AGREEMENT

Between

BOARD OF EDUCATION
GLADSTONE AREA SCHOOLS

and

GLADSTONE/ U.P.E.A/ MICHIGAN EDUCATION ASSOCIATION

November 18, 2025

through

June 30, 2027

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GLADSTONE AREA SCHOOLS AGREEMENT
with
GLADSTONE, U.P.E.A. AND THE MICHIGAN EDUCATION ASSOCIATION

This Agreement entered into this 18th day of November, 2025 by and between the Gladstone Area Schools, hereinafter called the "Board", and the Gladstone, Upper Peninsula Education Association and the Michigan Education Association, hereinafter called the "Association."

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service; and

WHEREAS, the parties have reached certain understandings which they desire to reduce to writing,

In consideration of the following mutual covenants, it is hereby agreed as follows:

SECTION 1 – RECOGNITION

1:1 Exclusive Bargaining Representative: The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for the unit consisting of all certified teaching personnel, including librarians and guidance counselors, but excluding substitute teachers, the administrative librarian, athletic director, director of guidance, non-certified teaching personnel, superintendent, assistant superintendents, business manager, building principals, assistant principals, community school director, and anyone else excluded by state law. The term "teacher" when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiation unit as above-defined.

1:2 Negotiation with Association: The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

1:3 Association Membership: Each bargaining unit member may join the GEA, or may choose not to join the Association.

1:4 School Calendar: The calendar will be determined by the Board of Education and the GEA Professional Negotiation Team. The calendar will include the minimum hours required by the State. Contractual days shall be used for the following purposes:

A. Teachers will participate in thirty (30) hours schedules District Provided Professional Development (DPPD) set forth by the school calendar.

B. A contractual day will result from one (1) extended teacher day for the purpose of parent/teacher conferences. Students will attend half a school day; parent/teacher conferences are from 2-7 p.m. on an agreed upon date.

C. For the purpose of planning, a District In-service Committee will be appointed by the Association consisting of two (2) elementary teachers (one from each building); one (1) middle school teacher; two (2) high school teachers; one (1) special education teacher; one (1) Title1 teacher; to work with the Superintendent of Schools. The number of in-service days will be determined by the Board of Education and the GEA Professional Negotiation Team.

D. The parties agree that all pupils shall receive the number of instructional days/hours to allow the District to qualify for full state aid.

1:5 Act of God Days: The parties recognize the current state law allows for up to six (6) Act of God days which do not have to be made up. Therefore, the parties mutually agree if additional Act of God days occur beyond those allowed by state law and it is necessary to make them up so as to receive full state aid payments, the teachers will report on those necessary number of make-up days without any additional compensation whatsoever. The make-up days will be applied consecutively to the end of the agreed-upon calendar but shall exclude Saturdays, Sundays, and holidays. Teachers shall not be required to report on Act of God days and shall not suffer loss of pay on those days.

In no event, however, shall the teachers receive any pay or compensation whatsoever for the make-up days worked at the end of the agreed upon calendar.

For a teacher who is attending summer school for the purpose of maintaining certification or meeting advanced degree time limits and because of the make-up snow days that teacher(s) shall be allowed to utilize any and all of the following days so as to be able to attend summer school:

(A) Emergency leave days, per 10.10 (E);
(B) Personal business days, per 10.11 and
(C) Meeting attendance days, per 11.1.
(The above order is the order of selection)

The teacher will be retroactively charged for the use of the above days, i.e., the teacher will receive pay for the Act of God days, therefore he/she will be charged the corresponding number of leave days which were used.

SECTION 2 - TEACHER RIGHTS

2:1 Financial Information: In addition to Act 379 of the Public Acts of 1965, the Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the District, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed, and constructive programs on behalf of the teachers and the students, together with information which may be necessary for the Association to process any grievance or complaint consistent with the Freedom of Information Act.

2:2 Formulation of Programs: The Board recognizes that the members of the teaching profession are qualified to assist in formulating programs designed to improve educational standards.

The Board will assure that curriculum committees, with teacher representation appointed by the Administration after consultation with the Association, will be formed at the various educational levels of the total school program. Through these committees, as designated by the Board or its representatives, teachers will be afforded the opportunity to have input regarding the curriculum and program structure. The right to make the final determination as to curriculum and program will be solely that of the Board, as provided herein and in the remainder of this Agreement.

2:3 Credit for Previous Experience: The Board shall allow up to ten (10) years of previous full-time teaching experience when employing new teachers. Such provision shall specifically include any teacher who has received a vocational certification, if such individual is being hired as a vocational teacher. Where two (2) full years of job experience are required to obtain a vocational certification and a vocational certificate is a requirement for employment in a given job, two (2) years of credit will be awarded on the salary schedule.

SECTION 3 - MANAGEMENT RIGHTS CLAUSE

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

A. To the exclusive management and control of the school system, its property, facilities, operations, and affairs;

B. To hire all employees; subject to the provisions of law, to determine their qualifications, conditions of employment, dismissal, demotion, suspension, or layoff; to determine the number and scheduling, including business or school hours or days, of all employees; to promote or transfer all employees; to determine the size of the working force; and to assign duties to, and to direct, all employees.

C. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.

D. To decide upon the means and methods of instruction, selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature.

E. To make and change rules and regulations not inconsistent with the terms hereof.

F. To determine services, supplies, and equipment; to determine all methods and means of distributing, disseminating, or selling its services, methods, scheduling, and standards of operation; to determine the means, methods, and processes of carrying on its services and duties; and to determine any changes in all of the preceding, including innovative programs and practices.

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

H. To determine all financial practices and policies, including all accounting procedures, and all matters pertaining to public relations of the school system and its programs, as opposed to Association matters.

I. To determine the size of management organization, its functions, authority, amount of supervision and table of organizations. The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms are in conformance with the Constitution and laws of the United States and the State of Michigan.

SECTION 4 - PROFESSIONAL COMPENSATION

4:1 Salaries of Teachers: The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated into this Agreement. Individuals who are enrolled in an alternate teacher certification program, who are working under emergency certification, or individuals who are student teaching concurrently with employment as a classroom teacher will remain on step 1 of the BA salary schedule until they complete their program and attain a provisional teaching certification. It is expressly set forth herein that after achieving a Master's degree; the equivalent number of SB-CEUs or SCECHs that equal the necessary credits may apply toward a MA+15 or MA+30/2MA.

Once members have reached Master's degree or beyond, they may utilize SCECHs for advancement on the salary schedule if the following conditions are met:

A. Approval from the building principal prior to registering for or attending the training. Form must be on file with the building principal, and in the GEA member's personnel file.

B. The training for which SCECHs are issued must be able to be shown to be useful in an area directly related to the member's work responsibilities set by the Board.

C. The training must be offered through a district, ISD, accredited higher education institution, or a content-area state or national association.

D. Application for lane advancement shall be made with the Superintendent when any combination of SCECHs and or college credits are equivalent for that needed for lane advancement. The application shall include proof of prior approvals from building principals and documentation of SCECHs and or college credits earned.

E. It is understood that 1 college credit will require earning 25 SCECHs.

F. An annual maximum on SCECHs earned will be 150.

G. For any SCECHs taken 5 years prior to the 2019/20 school year, members will provide a written report. This report will include how they have positively impacted the member's work responsibilities. The report will be submitted to the superintendent for final approval of the SCECHs to be used for salary Schedule A advancement. A written report must be submitted by June 30, 2020. Letter G expired June 30, 2020, and no previous credit will be granted.

H. SCECHs earned as district-provided professional development do not count towards advancement on the salary schedule.

4:2 Schedule B: The salary schedule is based upon a normal weekly teaching load during normal teaching hours. It is mutually recognized by the parties that the principle of forty (40) hours normal work week cannot be interpreted literally. For substantial extra work the teacher shall be entitled to appropriate additional professional compensation only as provided for in Schedule B.

Any Schedule B appointments which do not have adequate student interest at the time the activity is scheduled will be terminated at this time with no compensation received by the person assigned. Determination of adequate interest shall be determined by the Board or its representative.

4:3 Starting and Ending Dates: Teachers shall not be required to report more than two (2) working days prior to the beginning of classes or to remain more than two (2) days after classes end. Newly hired teachers shall attend an orientation day within one week prior to the first student day as determined by their building principal.

4:4 Holidays: The following holidays shall be observed and all schools closed: New Year's Day, Memorial Day, the Friday before Labor Day, Labor Day, Thanksgiving Day, Christmas Day, and Good Friday. Legal holidays listed above falling on a weekend for which another day of the week is designated as a legal holiday shall be considered days when school will not be in session.

4:5 Release Time: If a teacher is engaged during the school day in negotiating on behalf of the Association with any representative of the Board or participating in any professional grievance negotiation, including arbitration, he shall be released from regular duties without loss of salary, provided there will be no negotiations during the school day without the consent of the Superintendent.

4.6 Insurance: The specific MESSA Medical Plans available to eligible employees are determined by the Coalition Team of the Upper Peninsula Area Purchasing Agreement (UP APA). Plans will be decided by the Coalition Team each September (after the initial year) for implementation on the following January 1. Should the district no longer participate in the UP APA, or if the UP APA no longer exists, the existing MESSA plans will be in place until other plans are negotiated. Dental, vision, life and long-term disability benefits are still subject to this collective bargaining and are listed elsewhere in this contract.

