/her representative as a matter of new business. Items not received before the deadline may/may not be added at the time of the meeting.

## ARTICLE VI
## BOARD'S RIGHTS AND RESPONSIBILITIES

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

B. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board without prior negotiations with the Union either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement. Such rights shall include, by way of illustration and not by the way of limitation, the right to:

1. Manage and control its business, its equipment and its operations and to direct the working forces and affairs of the Employer.

2. Continue its rights, policies and practices of assignment and direction of its personnel, determine the number of personnel and scheduling of all the foregoing, and the right to establish, modify or change any work or business or school hours or days.

3. Direct the working forces, including the right to hire, promote,discipline and discharge employees, transfer employees, assign work or duties to employees, establish employee health and safety procedures, determine the size of the work force and to lay off employees in accordance with the Articles contained in this Agreement.

4. Determine the services, supplies and equipment necessary to continue its operations and to determine all methods and means of distribution, dissemination, and/or selling its services, methods, schedules and standards of operation, the means, methods and processes of carrying on the work including automation or contracting thereof, or changes therein, the institution of new and/or improved methods or changes therein.

5. Adopt rules and regulations.

6. Determine the qualifications of employees, including physical conditions as provided by law.

7. Determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, divisions or subdivisions thereof, and the relocation or closing of offices, departments, divisions, or subdivisions, buildings or other facilities.

8. Determine the placement of operations, production, service, maintenance or distribution of work and the source of materials and supplies.

9. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations.

10. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization.

11. Determine the policy affecting the selection, testing or training of employees.

12. To hire all employees, to determine their qualifications and conditions for their continued employment.

13. To establish course of instruction and in-service training program for employees and to require attendance at any workshop, conference, etc. by employees including special programs.

14. The Board and/or its representative may adopt rules and regulations not in conflict with the terms of this Agreement concerning the discipline of employees and said rules and regulations are not subject to the grievance procedure.

15. To determine and re-determine job content.

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

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

## ARTICLE VII
## SCHOOL CALENDAR

The school calendar for all professional staff employees shall be based on 183 contract days. All days beyond 183 days shall be paid at the employees per diem rate, unless additional days are necessary to receive full state aid from the state.

The calendar for all professional staff members will be in accordance with the DSISD master calendar. If services are being provided to schools, or within programs, which operate outside of master calendar, alternative scheduling will be approved through mutual agreement of the professional staff member, Association and Administration.

Changes in individual assignments other than teaching assignments may be made by the district up to August 15. After that time, changes to employee's individual contract calendar shall be made by mutual consent of the Board and individual unless an employee in that discipline leaves the district or takes extended leave. When an employee leaves or takes extended leave, the administration and affected staff disciplines will jointly modify assignments based on district needs.

Preliminary individual assignments other than teaching assignments will be completed by the district by August 15. Final assignments will be completed by October 1. After that time, changes to employee's individual contract calendar shall be made by mutual consent of the Board and individual unless an employee in that discipline leaves the district or takes extended leave. When an employee leaves, takes extended leave, or if student needs warrant a change the administration and affected staff disciplines will jointly modify assignments based on district needs.

## ARTICLE VIII
## GRIEVANCE PROCEDURE

SECTION A: Claim of Violation: A grievance shall be defined as a claim by any professional staff member or the Association which is an alleged violation or inequitable application of the terms or conditions of this Agreement.

SECTION B: Employee's Rights: An individual employee shall have the right at any time to present his/her own grievance to the school district and to have the grievance fully adjusted without the intervention of the Association as long as the adjustment is not inconsistent with the terms of this Agreement and the bargaining representative has been given the opportunity to be present at such adjustment. Individual employees may not arbitrate a grievance.

SECTION C: Step 1 - Oral Discussion: In the event that a professional staff member believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with the immediate supervisor, either personally or accompanied by the Association representative. The grievance must be filed within fifteen 15 days of the occurrence of the alleged grievance, or within ten (10) days of when such events should reasonably have been discovered (not to exceed three months). All reference to days in the grievance procedure shall mean days the business office is open.

Both parties shall sign and date a receipt which specifies that the oral discussion took place and the reason for the grievance. Within ten (10) days of the oral discussion the immediate supervisor shall render a decision concerning the disposition of the grievance and give it orally to either the professional staff member filing the grievance or the Association.

SECTION D: Step II - Written Presentation: If the grievance is not resolved in Step 1, the employee or the Association may reduce the grievance to writing and present it to the

Superintendent or a designee for a written answer. The written grievance shall be on a form provided by the Association and shall be filed within five (5) days of the oral denial, but under no conditions shall it be later than fifteen (15) days from the presentation of the oral discussion at Step 1.

The written grievance must state the facts giving rise to the grievance, the date on which the grievance arose or was discovered, the Article(s) of this Agreement alleged to have been violated, or the change in terms or conditions of employment which gave rise to the grievance. Further, the grievance shall state the contention of the employee or the Association and shall indicate the relief requested. The grievance shall be signed and dated by the employee or the Association representative. The superintendent or a designee shall give the employee or the Association a reply in writing on the disposition of the grievance within five (5) days after receipt of the written grievance. After step 2, either side may request non-binding mediation through MERC.

SECTION E: Step III - Referral to the Board: If the grievance is not resolved in Step II or mediation, the professional staff member or the Association may, within five (5) days after receipt of the superintendent's written answer (or a designee's), appeal the grievance to the Board of Education. Within five (5) days of receipt of the appeal, the Board of Education shall meet with the Association and the professional staff member(s) on the grievance, giving the professional staff member and the Association the opportunity to be heard. Within five (5) days of such meeting, the Board shall indicate in writing their disposition of the grievance and furnish a copy thereof to the professional staff member and the Association.

SECTION F: Step IV - Arbitration: If the Association is not satisfied with the disposition of the grievance by the Board or, if no disposition has been made within the period provided, the matter may be referred to arbitration within 10 days. The matter may be referred to arbitration only by the Association. The Association shall give notice to the Board that the Association is referring the matter for arbitration. The party seeking arbitration shall file a request with the American Arbitration Association to submit a list of qualified arbitrators. The arbitrator shall then be selected according to the rules of the American Arbitration Association.

The arbitrator shall hear the grievance in dispute and shall render the decision in writing within thirty (30) days from the close of the hearing. The arbitrator's decision shall be submitted in writing and shall set forth the findings and conclusions with respect to the issues submitted to arbitration. The arbitrator's decision shall be final and binding upon the employer, the Association, and the employee or employees involved.

The arbitrator shall have no authority except to pass judgment upon alleged violations of the provisions of this Agreement and to determine disputes involving the application or interpretation of such provisions and shall have no power or authority to add to, subtract from or modify any of the terms of this Agreement. The arbitrator shall not render any decision which would require or permit an action in violation of the law.

SECTION G: Fees and Expenses of the Arbitrator: The arbitrator's fees and expenses shall be shared by the employer and the Association equally. The expenses and compensation for attendance of any employee, witness, or participant in the arbitration shall be paid by the party calling such employee, witness, or requesting such participation.

SECTION H: Time Limits: The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. If the grievance is not advanced to the next step within the allotted time limit by the grievant, it shall be deemed abandoned and shall be ruled in favor of the employer. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the superintendent and the

professional staff member or Association shall meet to determine adequate time limits which would expedite the processing of the grievance.

SECTION I: Expiration of Contract: Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution.

SECTION J: Exclusions: The following subjects covered and governed by the terms and provisions of this Agreement shall not be subject to the grievance procedure:

1. Any complaint or dispute involving the discharge, termination or demotion of a teacher.

2. Any non-renewal of a probationary teacher or other professional staff covered by this agreement, or termination of a probationary staff member.

3. Any claim or complaint should not be grieved for which there is established another remedial procedure or forum established by law, including alleged disputes within the jurisdiction of the Equal Employment Commission, Civil Rights Commission, Michigan Employment Relations Commission, or Michigan Tenure Commission.

4. The evaluation of a teacher.

## ARTICLE IX
## PLACEMENT AND LAYOFF/RECALL

SECTION A: Seniority: No later than thirty (30) days following the ratification of this Agreement, and by October 1 each year thereafter, the employer shall prepare and post in every building of the district a seniority list. Every employee shall have the right to contest his/her placement on the seniority list for a time period of thirty (30) days following such posting. Thereafter, the list shall be final and conclusive for that school year.

Seniority shall be defined as the length of unbroken service, except as defined in this Article, within the bargaining unit and shall be computed from the employee's first day of work. All bargaining unit members shall be ranked on the list as above defined. In the circumstance of more than one individual having the same first day of work, all individuals so affected will participate in a drawing to determine placement on the seniority list. Bargaining unit members so affected will be notified in writing of the date, place and time of the drawing. The drawing shall be conducted openly and at a time and place that will reasonably allow affected bargaining unit members to be in attendance.

Seniority shall continue to accrue for all bargaining unit members on maternity leave, military leave or any leave of absence which is not extended beyond one (1) year unless required by law. The above leaves shall not be considered a break in service as defined in Section A of this Article.

Part-time bargaining unit members shall be given prorata seniority. In the event a bargaining unit member attains a number of years of seniority to qualify him/her to enter a group for which a drawing has already been held or that has been finalized, that bargaining unit member shall automatically be added to the bottom of that group for that year on the list.

Seniority shall not continue to accrue for all bargaining unit members on any unpaid leave of absence unless required by law. The bargaining unit member, upon return, shall maintain, but not gain experience for the purpose of movement on the salary schedule. The above leave shall not be considered a break in service.

SECTION B: General Lay-off: It is hereby specifically recognized that it is within the sole discretion of the Board to reduce its educational program, curriculum and staff except as expressly limited by the terms and conditions of this Agreement and that the procedures set forth in this Article shall be used in laying off or reducing assignments of personnel.

When the number of educational programs or positions to be reduced has been decided, the affected professional staff member shall be given written notification of said action at least thirty (30) days prior to June 30, except for bargaining unit members subject to the Michigan Teacher Tenure Act.

The professional staff member with the lowest seniority as defined by this agreement, shall be laid off first, provided the more senior employee holds the necessary license, certification and other state or federal requirements for the position, except for bargaining unit members subject to the Michigan Teacher Tenure Act.

SECTION C: Recall: Laid-off or reduced personnel shall be recalled in the reverse order of lay-off and shall be given preference in hiring for any position which opens in the district for which they are certified, endorsed and/or approved. Employees with minimally effective or ineffective evaluations in the previous two school years need not be recalled. Except for bargaining unit members subject to the Michigan Teacher Tenure Act.

The Board reserves the right to reinstate and/or add programs but not necessarily in reverse order of termination.

Professional staff members on layoff shall retain their seniority with the district for a period of up to 3 years unless they refuse a position by recall or resign at an earlier date. Professional staff members on lay-off shall file an up-to-date change of address form with the district on a yearly basis by July 1. Except for bargaining unit members subject to the Michigan Teacher Tenure Act.

Professional staff members shall be recalled by certified mail, return receipt requested. Such letter shall be sent to the professional staff member at their last known address filed with the district. If the professional staff member does not notify the district of their acceptance with twenty (20) days he/she shall lose all further rights of reinstatement. A copy of all notices of recall shall be sent to the Association.

SECTION D: Procedure for Professional Staff Members Declared Surplus: Once a professional staff member has been declared surplus, he/she shall be eligible within two (2) weeks to bump another professional member of least seniority providing he/she is certified and/or approved for the position held by the professional staff member with seniority. Professional staff members so affected shall be notified at the end of the two (2) week period of the nature of their reassignment by either the Director, Superintendent, or certified mail. Professional staff members affected shall have an additional two (2) weeks to accept or reject their reassignment. Except for bargaining unit members subject to the Michigan Teacher Tenure Act.

A professional staff member that has been declared surplus by the elimination of programs and/or positions, and is certified and/or approved in more than one area, shall be eligible to bump only the person with the least seniority within those areas of certification and/or approval held by the professional staff member declared surplus. Except for bargaining unit members subject to the Michigan Teacher Tenure Act.

SECTION E: Special Provisions: All seniority for professional and itinerant staff in the bargaining unit is lost when employment is severed by resignation, retirement or discharged for Just Cause.