(Employees pay 20% of the insurance premium)

Benefits will be prorated for *Association Members* that are less than full-time.

(Full-time employees who select ancillary without medical will also receive $500 cash monthly which may be used toward the purchase of a tax-sheltered annuity or other options pursuant to the Section 125 Cafeteria Plan of the Board.)

Ancillary insurance as follows:

- Delta Dental Plan: 100/80/80 Class I, II, III (3,000 Annual Max)
  - 80 Class IV (3,000 Lifetime Max)
- Vision: VSP 3 Plus
- Negotiated Life $50,000 with AD & D

A. Options available for full-time employees are as follows:

1. Group Basic Term Life Insurance
2. Group Short Term Disability Income Insurance with Life Insurance (1)
3. Hospital Confinement Indemnity Insurance
4. Group Long Term Disability Income Insurance with Life Insurance (1)
5. Group Supplemental Term Life Insurance with Life Insurance (1)
6. Group Survivor Income Insurance with Life Insurance (1)
7. Group Dependent Life Insurance with Life Insurance (1)
8. Annuity

B. Any insurance benefits provided for herein shall be subject to the terms and conditions specified in the employee's MESSA group Insurance policies, and any claim by any employee shall not be the basis of a grievance or subject to arbitration. The Board, by the payment of any premium payments required to provide coverage as agreed upon, shall be relieved from all liability with respect to any insurance benefits provided in this Agreement. The failure of an insurance company to provide any of the benefits, which it has contracted for, for any reason, shall not result in any liability to the Board.

C. If an employee dies prior to August 31 of any given year, and the insurance policy in effect permits continued coverage, the Board will provide insurance for the remaining survivor or survivors. Such premium payments shall be the lowest possible to continue to afford the coverage through the following August 31.

D. Employer paid insurance premiums shall not be used to provide coverage for services which are prohibited by the State Aid Act or other statutes

E. The 20% co-pay in total insurance premiums will remain in effect until the expiration of this contract at which time any mandated Michigan law specifying employee insurance contribution will take effect. In the event that required employee contributions are non-existent, removed or reduced below 20%, the 20% co-pay of insurance premiums shall remain in effect until a successor agreement is negotiated.

4:7 Pay Options: The teachers may accept either one of the two (2) following pay options which shall be binding for the entire school year: (1) 20 equal pays per school year, (Sept - June); or (2) 26 equal pays (Sept - August) per school year. Association members will be notified in May in the event that the following year is a 27-pay year, in order to provide teachers, the opportunity to make a timely choice between 20 and 27 pays.

4:8 Reimbursement of Credit Hours:

A. Establishment of Fund: The Board shall establish a fund for tuition reimbursement in an amount equal to two percent (2%) of the District's audited fund balance and shall reimburse a maximum of $100 per course hour during the term of this Agreement. The Board shall provide the association with an estimate of the tuition reimbursement fund upon completion of the annual initial budget and provide a list of requests/approvals monthly to the GEA president(s).

If all requests for reimbursements do not exceed the sum indicated above, then and only then shall all teachers submitting reimbursement requests receive the actual cost of tuition. The difference between the fund maximum set by the Board and the total of all requests made and validated will be divided by the total number of semester hours for which the $100 per hour maximum was insufficient to cover the actual tuition paid. That amount will be paid, in addition to the per course maximum, until the fund is depleted or until all actual costs have been reimbursed. In no case, will requests be reimbursed in excess of actual tuition paid.

If, however, the sum total of reimbursement requests exceed the sum indicated above, then all teachers will receive a proportionate share of their actual costs provided the entire reimbursement does not exceed said sum.

This maximum fund amount shall be available annually to reimburse tuition for graduate- level course work completed each year during the term of this Agreement. Actual payment of the reimbursement shall not occur, however, until after September 30 of the following school year in accordance with the procedure set forth below. If undergraduate courses are specifically required by the administration or by the college or university for admission into or completion of an advanced degree program, or for maintaining a Michigan teaching license, they will be included in the pool.

B. Eligibility: All full-time employees are eligible to participate in the Tuition Reimbursement Plan. Such employees shall be entitled to reimbursement for the actual tuition costs of graduate-level coursework beyond a degree, subject to the maximum hourly costs set forth above, provided that the following conditions have been met:

1. The graduate-level course was approved by the Superintendent within two (2) weeks of enrollment in the course.
2. The employee attained a grade of "C" or better in the course (or a grade of "passing" in the event no letter grades were assigned).
3. The costs being submitted for reimbursement have not already been paid to, or on behalf of the employee by another source.
4. The employee requested reimbursement in accordance with the procedures set forth below.

No teacher shall receive reimbursement for the completion of greater than sixteen (16) hours of coursework during any given school year.

C. Reimbursement Procedure: Teachers requesting reimbursement must submit suitable evidence of successful course completion for the same before September 30 of the school year following completion of the graduate coursework. Failure to submit the request for reimbursement by September 30 will result in the inability of the teacher to receive reimbursement. To qualify for tuition reimbursement, the teacher must return as a regular employee of the School District the September following completion of their course work. Failure to submit official transcripts by December 31 of each year shall result, without further action, in forfeiture of all reimbursement paid and the teacher shall then repay the amount reimbursed to the Board.

Tuition will be prorated for Association members that are less than full-time.

4:9 Professional Development Days: Teachers in attendance at professional development days outside of the school day, with superintendent's prior approval, shall be paid at the rate of $90/day or $45/3 hours.

4.10 Travel Between Buildings: Teachers shall be reimbursed at the current IRS rate for miles incurred while traveling between buildings if their teaching assignment requires them to do so during the course of the school day.

SECTION 5 - TEACHING HOURS

The teachers' normal teaching hours in the Gladstone Area Schools shall run on a schedule adopted by the Board. Teachers will be expected to be at school ten (10) minutes before the start of school and fifteen (15) minutes after the end of school. All teachers shall be in their respective classrooms, ready to teach, at the beginning of the scheduled day.

The Board recognizes the principle of a standard workweek and will, so far as possible, set work schedules and make professional assignments which can reasonably be completed within such standard work week. The Board will not require teachers regularly to work in excess of such standard work week within or outside of any school building, except as in 4:2 above of this contract. The Board and the Association recognize that the standard work week may not include enough time for course preparation, professional improvement, continuing education, grading of homework or exams, and other such necessary educational functions.

All teachers acknowledge that they have responsibility for total student contact, including teaching, supervision, control, assistance, and so forth, during all hours when they are required to be on school premises or required to attend school functions. This language will not deprive teachers of any contractual duty-free lunchtime.

Full staff meetings held other than during the regular school day will be limited to no more than sixty (60) minutes per month unless a given meeting is extended by mutual consent of each individual member. Additionally, all full staff meetings will be held immediately preceding the start of school or immediately following the end of the teacher's individual assignment. Notification of meetings shall be a minimum of seven (7) calendar days by email or written memo.

SECTION 6 - TEACHING LOADS AND ASSIGNMENTS

6.1 Normal Teaching Load: With a six (6) period day and a "zero" hour, the standardized work week in the senior high school will be 25 teaching periods and five (5) unassigned preparation periods, for a maximum day length of 397 minutes, which includes a 30 minute duty free lunch. Each class shall consist of fifty-seven (57) minutes except for the "zero" hour which shall be fifty (50) minutes in length. All teaching assignments shall be consecutive.

Part-time assignments at all levels whose preparation period is scheduled at the beginning or end of the assignment will be paid on a prorated basis. ie. 1/6, 2/6, 3/6 of 57 minutes. If a preparation period is scheduled between beginning and end of assignment, it shall be paid as a full period. ie. 2nd hour, 3rd hour, prep, 4th hour assignment.

The standardized workday at the middle school will consist of 397 minutes, including a duty free lunch of not less than 30 minutes. The standardized workweek in the middle school will consist of 25 teaching periods, and five unassigned preparation periods. Each class shall consist of fifty-four (54) or fifty-three (53) minutes. Twenty minutes will be added to a period to be used for homeroom.
Teachers in the high school and middle school will have their assignments, including preparation time, consecutive.

The standardized workday at the elementary level will consist of 402 minutes, including a duty free lunch period of not less than 30 minutes. Elementary teachers shall be provided a minimum of 285 minutes of prep time per week (a minimum of thirty (30) consecutive minutes daily, not to include scheduled recess minutes). The length of the itinerant schedules will remain constant at the elementary level.

Should any changes be necessitated in any schedule, the Board will negotiate with the Professional Negotiation Team on any such change deemed necessary by the Board.

In an effort to address student demand, it may be necessary to add occasional course sections. To meet this need, teachers may be offered the opportunity to teach during their scheduled prep time. This is not mandatory. These requests will be made based on scheduling needs and availability. Salary will be prorated, calculated at an additional 1/6th of regular Schedule A salary.

In some instances, the elementary schedule may be altered to accommodate new/unique programming options, while maintaining current day length and preparation time. Elementary general education teachers in a non-self-contained setting will be provided with the opportunity to meet with their grade level colleagues for 30 minutes each week, in exchange for one hour of comp time. These meetings are considered prep time and shall occur in addition to regularly scheduled monthly grade level meetings. This is to accommodate loss of Section 6:1 prep time.

6.2 Notification of Assignments: Teachers will be notified of their tentative teaching assignments before the end of the school year by their principals, unless they are involved or are likely to be involved in any matters covered by Section 8 and 9 of this Agreement. Subsequently, teachers will be notified at their summer address by August 1, only if there has been a change in their tentative schedule. Upon receipt of either notification, teachers shall have the right to consult with their principal concerning the assignments.

SECTION 7 - TEACHING CONDITIONS

7:1 Pupil-Teacher Ratio

A. Class size, in general, is expected to be maintained at or under 31 (max 33) students for Elementary and 33 (max 35) students for Secondary, except for English at 30 (max 32). Recognize that some performance-based classes can have larger numbers, like band, choir, and gym. In grades 6-12, class sizes will be maintained at or below a maximum average of 29 students per teacher.

The parties also agree that the Administration will take all possible steps to rectify any class size situation which would cause one or several teachers to have a disproportionately heavy workload and to balance inclusion students, to the extent possible. To achieve this end, if an individual teacher has a class size that is determined to be disproportionately heavy (greater than 31 for elementary, greater than 33 secondary, greater than 30 English), either the class size will be reduced or the teacher will be compensated:

- K-12: $150/student/period/semester
- Of course, this class size language specifically does not apply to Special Education assignments or the previously mentioned 'performance-based' classes like band, choir, and gym.

It is the teacher's responsibility to notify the building principal and superintendent by email of any and all overages per hour per semester. The district will then have ten school days to reduce the class size. However, if the class size remains, on the eleventh day of school, the teacher will be compensated (not to be prorated).

B. The parties also agree that the Administration will take all possible steps to rectify any class load situation, which would cause one or several teachers to have a disproportionately heavy workload and to balance inclusion students, to the extent possible.

C. Where upon any kindergarten through grade three classroom size contains more than twenty-five (25) students, an automatic review shall begin. The building principal shall be responsible for the notification of the situation with affected teacher. If an aide is not assigned at this point by the administration then, within ten (10) working days a review committee (consisting of two non-affected elementary teachers, two board members and the building principal) shall study the situation and render a decision deciding the need for the assistance of a classroom aide for whatever class or classes of the school day deemed necessary.

If a non-favorable decision is rendered, the affected teacher shall have the opportunity to appeal said decision to the curriculum committee of the school board. Any recommendation by the curriculum committee of the school board or a decision by the school board of the automatic review policy stated above shall not be grievable.

7.2 Educational Supplies: The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, and supplies, athletic equipment, current periodicals, standard tests and questionnaires, 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 and the Board will undertake to implement all joint decisions as promptly as possible. The Board agrees at all times to keep the schools reasonably and properly equipped and maintained.

7:3 Lunch Period: Each teacher shall have a duty-free lunch of a minimum of thirty (30) consecutive minutes during the times normally designated for lunch. Mutually agreeable exceptions may be arranged between an individual teacher and the Administration. The Association shall be notified prior to the opening of school of any such exceptions.

7:4 Duplication of Materials: A copy machine will be made readily available for teacher use.

SECTION 8 - VACANCIES AND PROMOTIONS

The Board declares its support of a policy of promoting and of filling vacancies and new positions from within its own teaching staff, including promotions to supervisory levels. Such promotions shall be at the discretion of the Board. The Board will publish a list of all teaching, administrative, and supervisory positions and qualifications for these positions and provide a copy to the Association. Any teacher who shall meet the qualifications at the time the job begins may apply.

For purposes of this section, "qualified" shall mean:

A. Grades 9-12: A major or minor in the subject area.

B. Grades 7-8: A major, minor, or having teaching experience in the subject area, or certified all subjects 7-8.

C. Grades K-6: Certified means qualified except for elementary positions with specialized emphasis based in the areas of music, physical education, or art.

The Association agrees teachers will be certified and qualified in compliance with state and federal law.

8.1 Definition of Vacancy: When a vacancy occurs only due to death, resignation, retirement, newly created positions, or termination, the position shall be posted in accordance with this section. When the vacant position is filled by a current staff applicant, the resulting vacant position of the applicant shall be posted in accordance with this section. However, the posting shall not be required to be for the same courses as were taught by the applicant filling the prior vacancy.

8.2 Publishing of Vacancies: No vacancies shall be filled except in the case of emergency on a temporary basis, until such vacancy shall have been published for at least seven (7) days. To count as the first day of posting, the available position must be posted prior to 11 a. m. In the event a vacancy becomes available during the present school year due to the creation of new positions, termination, death, retirement or health, said position will be posted and filled prior to the beginning of the next semester.

8.3 Discussion of Reasons: Any teacher who applies for a vacancy and does not get it, may discuss the reasons for the Board's action with his or her principal and/or the Superintendent.

SECTION 9 – TRANSFERS

9:1 List of Positions: In the event that transfers of teachers appear to be necessary, a list of available positions within the school system or departments thereof, which are to be filled, shall be made available to the Association in the same manner as in Section 8.

9:2 Return to Unit of Supervisor: Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be entitled to return to the same step on the salary schedule which he or she had attained at the time of promotion, including time in supervisory positions and any time from other systems granted at the time of employment, if there is a teaching vacancy for which he or she is qualified. (However, for the purposes of "length of service" and any use thereof under this Agreement, such individual shall be entitled to credit only for actual days paid for by the Gladstone Schools as a teacher, and not as an administrator, not to include days spent as a substitute teacher.) It is expressly understood by both parties that a supervisor shall not replace a presently employed teacher in the school system.

9.3 General Layoff: In the event of a general cutback or reduction of teachers through layoff of employment, the following procedure will be utilized:

A. Individuals who are enrolled in an alternate teacher certification program, who are working under emergency certification, or individuals who are student teaching concurrently with employment as a classroom teacher will be laid off first, provided there are fully qualified, fully certified teachers to replace and perform all the duties of the laid-off teachers.

B. If a reduction is still necessary, then probationary teachers in the positions being reduced or eliminated will be laid-off, provided there are fully qualified, fully certified teachers to replace and perform all of the duties of the laid-off teachers. If reduction is still necessary, then teachers in specific positions being reduced or eliminated will be laid-off based on the following factors (in prioritized order):
    1. Credentials / certification needed for district, school, or program accreditation
    2. Service to the district, including:
        a. Length of district service in a grade level(s) or subject area(s)
        b. Relevant and comparable teaching assignments
        c. Relevant special training and added/extra service to the district (committees, clubs, etc.)
    3. Previous effectiveness rating for the last five years
    4. Disciplinary record (if any)
    5. Punctuality

9.4 Recall: In the event of a layoff, the district will institute a recall procedure that looks at the specific position to be filled and applies the factors included in 9.3. To the extent of the credentials needed for the vacancy, bargaining unit members will be recalled in a reverse

order of layoff. An untenured bargaining unit member shall remain on the recall list for 24 months (36 months for tenured bargaining unit members) from the date the district implemented the reduction in force.

9.5 Notice to Association: Before official action on a reduction of teachers is taken by the Board of Education, it will give notice to the Association of the contemplated reduction and afford the Association the opportunity to discuss it with the employer. Except in the event of an emergency, which shall include unanticipated loss of students, all teachers to be laid off shall be given notice by the second Friday of June in writing and a list of such names shall be given to the Association.

9:6 Reasons for Laying-Off Given Teacher: In the event the Association questions the wisdom of the employer as to specific teachers (a) being laid off or not being laid off, or (b) filling vacant teaching positions (as set forth above) or not filling such position, the employer will set forth in writing to the teacher and the Association its reasons for its action. It is understood, however, that the Association's request for this information must be reasonable, timely, and intended in good faith.

9:7 Priority of this Section: The individual contract executed between each teacher and the employer is subject to the terms and conditions of this Agreement. It is intended that this section takes precedence over and governs the individual contract and the individual contract is expressly conditioned upon this section.

SECTION 10 - LEAVE PAY

10.1 Sick Leave: All teachers shall be granted twelve (12) days sick leave per year which can be used in increments of 1 hour, ½ day (3 hours), or full day(s) (6 hours). Hourly increments shall only be used at the beginning of the day, the end of the day, or prep. Teachers may accumulate up to 200 sick days. When a total of over 160 sick days has been accumulated, teachers shall be given the option of payment for up to 12 sick days per year, either by June 30 of each school year, or to retain the sick days in the individual's sick day bank. Compensation will be at the regular sub rate.

10:2 Notification of Accumulation: Teachers will be notified with the issuance of the first paycheck of the school year as to the number of sick leave days they have accumulated, including the twelve (12) for that school year, to date.

10:3 Sick Leave Pool: There is hereby established a sick leave pool which shall be administered as follows:

A. The Association shall establish and administer the said sick leave bank for the benefit of the teachers.

B. Each teacher shall initially be entitled to donate one sick day to the bank. Donations will be on a purely voluntary basis. The said one sick day donated will be deducted from each participating teacher's total sick days.