Administrators shall not accrue seniority in the bargaining unit but shall be entitled to reinstatement of seniority held prior to becoming an administrator (or holding an administrative position) if the administrator is returned to active membership in the bargaining unit, provided his/her employment in the district has been continuous.

Recalled professional staff members shall have all sick leave benefits, experience level or other applicable fringe benefits reinstated upon recall, but shall not receive credit for benefits during time of layoff.

Professional staff members notified during the current year that they are to be laid off the following Fall shall be eligible for and receive all fringe benefits including health care coverage for which they are entitled during the summer months.

Staff members issued a lay-off notice prior to the end of the school year and rehired at the start of the following school year shall have any unemployment compensation drawn during the regular summer vacation deducted from their gross salary for the following year.

## ARTICLE X
## PERSONAL LEAVES

A. Personal Leave: At the beginning of every school year, each professional staff member shall be credited with three (3) personal days. Three (3) additional days of personal leave can be used and deducted from sick leave. Personal leave must not be taken on the first or last day of the official school year or on the day immediately preceding or after a scheduled recess or holiday. The appropriate supervisor may approve exceptions on a case-by-case basis. Prior notification must be given to appropriate supervisor. When three (3) or more days are requested for use at one time, a ten (10) day advance notice is required when a substitute is needed. Unused personal days may transfer into sick time.

Prior notification is defined as submitting the request using the electronic absence program by the end of the business day immediately preceding the personal day. Direct communication to the immediate supervisor is required if that notification is submitted less than three business days preceding the personal day.

B. Jury Duty: Any professional staff member called for jury duty during school hours or who is subpoenaed to testify during school hours in any judicial or administrative matter or who shall be asked to testify in any arbitration or fact finding shall, upon reimbursement by the Court, reimburse the school district for all money received except any mileage allowance. If the employee is released early, he/she shall contact the supervisor whether to return to work.

## ARTICLE XI
## UNPAID LEAVES OF ABSENCE
## FMLA

A. An eligible employee (as defined by the Family and Medical Leave Act FLMA) is unable to work because of personal illness or disability, will be placed on FMLA leave. The employee may or be required to use applicable paid leave during this time and, when exhausted, may use the remainder of the twelve (12) week period as unpaid leave. It is understood that paid leave and FMLA time will run concurrently.

    1. All provisions of FMLA apply to eligible employees.

2. An employee on unpaid leave of absence or receiving disability benefits will not earn vacation days, sick days, seniority or be paid for holidays.

3. An employee will provide written notice to their supervisor requesting leave thirty (30) days in advance or as promptly as possible.

4. Upon return from leave, the employee shall be assigned to either the same position from which leave was taken or to a position for which the employee is certified (or approved, as applicable) and qualified. Compliance with the above standards shall be considered as restoration to an equivalent position. Restoration may be denied in the event of reduction in staff. If an employee fails to return to work on his own volition (not due to continuation of the qualifying event), the employee shall reimburse the district-paid insurance during the FMLA.

5. The FMLA leave year shall be calculated on a rolling backward basis, except military caregiving which must be calculated rolling forward by law.

6. FMLA may be taken intermittently for serious health conditions, the care of a close family member with a serious health condition, or qualifying military leaves.

## UNPAID LEAVES OF ABSENCE

B. A leave of absence may be granted to an eligible employee to enable him/her to assist before, during, and after the birth (or adoption or foster care placement) of a child. This leave shall be for a period of up to one (1) year and must be taken within twelve (12) months of the birth, adoption or foster care placement of the child per the FMLA. Leave extensions shall be at the Board's discretion.

    1. Employees accessing leave under this section shall provide written notice of their intent to take leave at least thirty (30) days prior to the date on which leave is to commence. If the birth of placement requires leave to begin in less than thirty (30) days, notice shall be given by the employees as promptly as is practicable under the circumstances.

    2. Upon return from said leave, the employee shall be reinstated to the former position, or to a position of like nature, seniority and salary schedule position held prior to commencement of the leave. Assignment to a position for which the employee is certified (or approved, as applicable) and qualified shall be considered as restoration to an equivalent position. Restoration may be denied in the event of a reduction in staff.

C. Other Unpaid Leaves of Absence: The district, upon application of the employee may grant an unpaid leave of absence for a period of up to one (1) year.

Application for such leave shall be filed by April 1 of the year prior to the leave. The approval or non-approval of such leave shall be at the sole discretion of the Board. Such leave, upon written request by the employee, may in the discretion of the Board, be extended for an additional one (1) year period. Years of experience shall accrue during the original grant of leave, but there shall be no seniority accrual for any extension thereof. There shall be no fringe benefits paid during such leave or in the extension. The employee shall give notice by April 1, in writing, of intent to return to employment at the district. Upon return from leave, an employee shall be assigned to the same position as agreed upon at the time the leave was granted.

D. Military Leave: A military leave of absence shall be granted to any employee who shall be inducted for military duty in any branch of the armed services of the United States. Upon return from such leave, the employee shall be placed in employment with the district according to State and Federal Law.

E. All employees on unpaid leave under the provisions of Article XI shall retain their position on the salary/wage schedule, their seniority and their unused sick leave (except under FMLA-the employee may save five (5) paid sick days) while on an unpaid leave of absence.

F. This article will become null and void for any employee who is employed elsewhere during an unpaid leave of absence.

## ARTICLE XII
## TRAVEL AND MILEAGE

A. Travel Provisions: All employees shall be reimbursed at the Internal Revenue Service (IRS) rate for transacting any agency business requiring the use of his/her car (Mileage Appendix), requested by the Superintendent and/or Supervisor, or performed as a regular job requirement. The mileage rate is subject to annual IRS adjustment. Mileage reimbursement will follow the guidelines for tax-deductible transportation expenses outlined by the IRS.

B. Conference and Meetings: All mileage and travel reimbursement must be approved by your immediate supervisor prior to incurring the expense. Per diem rates will be set annually by administration for any professional staff member who is sent to a conference, convention, or meeting for the benefit of that staff member and the district.

The employee may use the employer provided credit card or receive an advance payment for anticipated conference and travel expenses for an amount mutually determined but not less than $100.00 if the employee submits the anticipated expenses two (2) weeks prior to the conference. Unused amounts will be returned and unanticipated expenses will be submitted through the present procedure.

## ARTICLE XIII
## ILLNESS AND DISABILITY

A. Sick Leave: It shall be the policy of the Board to allow 13 sick days per year, prorated based on actual time worked. Unused sick days may accumulate to 150 days. Sick leave shall be allowed for illness of an employee including absences due to maternity or for illness of a member of the employee's immediate family defined to include:

1. a biological, adopted or foster child; stepchild or legal ward, or a child to whom the employee stands in loco parentis;
2. a biological parent, foster parent, stepparent, or adoptive parent or a legal guardian of an employee or the employee's spouse, or an individual who stood in loco parentis when the employee was a minor child;
3. an individual to whom the employee is legally married under the laws of any state, live-in/long-term partner
4. a grandparent, spouses grandparent or grandchild; and
5. a biological, foster, or adopted sibling or spouses biological, foster or adopted sibling.
6. If ESTA is in effect, the first 72 hours of paid leave earned each ESTA year may be used for any ESTA purpose, with those 72 hours of leave being subject to the same eligibility requirements and conditions as provided in ESTA.

Up to 10 days sick leave per year shall be allowed for the family members listed above in lines 4 and 5. Extended leaves will be considered on a case by case basis. In order to earn the first day of sick leave, the new employee must be present at work. Sick days used up to the yearly amount, will be deducted as they are used during the year.

Compensation for unused sick leave over 150 days at $130 per day - maximum of 13 days, will be paid out at the end of each school year.

B. Absence for Death: Absence without loss of salary shall be allowed for three (3) working days with pay as funeral leave days, for each member of the immediate family defined to include

1. a biological, adopted or foster child; stepchild or legal ward, or a child to whom the employee stands in loco parentis;
2. a biological parent, foster parent, stepparent, or adoptive parent or a legal guardian of an employee or the employee's spouse, or an individual who stood in loco parentis when the employee was a minor child;
3. an individual to whom the employee is legally married under the laws of any state, live-in/long-term partner, or ex-spouse.
4. a grandparent, spouses grandparent or grandchild; and
5. a biological, foster, or adopted sibling or spouses biological, foster or adopted sibling.

The Superintendent may grant additional funeral leave. If additional days are granted, those days will be deducted from the employee's accumulated sick leave or will be unpaid if the employee has no remaining accumulated sick leave.

C. Severance Leave: Upon retirement (receipt of MPSERS benefits), employees with sufficient years of service with the Delta-Schoolcraft Intermediate District shall be eligible to receive compensation for their accumulated sick leave as follows: after 15 years of service 30% of unused sick leave at employee's per diem rate, after 20 years of service 40% of unused sick leave at employee's per diem rate, and after 25 years of service 45% of unused sick leave at employee's per diem rate. This benefit is capped at $30,000 for those hired after July 1, 2019. The monies available to the employee in this article shall be paid to the employee through a 403B special pay plan. Employee has six months after the date of retirement to enroll and open the special pay plan. Failure to open the special pay plan within six months after the date of retirement will result in loss of this benefit.

Employees shall be eligible for such benefits only upon the express condition that no less than one (1) year prior to the effective date of termination the employee completes, signs, and delivers to the Office of the Superintendent (on a form supplied by the superintendent's office) a written notice of resignation. If the employee cannot give such notice, the payment may be delayed six (6) months.

The employee may rescind in writing to the superintendent their resignation without loss of benefits. The request to rescind "notice of resignation" must be submitted three (3) months prior to their official date of severance. The request to rescind shall be limited to one time.

In the event the employee dies while in the employ of the district and would otherwise have qualified under the terms of this clause for termination pay if the employee had terminated his/her employment by choice, the district agrees to pay in a lump sum to the employee's designated life insurance beneficiary or his/her estate, the amount of terminal pay the employee would otherwise have received. It shall be the obligation of the employee to fill out the beneficiary forms and it shall be the obligation of the Business Office to notify the beneficiary with copy of such notice given to the Association President.

## ARTICLE XIV
## MISCELLANEOUS PROVISIONS

A. Non-Contract Days: Non-contract days will include those days during the normal school year in which a staff member will not work because of the necessity to be employed for days outside the normal school year. Such days will be approved in advance by the department director.

B. Posting of Vacancies:

1. Whenever a vacancy arises for employees covered by this Agreement, the Board shall notify staff via e-mail and post the notice on the district website. The Association president shall be notified not less than five (5) work days before applications are closed. Such notification shall be considered the official notice to the Association. If a position cannot be filled internally or externally, the position may be filled on a temporary basis through contracted services, and with Association approval. An active search and vacancy posting, will remain open and updated until filled by a qualified applicant. Active search is defined by continually posting the vacancy notice on the DSISD website in a conspicuous manner, providing vacancy notices to state and national professional associations. Any qualified application shall be hired immediately to fill the vacancy under the collective bargaining agreement and contracted services shall be discontinued no later than the end of the school year.The Associations executive council will be provided monthly notifications regarding the status of any vacancies.

2. New positions and vacancies which occur during the year will be filled with certified, endorsed and/or approved personnel. It is agreed that professional staff members on lay-off, except for bargaining unit members subject to the Michigan Teacher Tenure Act, will be given preference in hiring provided they are certified and/or approved by the State to teach the positions or vacancies which open in the district. An employee who chooses to nullify their teaching certificate, will not be allowed to use that nullification as a means to bump into a position.

   Vacancies in summer school programs and other projects operated during the non-contract year will be filled, where required by law, with certified and/or approved personnel. The Board agrees to give preference to bargaining unit members, except for bargaining unit members subject to the Michigan Teacher Tenure Act, according to related experience, seniority, and those members of the bargaining unit who are on lay-off in the hiring of personnel for these positions. The appointment of professional staff to these positions shall be the responsibility of the respective department directors upon application for the position from a bargaining unit member and with approval of the superintendent. Summer and special project postings shall include wages, hours, and job requirements.

3. All new positions shall be posted in accordance with the terms and conditions specified by this Agreement and shall be accompanied by job descriptions listing all of the requirements to be eligible for the position (see Article V, Section G).

C. Evaluations:. All District professional staff members, including all teachers of record, will be evaluated by administration. Student growth will account for 20% of the evaluation for teachers of record. Staff members with more than three years of experience will be evaluated at least once every three years.