C. Any teacher who has used up all of his sick leave, and has volunteered to participate in the pool, will be entitled to use any number of sick days allotted to him by the Association, except that the number of days allotted shall not exceed the total number of days in the pool.

D. The pool would be limited to a number of days equal to the number of teachers in the school system within the given school year.

E. When any teacher is making use of the days allotted to him by the Association from the pool, he will receive his regular teaching salary, and the Board will pay the substitute's salary up to the time when the total number of days allotted to the teacher by the Association from the pool has expired.

F. If the total number of days is not used in a given school year, the total number of days not used shall be carried forward to the next school year. At such time, teachers can again voluntarily contribute one sick leave day to bring the total number of days in the pool up to maximum allowed (which is defined above to be a number equal to the number of teachers in the system within the school year).

G. The Board shall in no way be responsible for the allocation of days from the pool to teachers or for naming or indicating the teachers who should donate days to the sick leave pool. Such matters shall be the sole and separate responsibility of the Association. No grievance shall be filed by the Association or any teacher on any matters which are specifically made the responsibility of the Association and not the Board in this paragraph.

The Association agrees to indemnify and hold harmless the Board for any damages incurred by the Board with respect to the matters made solely the responsibility of the Association and not the Board in this paragraph.

10:4 Retirement Incentive and Terminal Leave Pay

A. Retirement Incentive: Retirement as used in this clause shall mean severance of active employment with the Gladstone Area Schools and verification to the Board of an application from the teacher to the Michigan Public Schools Employees Retirement System (MPSERS) for retirement benefits of such a system.

B. Terminal Leave Pay: If a teacher has completed ten (10) or more years of service in the Gladstone School system, he/she will be paid for unused sick leave days up to a maximum of one hundred and sixty (160) days at the rate of 65% of his/her teacher's daily salary, not including Schedule B compensation. Paid into special pay plan in three annual installments (starting the first of July of the year he/she retires). If he/she terminates his/her employment under any of the following circumstances:
    1. Voluntary retirement under the provisions of the State Retirement Act.
    2. Disability retirement of health reasons.

3. Death within the employ of the Board. Payments in such case shall be made to the personal representative of the decedent if one is appointed within ninety (90) days of death: or to the nearest relative or a member of the class of nearest relatives if no personal representative is appointed within the 90 days' time limit.
4. Notification of irrevocable intent to retire will be provided to the Board 8 weeks prior to retirement. In the event of a layoff, these timelines are void.

10:5 Re-Employment Deduction: If, after receiving a payment under provisions given in 10:4 above, a former employee resumes employment with the Board and again becomes eligible for payment hereunder, payments previously made will be deducted from any subsequent payments to which he is entitled.

10:6 Physical Examination: Upon the recommendation of the Superintendent, the Board may require a teacher to submit to physical or mental examinations by appropriate specialists to determine whether involuntary sick leave is warranted. Such requested examinations will be at the Board's expense.

10:7 Examination by Board's Doctor: In the event of absence of a teacher for illness, the Board may require an examination of the teacher by a medical doctor. The choice of the medical doctor in the first instance will be the right of the teacher, and such examination shall be at the Board's expense. At its own discretion, the Board may subsequently require a medical examination by a doctor of its own choosing, with such examination to be at the Board's expense.

10:8 Workers' Compensation Supplement: Any teacher who is absent because of an injury or disease compensable under the Michigan Workers' Compensation law, shall receive from the Board the difference between the allowance under the Workers' Compensation law and his regular salary for the duration of the illness not to exceed the salary entitled for the remainder of the present school year with no subtraction of sick leave.

10:9 Reporting Inability to Work: Teachers not reporting for work shall report their absence in the following manner:

A. Teachers will be informed of call in/ vendor procedures.

B. The teacher will be required to identify themselves as follows:
   1. Full name
   2. Employment location
   3. Grade level or assignment
   4. Reason for absence (Sick, Emergency Personal Day, etc.)
   5. Date of absence

C. In the event that there would be a time that the teacher could not contact the employer between the above stated times, it will be necessary to report the absence at least one hour before they are due at work. In the event of an emergency the building secretary and/or principal must be contacted.

10:10 Additional Uses of Sick Leave: In addition to personal illness or injury, sick leave may be utilized for the following purposes: (For purposes of this section, immediate family shall be considered to include father, mother, son, daughter, brother, sister, husband, wife,

grandparents, grandchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law, step-mother, step-father, and relatives living with the teacher.)

A. One (1) day when emergency illness, injury, or emergency medical concerns in the immediate family requires a teacher to make arrangements for necessary medical and nursing care.

B. A maximum of five (5) days per school year for a critical illness in the immediate family. Further critical illness leave may be granted at the discretion of the Superintendent.

C. A maximum of five (5) days per school year for a death in the immediate family or household. Further death leave may be granted at the discretion of the Superintendent.

D. A maximum of ten (10) days per school year for persons called into temporary active duty of any unit of the U.S. Reserves or the Michigan National Guard, provided such obligations cannot be fulfilled on days when school is not in session.

E. A maximum of three (3) days per school year may be used for the following emergency situations.

1. Emergency, catastrophe, fire, accident, funeral (Example: Inclement weather day).

2. Required court appearance involving no moral turpitude on the part of the employee.

The additional use of sick leave as provided immediately below may be applied only after the personal business days have been exhausted and in the following circumstances.

3. Marriage or graduation of a member of the immediate family and of the employee.

F. Because an employee wishes to reside outside the school district or leave the area on a visit does not eliminate that person's responsibility to his or her contractual obligation. Section 11(3) is intended to cover such situations.

10:11 Personal Business Days: Three (3) days per school year will be credited for personal business days, with an accumulation to a maximum of five (5) days.

Notification for a personal leave will be made twenty-four (24) hours prior to taking such leave (except in the case of emergencies). These days shall not be deducted from accumulated sick leave, and may be used, if credited in increments of one to five.

Teachers cannot take personal business days on in-service days, or on records day, or on parent-teacher conference days, except for an emergency or as otherwise provided in the contract.

A maximum of (14) teachers shall be allowed to utilize personal business days prior to or following holiday periods (i.e. Christmas break, Thanksgiving break, Easter break, and spring break). The allocation will be on the basis of number of grade levels in a building (i.e. High School - 4, Middle School - 3, Jones - 3, Cameron – 4). For purposes of assignment for this

allocation, the count shall be based on where the teacher is in the first hour of the day (i.e. elementary music teachers at Cameron first hour, he will be listed in that building's allocation). If substitutes cannot be obtained, the personal leave days may be denied in the last four (4) weeks of the school year.

In the event more than maximum allocation apply (High School - 4, Middle School - 3, Jones - 3, Cameron - 4), the most senior shall receive the time off on a rotation basis. If a teacher uses a sick day before /after, he moves to the bottom of the list unless a doctor's note (non-dental/non-chiropractic) is given to the union president. If a substitute can be obtained for your assignment, more teachers shall be allowed to take leave days. The Association will maintain necessary records of the use of personal business days prior to and following holiday breaks.

10:12 Reimbursement for Unused Personal Days: A teacher shall be reimbursed at the end of the school year for any unused personal days elected for reimbursement by the teacher at the rate of substitute teacher's daily rate of pay up to the maximum accumulation. The teacher will have the following options:

1. Carry two days over and be paid for the remainder of the days, if any, at the substitute teacher's daily rate of pay.

2. Turn any of the remaining personal days into sick days.

3. Be reimbursed at the substitute teacher's daily rate of pay for any accumulated personal days.

4. Teachers who will be at step 18 may sell back up to two (2) personal days at their per diem rate. Teachers must notify the district by June 1st of the preceding school year of their intent to sell back.

10:13 Bereavement Day: A teacher shall receive two (2) paid bereavement day for immediate family. (For purposes of this section, immediate family shall be considered to include father, mother, son, daughter, brother, sister, husband, wife, grandparents, grandchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law, step-mother, step-father, and relatives living with the teacher.) As additional bereavement days are needed, teachers may then use an alternate method of taking time off.

SECTION 11 - LEAVES OF ABSENCE

11:1 Temporary Leaves of Absence: Leaves of absence with pay not chargeable against the teacher's sick leave will be granted as follows:

A. Teachers may be granted up to a maximum of one (1) to three (3) days per year for the purposes of attending meetings or conferences of an educational nature. The number of teachers allowed to leave at any one time will be within the discretion of the Administration.

Teachers working in more than one subject matter area or related assignment will be responsible to establish their own priority within the three-day limit for conferences. All requests for these leaves shall be submitted in writing through the teacher's building principal

or supervisor. The Board agrees to pay the cost of substitute teacher for such leave of absence. Additional compensation may be provided for housing, meals, reservations, travel expenses, within the limits of available finances.

Teachers may be requested upon return from meetings or conferences to submit a written report on materials covered and may further be requested to share at staff meetings these materials with their colleagues. The Board may also request a report.

B. Time necessary for appearance in any legal proceeding connected with the teacher's employment or with the school system, if the teacher is required by law to attend.

C. Leaves approved by the Administration but not covered in accordance with the provisions of Section 10 and 11 will be subject to the following: The Board has agreed to pay any teacher involved with this section one-half the difference between his/her per day salary and the amount paid a substitute teacher.