The employee will be evaluated by the employee's direct supervisor or by another qualified individual assigned by the Superintendent, who is also a member of the administrative staff and who is familiar with the employee's job performance.

The evaluation will be completed annually by June 1 and the employee will be provided with a copy of the evaluation at that time. Within ten (10) working days of the completed evaluation, the employee and the employee's direct supervisor will have a conference regarding the evaluation. At that time the employee and the supervisor will sign the evaluation. Employee's signature may not imply that the employee agrees with the evaluation but only that the employee has had a conference regarding the evaluation and has read the evaluation. An employee who disagrees with an evaluation may submit a written reply within ten (10) days and this written reply shall be attached to the file copy of the evaluation in question and placed in the personnel file.

Professional staff members shall have the right to inspect and review the contents of all records of the district which pertain to the professional staff member including but not limited to any personnel file the district maintains on the professional staff member. Initial references may be excluded from such review. The professional staff member shall have the right to have an Association representative present at such review and shall sign a record indicating who has reviewed the file, the date the file was reviewed and the reason for such review.

No material, including but not limited to student, parental, or non-administrative school personnel complaints or evaluations originating after initial employment, will be placed in the professional staff member's personnel file without the employees notice and a copy shall be included.
All monitoring or observation of the work performance of a professional staff member shall be conducted openly and with full knowledge of the professional staff member.

Professional staff evaluations shall not be used to discipline, reprimand, suspend, demote, or lay off any professional staff member unless the administration shall have met with the professional staff member to discuss ways job performance of the professional staff member could be improved and the professional staff member has been given reasonable and sufficient time to implement such recommended changes. Prior to any evaluation being used for the purpose of discipline, reprimand, suspension, demotion, or lay off, a second evaluation must be given the professional staff member to ascertain the degree of implementation of the administrative recommendations and/or methods for improvement in job performance. Methods of improvement or recommendations to improve job performance are to be limited only in that they must be reasonable and attainable by the professional staff member.

D. Just Cause Clause: No employee shall be disciplined (including warnings, reprimands, suspensions, or other disciplinary actions) without just cause. Any such discipline shall be subject to the grievance procedure hereinafter set forth including arbitration. The specific grounds forming the basis for disciplinary action will be available to the employee and the Association in writing. Non-renewal of a probationary teacher shall not be subject to just cause.

E. Medication Clause: Medication for pupils will be dispensed according to Board policy. Affected staff will be trained in proper procedure and made aware of relevant Board Policy.

F. Specified Class Loads: Class loads will be in compliance with Federal and State rules pertaining to teacher-pupil ratios in Special, Career-Technical, and Alternative Education.

G. Sub-Contracting: The duties of any employee or bargaining unit member or the responsibilities of any position in the bargaining unit shall not be altered, increased, or transferred to persons not covered by this Agreement if such alteration or transfer would result in a reduction in bargaining

unit membership. When viable candidates are unavailable, services can be contracted with outside agencies and/or individuals, but the position will remain posted until filled with a full-time candidate.

H. Negotiation Procedure: It is agreed that matters not specifically covered by this Agreement but of common concern to the parties shall be subject to professional negotiations between them from time to time during the period of this Agreement. The parties will cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information, and otherwise constructively considering and resolving any such matters.

I. Reimbursement for Classes: The Delta-Schoolcraft Intermediate School District Board of Education will compensate employee (commensurate with employment status: full or part-time) up to $2,000 per school year for tuition, dues and fees, predicated upon prior administrative approval. Classes must be related to present position or professional aspiration related to DSISD mission. Reimbursement will be determined upon successful completion of the class and a passing grade of "C" or better or an "S" if letter grades are not assigned. Tuition costs covered by Board will be based upon first classes taken by staff member and turned in for reimbursement during the same fiscal year.

After the $2,000 has been paid by the Board, additional credits may be reimbursed with payment charged against the employee's sick leave. The dollar amount for a day of sick pay is based on the current substitute teacher's daily pay with increments on a one-quarter (1/4) sick day. Reimbursement for classes will be charged to the school year in which the class is completed and must be claimed within 30 days after completion of the class.

J. Technology Provision: If a member's primary position requires home visitations, that employee will be provided with a smartphone and the technology needed to complete documentation in the field. This includes the provision of "hot spot" availability.

K. Homebound and Hospitalized Visit Compensation: Employees responsible for making a home visit for a homebound student shall do so outside of their regular work day and will be compensated 1/7 of the employee's per diem rate per homebound visit. This duty shall be offered first to the professional staff member under the following:

1. If a student on an ancillary staff members caseload becomes homebound/hospitalized during the school year, that immediate staff member receives first priority in completing homebound/hospitalized services. If the immediate staff member declines, it then is offered to the next appropriate senior staff member.
2. If a student on a teaching staff members caseload becomes homebound/hospitalized during the school year, that immediate staff member receives first priority in completing homebound/hospitalized services. If the immediate staff member declines, it then is offered to the next appropriate senior staff member.
3. If a student begins the year homebound/hospitalized, the ancillary or teaching staff member who had the student the previous school year will receive first priority in completing homebound/hospitalized services. If the immediate staff member declines, it then is offered to the next appropriate senior staff member.

L. New Employee Orientation: All new employees may be required to attend up to five orientation days. They will be paid at their per diem rate.

## ARTICLE XV
## SALARY

A. Salary Placement: Annual salaries shall be computed according to salary schedules attached hereto which are incorporated into and made part of this Agreement.

Movement on the salary schedule shall be automatic, based solely on credited experience and training. Adjustments will be made at the beginning of the fiscal year or school year, whichever is appropriate, and in January. Changes will not be made until the professional staff member has provided transcripts verifying credited experience and training. Any credits earned above 33 for a masters degree will be applied towards advancement on the MA+15, MA+30 and MA+60/PhD/School Psychologist salary lanes.

Additional college credits must be approved in advance in order to be counted toward placement on the salary schedule by the Board or designee.