D. A teacher shall be released from regular duties, if properly delegated and with administrative permission, for the purpose of participating in district, regional, or state meetings of the Michigan Education Association and/or National Educational Association workshops, conferences, and other activities. The Association shall reimburse the employer the cost of the substitute. The GEA will limit association days to ten days per school year.

E. Teachers will notify their principal immediately upon discovery that leave is required. Leaves of absences will be applied for in writing, except in cases of emergency.

F. A maximum of three (3) days will be allowed for any teacher who is required by the selective service to appear for either a pre-induction or induction physical examination. In the event a teacher is inducted into the armed forces, his employment will be considered to be terminated on the last day he taught, thus making null and void his rights under this clause.

G. In the event a teacher is called for jury service, he will be released from regular duties without deduction of sick leave or pay, provided that any and all pay or expense money, not including mileage, received for jury service is reimbursed to the School District.

11:2 Extended Leaves of Absence: All requests for extended leaves will be applied for and granted in writing. The teacher must apply for leave at least sixty (60) days prior to its commencement, except in cases of emergency, and must notify the Board of his intention to return from such leave at least sixty (60) days prior to return. Leaves of absence without pay shall be granted for the following reasons:

A. The Board agrees that up to two (2) tenured teachers designated by the Association will, upon request, be granted a leave of absence for not less than one (1) semester nor more than one (1) school year without pay or increment for the purpose of engaging in Association (local, state or national) activities. The Association will arrange for a substitute suitable and acceptable to the Board, upon the request of the Board.

B. A leave of absence without pay of up to two (2) years will, upon approval of the Superintendent, be granted to any teacher who serves as an exchange teacher and is a

full-time participant in such a program. Upon return from leave, a teacher will be placed on the salary schedule at the level he would have achieved if he had not been absent.

C. Military leave will be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States. Upon return from such leave, a teacher will be placed on a salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence up to a maximum of two (2) years. Military leave will be in accordance with applicable law, including the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA") as currently in effect or as hereafter amended.

D. Any teacher whose personal illness extends beyond the period compensated under Section 10 shall be granted a leave of absence without pay, but not to exceed four (4) years, for such time as is necessary for complete recovery from such illness. Upon return from such leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position, if available.

E. An employee may be entitled to a leave of absence without pay on the following basis:

1. The employee must request in writing for planned medical treatment thirty (30) days prior to the expected date for such leave.

2. The Family and Medical Leave Act of 1993 shall become and is hereby made a part of the labor agreement as currently in effect or as hereafter amended between the parties. The employee may, however, take any leave for which they are otherwise eligible pursuant to this Agreement during such FMLA leave. The Employer may similarly require employees to take paid leave for which they are otherwise eligible during FMLA leave.

3. An employee shall be granted a leave without pay or increment of up to twelve weeks for the purpose of the birth of a child; adoption or foster care placement of a child with an eligible employee; or the serious health condition of an employee or spouse, child or parent. In these events, the employee will give notice as soon as possible.

4. In the event that additional time is needed, the leave of absence may be extended up to one year at a time and up to two years upon approval of the Board. Failure to return to work as set forth herein shall mean termination.

5. Subsequent physician's statements may be required by the Board from the teacher's physician at the teacher's expense.

6. Before the employee can return from the leave, he/she must submit a physician's statement confirming his/her physical ability to perform all the regular and normal duties and functions of his/her position, by the physician at his/her expense.

7. Upon return from a leave of absence the employee shall at the employee's request be returned to the same or similar position held prior to leave provided an eight (8) month notice prior to return is given in writing. If such position no longer exists, genuine attempts shall be made to have the teacher placed in a similar position. In

the event that any teacher does not apply for reinstatement within the time limit set forth above, but makes such application within four (4) years of commencement of his/her leave of absence, he/she shall receive first consideration in case of an opening in the school system for which he/she is qualified.

8. Failure to return to work as set forth herein or failure to follow the above requirements and responsibilities, where possible, shall mean that his/her employment may be terminated.

9. Any parent adopting a child and wishing to utilize these provisions shall give notice as soon as possible as to when such leave is desired.

F. A leave of absence without pay or increment of up to one (1) year may, upon the approval of the Board, be granted for the purpose of caring for a sick member of the teacher's immediate family. Additional leave may be granted at the discretion of the Board.

G. The Board may grant a leave of absence without pay or increment to any teacher to campaign for or serve in a public office, such leave to be not less than one (1) semester nor more than the term of such office.

H. Other leaves of absence without pay may be granted by the Board.

I. No benefits shall accrue to a teacher during a leave of absence except as otherwise stated herein. Upon return from leave, his accumulated unused sick leave benefit accumulated at the time the leave commenced will be restored to him.

11:3 Sabbatical Leave: Pursuant to Section 380.1235 of the Revised School Code, teachers who have been employed for seven (7) years may be granted sabbatical leave at the discretion of the Board subject to the following conditions:

A. No more than one (1) teacher will be absent on sabbatical leave at any one time.

B. Requests for sabbatical leave must be received by the Superintendent of Schools in writing in such form as may be required by the Superintendent no later than March 1st of the school year preceding the school year for which the sabbatical leave is requested. Preference in granting such leaves will be given on the basis of length of service in the system.

C. The teacher has completed at least seven (7) consecutive full school years of service in the Gladstone school system.

D. Teachers on sabbatical leave will be paid at one-half (1/2) their annual salary rate for a full year's leave or one-quarter (1/4) of their annual salary rate for a semester's leave.

1. Any N.D.E.A., N.S.F., or other government or private grant will be included as a part of the Board's obligation.

E. The teacher will agree, in writing, to return to employment in the Gladstone school system for one (1) full year in the event of a semester's leave, or two (2) full years in the event of a full year's leave. If a teacher fails to return for the required time, he will be liable for repayment to the District of a proportionate amount of the leave pay received.

F. A teacher, upon return from sabbatical leave, shall be restored to his former position or to a position of like nature, seniority and status.

G. Any period spent on sabbatical leave shall be treated as teaching service for purpose of applying the salary schedule set forth in Schedule A of this Agreement.

H. All sabbatical leaves will be considered as long as the purpose of the leave is to promote the teacher's knowledge and proficiency in his/her particular subject matter area or mutually agreed upon related area or in a position for which he/she is currently being considered.

I. Sabbatical leaves for educational purposes will require that the teacher carry a full college or university credit load. All credits must be taken at an accredited university or college. Verification of credits must be forwarded to the Superintendent's office at the completion of the sabbatical leave. Failure to complete the credit requirements mentioned above will result in a prorated deduction of sabbatical leave pay.

SECTION 12 - TEACHER EVALUATION

All employees not covered by the Teachers' Tenure Act and/or Revised School Code shall be evaluated annually, in writing, by their building principal(s) or designee, and will have the opportunity to discuss such a report.

12:1 Teacher Evaluation: All teachers will be evaluated in accordance with MCL – Section 380.1249 of the revised school code. In addition:

A. An estimated evaluation calendar will be provided to those staff being evaluated by September 30th,

B. Classroom observations shall be no less than 15 minutes in length and include a review of a lesson plan, state curriculum standards, and pupil engagement. Observations are conducted by trained observers, and at least one is conducted by the evaluator,

C. There shall be at least two or more classroom observations each year a teacher is evaluated,

D. A Mentor teacher will be provided in order to assist any staff member with an IDP. Mentor teachers will be assigned by building principals based on seniority and certification on a rotating basis. No teacher shall be forced to be a mentor against his or her will. A total of 40 hours of mentoring throughout the school year will be compensated at the most recent summer school hourly rate. Forms will be provided by the district.

12:2 Right to Review Personnel File: Each teacher shall have the right, upon request, to review at reasonable times the contents of his own personal file. A representative of the Association may, at the teacher's request, accompany the teacher in this review.

Each teacher's personal file shall contain, where available, the following minimum items of information:

- such TB report as mandated by law and required medical information
- all teacher evaluation reports
- copies of annual contracts
- teacher certificate
- a transcript of academic records
- tenure recommendation

The teacher shall have an opportunity to respond to any material in his personal file, and such response shall become a part of said file.

12:3 Presence of Association Representative: A teacher shall at all times be entitled to have present another representative of the Association when he is being reprimanded or disciplined for any infraction of rules, or delinquency in professional performance. When a request for such representation is made by the teacher, no action shall be taken with respect to the teacher until such representative of the Association is present. Such meeting is to be held at the earliest reasonable possible time.

12:4 Discipline: Employees shall not be discharged, disciplined, reprimanded, or reduced in compensation for any reason that is arbitrary and capricious. Any such discipline, reprimand, or reduction in rank or compensation shall be subject to the negotiated professional grievance procedure hereinafter set forth. This paragraph shall specifically not apply to probationary teachers.

A. Discipline may include, but is not limited to:
   1. Verbal warning and/or verbal reprimand
   2. Written warning and/or written reprimand
   3. Suspension
   4. Discharge
B. Discipline of a teacher shall be done privately.

SECTION 13 - PROTECTION OF TEACHERS

13:1 Student Disruption of Class: If any student repeatedly disrupts the class and appears to be emotionally disturbed, the concerned teacher shall report such students to the Superintendent or the Principal. The teacher and the principal will work with the family to determine if a Functional Behavior Assessment and/or a Behavior Intervention Plan is appropriate for the student.