BA: Earned Bachelors Degree
BA+18: Bachelors Degree plus 18 or more credits
MA: Masters Degree and including LLMSW*
MA+15: Masters degree that includes 33 credits plus an additional 15 earned (48 or more)
MA +30: Masters degree that includes 33 credits plus an additional 30 earned (63 or more). This lane also includes the following degrees: LMSW, BCBA, SLP, OT, PT.
MA+60: Masters degree that includes 33 credits plus an additional 60 earned (93 or more). This lane also includes School Psychologists and PhD.

*Those with an LLMSW will remain in their current lane until they have obtained their LMSW. Those with a CFY will remain in the MA column until they have obtained their CCC.

B. Outside Experience: In employing new personnel, the maximum allowable credit the District in its discretion may award for outside experience will be limited to twelve (12) years of appropriate professional experience, with subsequent placement of step 13 on the salary schedule.

C. Forms: All authorization for payroll deductions will be made on appropriate forms.

D. Salary Computation: Salaries are computed by dividing the employee's base salary on the schedule by 183 days and then multiplying the per diem rate by the number of days in the employee's contract.

E. Pay Periods: Employees selecting an option of less than twenty-six/twenty-seven (26/27) pay periods must select one option for the entire year. However, employees must notify the business office of any change for the ensuing year prior to May 1.

The following options are available:

1. Twenty (20) pay periods
2. Twenty-six/twenty-seven (26/27) equal pays with a lump sum the second pay period in June.
3. Twenty-six/twenty-seven (26/27) equal payments paid through the summer.

F. Mentoring of Probationary Staff and Interns: All eligible probationary employees as defined in the Michigan Teacher Tenure Act will be eligible for an assigned mentor as defined in the Act. Selection and pairing of a mentor with a mentee shall be determined by the administration and mentor. The mentor and mentee will jointly develop and implement a professional development plan utilizing guidelines recommended by administration with notice of pairings given to the Association President. Administrative approval of the mentee's plan by the administration is required prior to

the implementation of the plan. The mentor will be compensated $100.00 per month for each mentee up to a maximum of two (2). Probationary employees working less than a full year will have the same rights of assignment of a mentor. The mentor in this case will receive a prorated reimbursement based on the number of months of actual assignment. Reimbursement will be provided after the submission to the Business Office of the completed plan including an evaluation of the completed activities and tasks of the plan with sign off by the mentee, mentor and administrator. Completed plans will be submitted for review, approval and reimbursement after May 20 and not later than June 15 of each year. The mentee will remain eligible for this program up to when they are granted tenure in the district.

New probationary employees not eligible under the Michigan Teacher Tenure Act will be offered the opportunity to have a mentor assigned to them for the first year of their employment with the district subject to the same provisions above. Supervision of interns/assistants/limited license employees will be determined by the administration and staff member jointly. The administration will explain the expectations of supervisors before assignments are made. Professional staff assigned to monitor interns/assistants/limited license employees will be compensated $1,500.00 for a full school year of internship supervision. This stipend will be prorated based on the time served for internships less than one school year.

## ARTICLE XVI
## WORKING CONDITIONS

A. Special Education Classroom Programs and Services/Learning Center/CI Classrooms placed in local districts: Instructional staff hours will be from 8:00 a.m. to 3:15 p.m. All instructional staff at the Learning Center will have a duty free 30-minute lunch per day in accordance with the schedule provided by the program supervisor. Any instructor working and supervising students through their duty-free lunch will be provided with 30 minutes of comp time pending administrative approval.

Staff will have one (1) hour per day for preparation and special meetings in accordance with the schedule provided by the program supervisor. This hour may not be a consecutive hour but rather a portion of time before student arrival and when students depart for the day.

MOCI or MICI classrooms placed in local districts have the option of following the local district start/end times and calendar determined by administration. If these programs follow the local district calendar, on half-days, staff in these classrooms will report to the Learning Center to work the remaining half day.

B. Professional Special Education Support Staff: Will work from 8:00 a.m. to 3:15 p.m. including a 30-minute duty-free lunch break. With the approval of the director, hours can be modified on an individual basis to better serve constituent school districts. If temporary work location is less than 20 miles from the employee's residence, the employee will report to the temporary work location at 8:00 a.m. and work the standard day. If their residence is more than 20 miles from the temporary work location, the travel time over 20 miles (20 miles = 20 minutes) will be completed during the work day.

C. Assignment Changes: When changes to professional staff assignments occur after October 1, the discipline affected will be consulted with and involved in assignment changes. If changes are made to assignments after October 1 that result in additional assigned locations due to a staff absence, the employee(s) covering shall receive additional compensation of 0.75 day per week at their per diem rate for the length of the coverage. There will be no additional compensation for changes to assignments to balance workloads.

C. Career-Technical Education- Escanaba/Manistique: Instructional staff hours in Escanaba will be from 8:00 a.m. to 3:15 p.m. Daily working hours in Manistique are from 8:00 a.m. to 3:15 p.m. With the approval of the director, hours can be modified on an individual basis to better serve constituent school districts. Instructors may teach up to twenty-five (25) hours per week.

1. Full-time instructors teach two 2-hour blocks. they may have one additional teaching hour scheduled; limited to two different subject areas. Full-time instructors who agree to teach an extra hour per day (6 hours/day) shall be compensated. Rate of compensation shall be .166% or 1/6 their annual salary for the 6th hour.

2. Instructors will hold at least two Advisory Committee meetings per year.

3. Instructors may be required to participate in one parent/teacher conference per year.

D. At the time of hire, employees will be assigned to one of three home bases: The DSISD Learning Center, the Escanaba DSISD building, or Manistique. Changes to home base assignments will be made only with mutual consent of the staff member, Association, and Board representation.

E. General Education: Staff hours will be from 8:00 a.m.– 3:15 p.m. With the approval of the director, hours can be modified on an individual basis to better serve constituent school districts. If temporary work location is less than 20 miles from the employee's residence, the employee will report to the temporary work location at 8:00 a.m. and work the standard day. If their residence is more than 20 miles from the temporary work location, the travel time over 20 miles (20 miles = 20 minutes) will be completed during the work day.

F. Staff Hours Modification: The stated staff hours for all departments may be modified to better serve the constituent school districts, i.e. earlier starting times, etc. However, the staff work hours shall be seven hours fifteen minutes with a 30-minute duty-free lunch period. Any modification that deviates from the seven hours fifteen minutes and 30-minute duty-free lunch period must be mutually agreed to between the District, the staff member, and the Association president.