13:2 Assault, Threat, and Harassment:

A. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault. After suitable investigation of an assault on a teacher, the Board will reimburse teachers for full replacement cost for any loss, damage, or destruction of clothing or personal property of the teacher while on duty in the school or on the school premises not involving intentional misconduct or personal negligence on the part of the teacher.

B. Harassment or threatening behavior consisting of any words or deeds that intimidate a bargaining unit member or reasonably cause concern for his/her physical and/or

psychological well-being is strictly forbidden. Any student, parent, visitor, staff member, or agent of this Board who is found to have threatened a bargaining unit member will be subject to discipline and/or reported to the authorities.

13:3 Liability Insurance: The Board will provide liability insurance to protect the teachers in case of suit against them for action or incidents occurring in the line of duty.

13:4 Complaints of Parents:

A) Any consistent and severe complaints directed to the Administration by a parent of a student shall be promptly called to the attention of the teacher.
B) In the event of a written reprimand, the teacher shall be informed of any complaining parent's name.

13:5 Amount of Insurance: The auxiliary liability policy will cover liability within the limits of $500,000.00.

13.6: Discipline of Students: Teachers shall be given the responsibility for administering discipline in order to maintain conditions conducive to learning. When disruptive behavior by students is abnormally frequent, the teacher may seek or receive counsel from other district or ISD resources, if applicable. In the event a teacher excludes a student from his class for disciplinary purposes, the teacher must report the incident to the principal and furnish full particulars in writing upon request, and meet with the principal to review the background and proper steps to be taken and to set up a meeting with the student's parents and principal, if deemed necessary by the principal.

The teacher shall observe rules concerning punishment of students as may be established by the board. The failure to follow a systematic discipline process could lead to disciplinary action against the teacher.

13:7 Student's Actions: When characteristics which resemble substance abuse appear in a student's actions, the teacher will notify the principal's office orally, or in writing if requested by the principal. An exploratory conference may be held, at the discretion of the principal, with those individuals deemed important by the principal to explore the causes of the exhibited characteristics. The teacher will attend such conference and subsequent conferences if requested. Further conferences may be held upon request by the Administration or the School Board. Results of the conference or conferences will dictate appropriate future steps. Such steps, if proper or necessary, will follow the procedure now used, or hereafter created, by the Board.

13:8 Statement of Disciplinary Rules: The Board will provide a statement of the rules, regulations, and procedures governing discipline, suspension and expulsion of students, and position regarding corporal punishment. This statement will be distributed annually and any significant changes thereafter will be distributed.

SECTION 14 - NEGOTIATION PROCEDURES

14:1 Contract Not Reopened: This contract shall not be reopened, except as provided herein.

14:2 Commencement of Negotiations: At least sixty (60) days prior to the expiration of this Agreement, the parties will likewise begin negotiations for a new agreement.

14:3 Selection of Own Representatives: In any negotiations described in this section, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the School District. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the membership of the Association.

14:4 Failure to Reach Agreement: If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission or take any other lawful measures it may deem appropriate, including the imposition by the Association of professional sanctions to discourage teachers from working in the absence of contract.

14:5 No-Strike Provision: The Association will not authorize, sanction, condone, or acquiesce in, nor will any member of the bargaining unit take part in, any strike or work stoppage of any kind or nature. Strike and work stoppages shall be deemed to include but are not limited to, slow-downs, stoppages of any kind, sit-ins, and "blue flu." There shall be no picketing or demonstrating during contractually assigned duty time.

14:6 Association Prohibitions: Accordingly, the Association agrees that during the term of this Agreement, it shall not direct, instigate, participate in, encourage, or support any strike as defined in 14:5(1) above, against the Board by any teacher or group of teachers.

14:7 Right to Discipline: The Board shall have the right to discipline, including discharge, any teacher for taking part in any violation of this provision.

SECTION 15 - GRIEVANCE PROCEDURE

15:1 Definition of Grievance: A "grievance" is any alleged violation of the terms of this Agreement.

15:2 Time Limits: All time limits herein shall consist of school days. Time limits may be extended upon mutual consent of the parties. It is understood that the time limits set forth herein or agreed upon shall be considered as substantive and failure to conform to them shall mean default by the party failing to conform.

15:3 Association Representative: The employer agrees that the Association may designate a Grievance Committee representative and an alternate who shall be teachers with tenure status with the employer. In addition, such teacher must have been employed in the building for at least one (1) year. It is understood that the alternate shall act only in the absence of the regular Committee member. The Association will furnish the employer with the names of its Grievance Committee representatives and alternates and such changes may occur from time to time in such personnel, so that the employer may at all times be advised with whom it may

be dealing. Until the employer has received written notice from the Association, it shall not be required to deal with such teachers purporting to be representatives. It is understood that grievance procedures will be handled at times other than when the teacher is in class. In the event, in the handling of a grievance, it becomes necessary for the Committee representative to leave his class, he shall first obtain permission from his supervisor which shall not be unreasonably withheld. The privileges of the Committee representatives leaving their work during working hours without loss of time or pay is subject to the understanding that such time shall be devoted to the proper handling of the grievance; will be done expeditiously, and with as little interruption of work, as possible, must not leave any students unattended, and that this privilege will not be abused. If the Committee representative is required to go into another building other than his own in the handling of a grievance, the principals at both buildings (or all buildings involved) must be notified. Except as set forth in this Agreement, and except for reasonable periods of time to be utilized by the president of the Association, which do not interfere with his duties, no Committee representative or any other employee shall be granted assigned duty time off for the purpose of handling Association matters, affairs, or grievances, unless specific permission has been granted by the supervisor or principal.

15:4 Steps: In the handling and processing of a grievance the following procedure shall apply:

STEP 1:

Any teacher who believes he has a grievance shall have five (5) days from the occurrence of the alleged grievance to file an official written grievance form with his immediate supervisor. In the case of a class action grievance this step will begin with the Superintendent. It is expressly understood by both parties that reasonable efforts to settle the alleged grievance in an informal manner will be conducted during this five (5) day period. These informal meetings may be attended by an Association representative and/or a Board representative if requested by either the grievant or the involved Administrator.

If an informal settlement of the alleged grievance is unsuccessful and a formal grievance is filed, the involved Administrator shall have five (5) days to return a written response to the grievant. The official written grievance shall set forth the facts of the grievance and the section or sections of the agreement allegedly violated.

STEP 2:

If the grievant is not satisfied with the written response at Step 1, he shall notify the Superintendent within five (5) days. Within ten (10) days after such written notification, a hearing involving the grievant, a representative from the Association Grievance Committee if desired by the employee, a representative from the Michigan Education Association if desired by the employee, the grievant's immediate supervisor, the Superintendent, some member or members of the Board's Personnel Committee, the Board's attorney, if requested by the Board, shall be held for the purpose of determining the validity of the grievance. After the completion of such a hearing, the Board will have fifteen (15) days to return to the grievant and the Association its written decision regarding the grievance.

STEP 3:

If the alleged grievance is not settled at Step 2, the matter may be referred to arbitration. The matter may be referred to arbitration only by the Association, provided that notice to refer the

matter is given to the Board within ten (10) days from the date of the Board's written decision at Step 2. Within five (5) days after the date of the written request for arbitration, a committee of the Board or its designated representative and the Association or its designated representative shall make every reasonable effort to agree upon a mutually acceptable arbitrator. If the parties are unable to agree on an arbitrator within the time period set forth herein, the party seeking arbitration shall file a request with the American Arbitration Association or the Michigan Employment Relations Commission to submit a list of qualified arbitrators. The arbitrator shall then be selected according to the rules of the Michigan Employment Relations Commission or the American Arbitration Association. The arbitrator shall hear the grievance in dispute and shall render his 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 his 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 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 Michigan School laws.

The arbitrator's fees and expenses shall be shared by the employer and the Association. Beginning with the 2009-2010 school year, arbitrators fees and expenses will be split 60%-40% with the winning party paying 40%. 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.

15:5 Interim Management: The filing of the grievance shall in no way interfere with the right of the Board to proceed in carrying out its management responsibilities, subject to the final decision of the grievance.

15:6 Carrying Out Orders: In the event the alleged grievance involves an order, requirements, etc., the grievant shall fulfill or carry out such orders or requirements, etc., pending the final decision of the grievance.

15:7 Informal Resolution: Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discussing and having it resolved informally with the employer; provided that the Association be given the opportunity to be present at the hearings or meetings of such grievance and that the final decision by the employer is not inconsistent with the terms of this Agreement.

15:8 Exclusivity of Tenure Act Remedy: A complaint or dispute involving the discharge, termination, demotion, or nonrenewal of a probationary teacher shall not be subject to the grievance and arbitration provisions, if that teacher's case could be heard pursuant to the Michigan Tenure of Teachers Act.

15:9 Rights to Representation: No teacher may be represented by any teacher organization other than the Association in any grievance procedure initiated pursuant to this Agreement.

15:10 Miscellaneous:

A. If, in the judgment of the Association Grievance Committee, a grievance affects a group or class of teachers, the Association Grievance Committee may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Step 2.