G. Compensatory Time: Compensatory time is to be available to all bargaining unit members for the following reasons:

1. Student organization activities on weekends or outside the school day. A maximum of a regular staff day per day per weekend or outside the school year will be allowed. One hour of comp time will be granted for every two hours supervising students after hours during the school week.

2. Increased caseload/workload due to placement on an ADOS team. Compensatory time shall not exceed 58 hours (8 days). Before additional hours are accumulated, the employee shall convert time to sick leave, be reimbursed at $175 per day, or take comp days.

    a. There will be 75% of one day per week earned for the duration of vacancies.

3. Compensatory Time shall be accrued on an hourly basis for staff that are required to attend mandatory meetings or provide crisis support outside of the school day. Mandatory meetings will include IEPs. Other meetings will need prior approval of Administration before being considered 'mandatory' and considered for compensatory time. Compensatory time shall not exceed 29 hours (4 working days).

4. Comp time requests for more than one consecutive day have to be submitted to administration for approval two or more business days prior to use.

Bargaining Unit members will be paid $175 per day for comp time at the end of each school year or if the Bargaining Unit Member chooses, comp time can be converted to sick time.

H. School of Record and/or Assignment: Except for bargaining unit members subject to the Michigan Teacher Tenure Act, all professional staff members shall be given written notice of their tentative school of record and/or assignment no later than the preceding fifteenth (15th) day of August. In the event that changes in schedules are proposed, all Professional Staff Members affected shall be notified promptly and consulted.

I. Any employee hired to work during the summer months outside of the regular school calendar shall be reimbursed at the employee's per diem rate. If the dates of summer employment continue from the term of 1 contract year to the next contract year, at the starting date of the new contract year the employee will be reimbursed at the employee's per diem rate of the next contract year.

## ARTICLE XVII
## FRINGES

A. Insurance: As calculated on January 1 of each contract year, the employer will pay the allowable hard cap per plan year amounts toward the total cost of the plans being offered under MESSA's Area Purchasing Agreement (APA) or 80% of the total amount only if approved by the DSISD school board or required by state law. The employee is responsible for costs that exceed the district's contribution.

District agrees to prefund the ABC Plan HSA deductible's at the beginning of the enrollment period. Employee will pay the district the unearned balance if they terminate their employment before the end of the 12 months of coverage. If the employee refuses to repay, the amount may be taken out of the employee's remaining paychecks to the maximum extent allowed by law.

Annual employer paid amounts will adjust annually beginning on January 1 of each plan year, to the maximum payment permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act. To qualify, the employee must first present evidence that they otherwise have medical insurance consistent with the coverage and affordability requirements of the Affordable Care Act.

All other non-medical benefits shall be fully paid by the employer.

Persons not taking health insurance shall receive the amount set forth below which may be contributed to a TSA plan or cash payment as allowed by federal law.

The annuity amounts are:

| | |
|---|---|
| Single Subscriber: | $525.00/month = $6,300 per year |
| Couples Coverage: | $200.00/month = $2,400 per year |
| No Health: | $825.00/month = $9,900 per year |

These amounts will be prorated to actual percent worked.

B. Life and Accidental Death and Dismemberment: $100,000 term life will continue after retirement to age 65.

C. Dental Care Plan:
Delta Dental PAK 100-100-80 with a $3,000 maximum per person per contract year. Orthodontic rider pays 100% of treatment costs with a $3,000 maximum per person per lifetime up to age 19.

D. Vision: VSP 3 Plus P-250CL.

E. Disability Insurance: Disability insurance will be provided with a thirty (30) day calendar waiting period. The Board reserves the right to name the underwriter.

F. Part-Time Employees: Part-time employees will receive prorated health insurance benefits or prorated cash in lieu of, prorated sick leave, and are eligible to purchase payroll deduction health-related insurance options. Proration of insurance and cash in lieu of will be based on the percentage of a full contract year (defined as 183 days).

G. Continuation of Insurance: Those employees terminating their employment will be covered until the end of the month during which termination occurs.

## ARTICLE XVIII
## Emergency Financial Manager

A. P.A. 4: The parties agree to abide by all aspects of P.A. 4 of 2011, Fiscal Accountability Act, which, as of the effective date of this Agreement, includes provisions for an Emergency Financial Manager.

## ARTICLE XIX
## DURATION OF AGREEMENT

A. Duration: This Agreement goes into effect on July 1, 2025 and shall continue in effect until the thirtieth day of June 2028.

The settlement is a three-year agreement with a new salary schedule beginning in 2025-2026 and $1,500 on scale in both years two and three of the contract.

Includes a $1,500.00 off schedule payment ($750 December, $750 June first year only)

**EDUCATION ASSOCIATION**

**By:** _____
Its President

**By:** _____
Negotiating Team Chairperson

**By:** _____
M.E.A. Representative

**BOARD OF EDUCATION**

**By:** _____
Its President

**By:** _____
Negotiation Committee Chair

**By:** _____
Superintendent

## 25-26 Salary Schedule

| STEP | BA | BA+18 | MA | MA+15 | MA+30 | MA+60/PhD School Psych |
|---|---|---|---|---|---|---|
| 1 | $ 44,000 | $ 46,000 | $ 48,000 | $ 50,000 | $ 52,000 | $ 54,000 |
| 2 | 46,000 | 48,000 | 50,000 | 52,000 | 54,000 | 56,000 |
| 3 | 48,000 | 50,000 | 52,000 | 54,000 | 56,000 | 58,000 |
| 4 | 50,000 | 52,000 | 54,000 | 56,000 | 58,000 | 60,000 |
| 5 | 52,000 | 54,000 | 56,000 | 58,000 | 60,000 | 62,000 |
| 6 | 54,000 | 56,000 | 58,000 | 60,000 | 62,000 | 64,000 |
| 7 | 56,000 | 58,000 | 60,000 | 62,000 | 64,000 | 66,000 |
| 8 | 58,000 | 60,000 | 62,000 | 64,000 | 66,000 | 68,000 |
| 9 | 60,000 | 62,000 | 64,000 | 66,000 | 68,000 | 70,000 |
| 10 | 62,000 | 64,000 | 66,000 | 68,000 | 70,000 | 72,000 |
| 11 | 64,000 | 66,000 | 68,000 | 70,000 | 72,000 | 74,000 |
| 12 | 66,000 | 68,000 | 70,000 | 72,000 | 74,000 | 76,000 |
| 13 | 68,000 | 70,000 | 72,000 | 74,000 | 76,000 | 78,000 |
| 14 | 70,000 | 72,000 | 74,000 | 76,000 | 78,000 | 80,000 |
| 15 | 72,000 | 74,000 | 76,000 | 78,000 | 80,000 | 82,000 |
| 16 | 74,000 | 76,000 | 78,000 | 80,000 | 82,000 | 84,000 |
| 17 | 76,000 | 78,000 | 80,000 | 82,000 | 84,000 | 86,000 |
| 18 | 78,000 | 80,000 | 82,000 | 84,000 | 86,000 | 88,000 |
| 19 | 80,000 | 82,000 | 84,000 | 86,000 | 88,000 | 90,000 |
| 20 | 82,000 | 84,000 | 86,000 | 88,000 | 90,000 | 92,000 |
| 25 | 84,000 | 86,000 | 88,000 | 90,000 | 92,000 | 94,000 |