B. Copies of all written decisions of grievances shall be sent to all parties involved and the Association secretary.

C. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.

D. All documents, communications, or records dealing with a grievance shall be filed separately from the personal files of the participants.

E. Forms for filing and processing grievances shall be designed by the Superintendent and the PN Committee and shall be given appropriate distribution so as to facilitate the operation of the grievance problem.

F. Access shall be made available to records of all information necessary to the determination and processing of the grievance. Teachers' personal files shall be examined by the Association only upon written prior approval of the teacher submitted to the Superintendent.

SECTION 16 - MISCELLANEOUS PROVISIONS

16:1 Opportunity to Consult: The Association shall be duly advised by the Board of fiscal, budgetary and tax programs affecting the District and the Association shall, whenever feasible, have the opportunity in advance to consult with the Board with respect thereof prior to general publication.

16:2 Status of Agreement: This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts, which are hereby made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

16:3 Printing of Copies: Copies of this Agreement and the Gladstone Schools Handbook shall be printed at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.

16:4 Savings Clause: If any provisions of the 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 application shall continue in full force and effect.

16:5 Necessity to Negotiate: The Association and the Board intend this agreement to cover any and all problems and questions arising between them. It shall specifically be unnecessary for any party to negotiate or bargain upon any area covered or not covered by the terms of this Agreement.

In all such instances, no new area shall be bargained or negotiated upon, until this Agreement shall have been lawfully terminated or has expired, or until there shall be mutual written agreement by and between the parties. If any provision of this Agreement is declared void under any federal or state law by any court, the parties agree to use reasonable efforts to bargain regarding a replacement provision over the same substantive area only, including such area's dollar value.

16:6 Length of Service: Length of service is defined as actual days/ hours paid for by the Gladstone Schools, not to include days spent as a substitute teacher. In the circumstances of more than one individual beginning employment on the same date, all individuals affected will participate in a drawing to determine position on the length of service list. The Association and teacher(s) 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 which will reasonably allow affected teachers and Association representatives to be in attendance. Length of service will be determined to be on a district wide basis and not on a building basis.

A hard copy of the seniority list will be sent to the local Association president, all teachers and posted in each school by October 15 of each year. Objections to the list shall be filed within ten (10) days of posting. Thereafter, the list shall be final and conclusive for that school year.

16:7 Section Headings: The various section and subsection headings of this Agreement have been added for the convenience of the reader, and, accordingly, they shall not be utilized in the interpretation of the meaning of the various terms and provisions of the Agreement. Only the language of the Agreement itself shall be utilized for purposes of interpretation.

16:8 Gender and Number: Any reference to masculine gender or singular number shall be deemed to include feminine gender or plural number, if the context requires.

16:9 Site Based Decision Making: A committee with representation from the administration, Board of Education and the Association shall meet to discuss possible procedures for SBDM – SD/SI. No SBDM - SD/SI committee even though approved by the Board shall engage in issues relating to collective bargaining or have the authority to address employment matters.

16:10 Family Medical Leave Act: Both parties will comply with the Family Medical Leave Act. (A summary of such Act is attached to this Agreement.)

16.11 Recording: Association meetings and meetings between Association members will not be subject to surveillance. Meetings between the Administration and Association members shall not be recorded by either party without the knowledge and consent of all participants. This does not apply to public meetings, such as meetings subject to the open meetings act, or recordings captured through regular District security procedures.

SECTION 17 COMP

Comp hours will be available to all teachers. It is voluntary and will be offered on a rotating seniority basis. If the times match up, allow for middle school teachers comping at Jones and vice versa, if necessary, and desired by the teacher. However, at the high school level, it will be offered to a certified teacher, as the first alternative. Three fifteen (15) minute blocks equal one comp hour. One Saturday school hour equals one comp hour. Six comp hours equal one (1) comp day. Association members can use up to 3 comp days consecutively. At the discretion of the Superintendent, Association members may use more than three consecutive days

A. Up to 40 hours of comp time may be carried over to the next school year.
   - The 40-hour comp time cap will go into effect on the following schedule:
     - The cap will be effective immediately after ratification for teachers who had a balance of comp time of less than 50 hours at the conclusion of the 2024-2025 school year.
     - The cap will be effective at the conclusion of the 2026-2027 year for those with a balance of comp time between 50-100 hours.
     - The cap will be effective at the conclusion of the 2027-2028 year for those with a balance of comp time exceeding 100 hours.
   - Teachers may choose to be compensated for any number of hours at the most recent summer school rate at the conclusion of each quarter.
   - Teachers who have a balance of 100 hours or more at the conclusion of the 2024-2025 school year will be exempt from only using the "three consecutive day rule" as stated above until the conclusion of the 2027-2028 school year.

B. Comp time may be earned, based upon rotating seniority, for the following activities that involve student supervision or instruction:

   1. Substitute for other teachers
   2. Noon hour supervision
   3. Saturday school district-wide
   4. Tutoring /detention/makeup time district-wide
   5. IEP and 504 Meetings during a teacher's prep
   6. Emergency situations deemed necessary by the Superintendent

C. Teachers will be financially compensated for attending meetings and/or events regarding student success or school improvement and/or district-led or required training. Teachers will also be compensated for medical billing. Teachers will be eligible for compensation when the meetings, training, or medical billing occur during prep or outside of instructional time, but do not occur during professional development days. If participation is limited, teachers will be asked on a rotating seniority basis. Compensation is at 75% of the most recent summer school rate. An annual record of meeting attendance shall be kept and verified by both parties at the conclusion of each school year, and compensation shall be provided on the 20th pay for all teachers.

SECTION 18 - DURATION

This Agreement shall be effective as of November 18, 2025 and shall continue in effect until the 30th of June, 2027, except that the effective date of this Agreement shall not obligate the Board to make any wage payments or extend any other benefits which shall cause the Board to be in violation of any federal statute, regulation, or rule dealing with price and wage controls. The contract may be reopened upon the approval of both parties. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

GLADSTONE AREA SCHOOLS
BOARD OF EDUCATION

By: _____

Its: President

By: _____

Its: Secretary

UPPER PENINSULA EDUCATION
ASSOCIATION AND THE
MICHIGAN EDUCATION ASSOCIATION

By: Melissa Egner

Its: PN Co-chair

By: Erika Tiso

Its: PN Co-chair

By: Paulette Pepin

Its: President

SCHEDULE A

25-26

3.25% raise on base 3.0% across lanes

Index	Step	BS/BA	Professional/ Continuing/ Permanent	Masters	MastersMA +15	MA + 30/ 2MA
1	1	$40,643	$41,863	$43,119	$44,412	$45,744
1.05	2	$42,675	$43,956	$45,274	$46,633	$48,032
1.1	3	$44,708	$46,049	$47,430	$48,853	$50,319
1.15	4	$46,740	$48,142	$49,586	$51,074	$52,606
1.2	5	$48,772	$50,235	$51,742	$53,294	$54,893
1.25	6	$50,804	$52,328	$53,898	$55,515	$57,181
1.3	7	$52,836	$54,421	$56,054	$57,736	$59,468
1.35	8	$54,868	$56,515	$58,210	$59,956	$61,755
1.4	9	$56,901	$58,608	$60,366	$62,177	$64,042
1.45	10	$58,933	$60,701	$62,522	$64,397	$66,329
1.5	11	$60,965	$62,794	$64,678	$66,618	$68,617
1.55	12	$62,997	$64,887	$66,834	$68,839	$70,904
1.6	13	$65,029	$66,980	$68,990	$71,059	$73,191
1.65	14	$67,061	$69,073	$71,146	$73,280	$75,478
1.69	15	$68,687	$70,748	$72,870	$75,056	$77,308
1.73	16	$70,313	$72,422	$74,595	$76,833	$79,138
1.77	17	$71,939	$74,097	$76,320	$78,609	$80,968
1.81	18	$73,564	$75,771	$78,045	$80,386	$82,797
1.85	19	$75,190	$77,446	$79,769	$82,162	$84,627
1.89	20	$76,816	$79,120	$81,494	$83,939	$86,457
1.95	25	$79,254	$81,632	$84,081	$86,604	$89,202

26-27

3.25% raise on base 3.0% across lanes

Index	Step	BS/BA	Professional/ Continuing/ Permanent	Masters	Masters MA +15	MA + 30 / 2MA
1	1	$41,964	$43,223	$44,519	$45,855	$47,231
1.05	2	$44,062	$45,384	$46,745	$48,148	$49,592
1.1	3	$46,160	$47,545	$48,971	$50,441	$51,954
1.15	4	$48,258	$49,706	$51,197	$52,733	$54,315
1.2	5	$50,357	$51,867	$53,423	$55,026	$56,677
1.25	6	$52,455	$54,029	$55,649	$57,319	$59,038
1.3	7	$54,553	$56,190	$57,875	$59,612	$61,400
1.35	8	$56,651	$58,351	$60,101	$61,904	$63,761
1.4	9	$58,749	$60,512	$62,327	$64,197	$66,123
1.45	10	$60,848	$62,673	$64,553	$66,490	$68,485
1.5	11	$62,946	$64,834	$66,779	$68,783	$70,846
1.55	12	$65,044	$66,995	$69,005	$71,075	$73,208
1.6	13	$67,142	$69,157	$71,231	$73,368	$75,569
1.65	14	$69,240	$71,318	$73,457	$75,661	$77,931
1.69	15	$70,919	$73,047	$75,238	$77,495	$79,820
1.73	16	$72,598	$74,775	$77,019	$79,329	$81,709
1.77	17	$74,276	$76,504	$78,800	$81,163	$83,598
1.81	18	$75,955	$78,233	$80,580	$82,998	$85,488
1.85	19	$77,633	$79,962	$82,361	$84,832	$87,377
1.89	20	$79,312	$81,691	$84,142	$86,666	$89,266
1.95	25	$81,830	$84,284	$86,813	$89,417	$92,100