Step 30+ $1,500 Longevity

$1,500 off-schedule payment ($750 December, $750 June first year only)

26-27 Salary Schedule (+$1,500)

| STEP | BA | BA+18 | MA | MA+15 | MA+30 | MA+60/PhD School Psych |
|---|---|---|---|---|---|---|
| 1 | $ 45,500 | $ 47,500 | $ 49,500 | $ 51,500 | $ 53,500 | $ 55,500 |
| 2 | 47,500 | 49,500 | 51,500 | 53,500 | 55,500 | 57,500 |
| 3 | 49,500 | 51,500 | 53,500 | 55,500 | 57,500 | 59,500 |
| 4 | 51,500 | 53,500 | 55,500 | 57,500 | 59,500 | 61,500 |
| 5 | 53,500 | 55,500 | 57,500 | 59,500 | 61,500 | 63,500 |
| 6 | 55,500 | 57,500 | 59,500 | 61,500 | 63,500 | 65,500 |
| 7 | 57,500 | 59,500 | 61,500 | 63,500 | 65,500 | 67,500 |
| 8 | 59,500 | 61,500 | 63,500 | 65,500 | 67,500 | 69,500 |
| 9 | 61,500 | 63,500 | 65,500 | 67,500 | 69,500 | 71,500 |
| 10 | 63,500 | 65,500 | 67,500 | 69,500 | 71,500 | 73,500 |
| 11 | 65,500 | 67,500 | 69,500 | 71,500 | 73,500 | 75,500 |
| 12 | 67,500 | 69,500 | 71,500 | 73,500 | 75,500 | 77,500 |
| 13 | 69,500 | 71,500 | 73,500 | 75,500 | 77,500 | 79,500 |
| 14 | 71,500 | 73,500 | 75,500 | 77,500 | 79,500 | 81,500 |
| 15 | 73,500 | 75,500 | 77,500 | 79,500 | 81,500 | 83,500 |
| 16 | 75,500 | 77,500 | 79,500 | 81,500 | 83,500 | 85,500 |
| 17 | 77,500 | 79,500 | 81,500 | 83,500 | 85,500 | 87,500 |
| 18 | 79,500 | 81,500 | 83,500 | 85,500 | 87,500 | 89,500 |
| 19 | 81,500 | 83,500 | 85,500 | 87,500 | 89,500 | 91,500 |
| 20 | 83,500 | 85,500 | 87,500 | 89,500 | 91,500 | 93,500 |
| 25 | 85,500 | 87,500 | 89,500 | 91,500 | 93,500 | 95,500 |

Step 30+ $1,500 Longevity

27-28 Salary Schedule (+$1,500)

| STEP | BA | BA+18 | MA | MA+15 | MA+30 | MA+60/PhD School Psych |
|---|---|---|---|---|---|---|
| 1 | $ 47,000 | $ 49,000 | $ 51,000 | $ 53,000 | $ 55,000 | $ 57,000 |
| 2 | 49,000 | 51,000 | 53,000 | 55,000 | 57,000 | 59,000 |
| 3 | 51,000 | 53,000 | 55,000 | 57,000 | 59,000 | 61,000 |
| 4 | 53,000 | 55,000 | 57,000 | 59,000 | 61,000 | 63,000 |
| 5 | 55,000 | 57,000 | 59,000 | 61,000 | 63,000 | 65,000 |
| 6 | 57,000 | 59,000 | 61,000 | 63,000 | 65,000 | 67,000 |
| 7 | 59,000 | 61,000 | 63,000 | 65,000 | 67,000 | 69,000 |
| 8 | 61,000 | 63,000 | 65,000 | 67,000 | 69,000 | 71,000 |
| 9 | 63,000 | 65,000 | 67,000 | 69,000 | 71,000 | 73,000 |
| 10 | 65,000 | 67,000 | 69,000 | 71,000 | 73,000 | 75,000 |
| 11 | 67,000 | 69,000 | 71,000 | 73,000 | 75,000 | 77,000 |
| 12 | 69,000 | 71,000 | 73,000 | 75,000 | 77,000 | 79,000 |
| 13 | 71,000 | 73,000 | 75,000 | 77,000 | 79,000 | 81,000 |
| 14 | 73,000 | 75,000 | 77,000 | 79,000 | 81,000 | 83,000 |
| 15 | 75,000 | 77,000 | 79,000 | 81,000 | 83,000 | 85,000 |
| 16 | 77,000 | 79,000 | 81,000 | 83,000 | 85,000 | 87,000 |
| 17 | 79,000 | 81,000 | 83,000 | 85,000 | 87,000 | 89,000 |
| 18 | 81,000 | 83,000 | 85,000 | 87,000 | 89,000 | 91,000 |
| 19 | 83,000 | 85,000 | 87,000 | 89,000 | 91,000 | 93,000 |
| 20 | 85,000 | 87,000 | 89,000 | 91,000 | 93,000 | 95,000 |
| 25 | 87,000 | 89,000 | 91,000 | 93,000 | 95,000 | 97,000 |

Step 30+ $1,500 Longevity