SCHEDULE B

(These percentages are based upon the BA Column of Salary Schedule A)

Maximum of ten (10) years credit

I. Athletic Activities	Percent
Varsity Football Coach	12%
Equipment Handling	2%
Asst. Varsity Football Coach	10%
JV Football Coach	9%
Asst. JV Football Coach	7%
Freshman Football Coach	9%
Asst. Fresh. Football Coach	7%
Girls Varsity Basketball Coach	12%
Girls JV Basketball Coach	9%
Boys Varsity Basketball Coach	12%
Boys JV Basketball Coach	9%
Boys Fresh. Basketball Coach	9%
Girls Fresh. Basketball Coach	9%
8th Grade Basketball Coach	5%
7th Grade Basketball Coach	5%
Cross-Country Varsity Coach (boys and girls)	7%
Asst. Cross-Country Varsity Coach (boys and girls)	3%
Wrestling Coach	12%
Asst. Wrestling Coach	8%
Varsity Track Coach	8%
Asst. Track Coach	5%
Junior High Track Coach	4%
Golf Coach (boys & girls)	7%
Tennis Coach	7%
Volleyball Varsity Coach	10%
JV Volleyball Coach	5%
Freshman Volleyball Coach	5%
Varsity Softball Coach	10%
Head Varsity Cheerleading Coach (Sideline)	6%
Assistant Varsity Cheerleading Coach (Sideline)	3%
Head Varsity Cheerleading Coach (Competitive)	8%
Assistant Varsity Cheerleading Coach (Competitive)	4%
Middle School Cheerleading Coach (Sideline)	2%
Middle School Cheerleading Coach (Competitive)	2%
Varsity Baseball	10%
Junior High Extra Curricular Coach (With Board Approval)	1%
High School Extra Curricular Coach (With Board Approval)	2%

Ticket sellers	$12.00/game
Timers - Varsity contests	$10.00/game
Other contests	$8.80/game
Score Keepers - Varsity contests	

- Home games	$8.80/game
- Away games	$10.00/game
Other contests	
- Home games	$8.80/game
- Away games	$8.80/game

II. Fine Arts Activities	**Percent**	
Band All Performance All Levels	12%	
Chorus All Performance All Levels	6%	
Drama Club (per play)	3%	EC Club
Advisor (With Board Approval)	2%	

III. School Activities	**Percent**
HS Yearbook Advisor (with publications class)	2%
HS Yearbook Advisor (without publications class)	6%
Video/Photography Club	2%
HS Video/ Photography Club	2%
HS Student Council Advisor	4%
HS National Honor Society Advisor	3%
High School Bowl Advisor	2%
JH Quiz Bowl Advisor	1%
Senior Class Advisor with Senior Roll Call	3%
Junior Class Advisor	3%
Sophomore Class Advisor	1%
Freshman Class Advisor	1%
Noon Supervision	Comp Time as needed
Middle School Yearbook	3%
HS Robotics Advisor	5%
HS Youth In Government Advisor	2%
HS Science Olympiad Advisor	2%
HS Key Club Advisor	2%
JH Key Club Advisor	1%
Building Level Tech. Lead Teacher	5%
Elementary Extra Curricular Club Advisor (With Board Approval)	1%
Junior High Extra Curricular Club Advisor (With Board Approval)	1%
High School Extra Curricular Club Advisor (With Board Approval)	2%

Department Heads: *Social Studies	*$250.00
*Mathematics	
*English	
*Science	
Industrial Arts	$175.00
Physical Education	
Language	
Music	
Art	

IV. Summer School (hourly rate)

Minimum $15.00 per hour or more as per grant funding

Coaches will be paid a lump sum at the end of each season with a final paycheck scheduled for October, March, or May depending on the sport's season. Other Schedule B paydays will be the second payday in November, the second payday in March and the final payday of the school year. Year-long activities will be paid on the final payday or divided among the three paydays, as noted, upon request.

The Board's obligation to pay any amount on Schedule B for salary is subject to the Board's decision to run the various programs and fill the various positions.

All additional professional compensation provided under Schedule B shall be paid only when an individual has been officially appointed and the appointment has been acted upon by the Board prior to the performing of the extra-curricular assignment.

GLADSTONE AREA SCHOOL CALENDAR * 2025-2026

2025-2026 School Year

Month	1st Week					2nd Week					3rd Week					4th Week					5th Week					Full	Half	PD
	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	Days	Days	Days
August																18	19	20	21	22	25	26	27	28	29	3		1
September	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26	29	30				21		
October			1	2	3	6	7	8	9	10	13	14	15	16	17	20	21	22	23	24	27	28	29	30	31	22		1
November	3	4	5	6	7	10	11	12	13	14	17	18	19	20	21	24	25	26	27	28						15	1	1
December	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26	29	30	31			15		
January				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	17	3	
February	2	3	4	5	6	9	10	11	12	13	16	17	18	19	20	23	24	25	26	27						17		1
March	2	3	4	5	6	9	10	11	12	13	16	17	18	19	20	23	24	25	26	27	30	31				20		
April			1	2	3	6	7	8	9	10	13	14	15	16	17	20	21	22	23	24	27	28	29	30		18		1
May					1	4	5	6	7	8	11	12	13	14	15	18	19	20	21	22	25	26	27	28	29	20		
June	1	2	3	4	5																						3	
																										168	7	5

1st Day for students - Aug. 26th

Last Day for students - June 3rd

Half Day Dismissal

Cameron - 12:29

Jones - 12:00

Jr High - 11:58

High School - 11:15

Legal Holidays

Sep 1 - Labor Day

Nov 27- Thanksgiving

Dec 25 - Christmas

Jan 1 - New Years

May 25 - Memorial Day

No School

August 29 - Labor Day Weekend

Sep 1 - Labor Day

Nov 26-28 - Thanksgiving Break

Dec 22-Jan 2 - Winter Break

Feb. 13-16- Mid Winter Break

Mar 30-Apr 3 - Spring Break

Half Days

Nov 6 - PTC

Jan 14-16 - Exams

June 1-3 - Exams

No School - PD Days

Aug. 25

Oct. 24

Nov. 7

Feb. 12

April 17

End of Grading Peri

Q1 Oct. 24 (43)

Q2 Jan. 16 (47)

Q3 March 20 (43)

Q4 June 3 (47)

12/9/2025

GLADSTONE AREA SCHOOL CALENDAR * 2026-27

2026-2027 School Year

Month	1st Week					2nd Week					3rd Week					4th Week					5th Week					Full	Half	PD
	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	Days	Days	Days
August																24	25	26	27	28	31							1
September		1	2	3	4	7	8	9	10	11	14	15	16	17	18	21	22	23	24	25	28	29	30			20		
October				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	21		1
November	2	3	4	5	6	9	10	11	12	13	16	17	18	19	20	23	24	25	26	27	30					16	1	1
December		1	2	3	4	7	8	9	10	11	14	15	16	17	18	21	22	23	24	25	28	29	30	31		14		
January					1	4	5	6	7	8	11	12	13	14	15	18	19	20	21	22	25	26	27	28	29	17	3	
February	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26						17		1
March	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26	29	30	31			19		
April				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	19		1
May	3	4	5	6	7	10	11	12	13	14	17	18	19	20	21	24	25	26	27	28	31					20		
June		1	2	3	4	7	8	9	10	11																5	3	
																										168	7	5

1st Day for students - Sept. 1

Last Day for students - June 10

Half Day Dismissal

Cameron - 12:29

Jones - 12:00

Jr High - 11:58

High School - 11:15

Legal Holidays

Sep 7 - Labor Day

Nov 26- Thanksgiving

Dec 25 - Christmas

Jan 1 - New Years

May 31 - Memorial Day

No School

Sept. 4- Labor Day Weekend

Sept. 7 - Labor Day

Nov 25-27 - Thanksgiving Break

Dec 21-Jan 1 - Winter Break

Feb. 12-15- Mid Winter Break

Mar 26 - Good Friday

Mar 29-Apr 2 - Spring Break

Half Days

Nov 5 - PTC

Jan 20-22 - Exams

June 8-10 - Exams

No School - PD Days

Aug. 31

Oct. 23 *tentative

Nov. 6

Feb. 11

April 16

End of Grading Periods

Q1	43	Oct. 30
Q2	47	Jan. 22
Q3	42	Mar. 25
Q4	48	Jun. 10

12/9/2025