MASTER AGREEMENT

BETWEEN THE

IRON MOUNTAIN BOARD OF EDUCATION

AND THE

UPPER PENINSULA EDUCATION ASSOCIATION
MICHIGAN EDUCATION ASSOCIATION
(U.P.E.A. – M.E.A.)

2026-2029

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MASTER AGREEMENT

This agreement entered into this 11th day of May 2026 by and between the School District of Iron Mountain, the City of Iron Mountain, Michigan, hereinafter called the "Board" and the Upper Peninsula Education Association and the Michigan Education Association, a Michigan Corporation, hereinafter called the "Association". Contract shall be dated from July 1, 2026, and expires June 30, 2029.

ARTICLE I
RECOGNITION

1. The Board hereby recognizes the Iron Mountain Educational Association (I.M.E.A.) as its local bargaining unit and the Upper Peninsula Education Association (U.P.E.A.) affiliated with the Michigan Education Association (M.E.A.) as the exclusive and sole bargaining representative for all certified or approved teachers and retired teachers ("retirees") employed by the Board of Education excluding: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Business Manager, Community School Director, supervisors within the meaning of the Public Employment Relations Act, Title I Administrative Staff, teacher aides, substitute teachers, Athletic Director, if not a teacher, and all other non-teaching employees.

   a. Retirees Performing Teaching Duties:
   Retirees performing teaching duties shall fill positions for short period of time not to exceed one year and will only be placed on the salary scale as determined by the district. Each year these teaching positions filled with retirees will be posted. These qualified retired teachers are not eligible for single subscriber health insurance. Further, the retirees are not eligible for cash and Liu benefits or any other insurance benefits under this contract. Retirees do not earn or maintain seniority.

ARTICLE 2
ASSOCIATION RIGHTS

1. After reviewing with the local Association, the Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial reports and audits, register of certificated personnel, as well as any non-certified employee working in an Association position, tentative budgetary requirements and allocations (including county allocation board budgets), census and membership data, and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the school district, together with information which may be necessary for the Association to process any grievance or complaint.

2. The Board shall advise the Association on any new or modified fiscal budgetary or tax programs, construction programs, performance contracting or major revisions of educational policy which are proposed or under consideration, and the Association shall be given opportunity to advise the Board with respect to said matters prior to their adoption and/or general publication.

3. Association representatives may transact business with representatives

of the affiliate (MEA field representatives) on school property providing there is no interference in normal school operation.

4. The association shall be granted use of school rooms and equipment upon making such request in the business office by filling out the use of facility form for the purpose of conducting union business.

5. The Association may use the teacher mail boxes and bulletin boards for communication purposes except for political information.

6. Notification of any bargaining unit member placed on layoff or leave of absence (paid or unpaid) lasting more than five (5) days shall be reported to the designated Association representatives via e-mail no later than five (5) business days after the first day of leave. Notification of any bargaining unit member returning from a layoff or leave of absence (paid or unpaid) shall be reported to the designated Association representative via e-mail no later than five (5) business days after the first day of return.

EMPLOYEE RIGHTS:

1. Concerted Activity: Pursuant to the Michigan Public Employment Relations Act (PERA) as amended, MCLA 423.201 et seq., MSA 17.455(1) et seq., the employer hereby agrees that every bargaining unit member shall have the right to freely organize, join, and support the association and to engage in lawful concerted activities for the purposes of collective bargaining or negotiations in other concerted activities for mutual aid and protection. As a duly elected body, exercising governmental power under color of law of the state of Michigan, the employer undertakes and agrees that it will not directly, or indirectly, discourage or deprive or coerce any bargaining unit member in the employment of any rights conferred by PERA or other laws of Michigan, or the United States of America, or the constitutions of Michigan and the United States of America; that it will not discriminate against any bargaining unit member with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the association; his/hers participation in any activities of the association or collective negotiations with the employer, his/her institution of any grievance, complaint, or proceeding under this agreement, or otherwise with respect to any terms or conditions of employment.

2. Nothing contained within this agreement shall be construed to deny or restrict to any bargaining unit member rights he/she may have under the Michigan revised school code or other applicable state or federal laws or regulations. The rights granted to bargaining unit members here under shall be deemed to be in addition to those provided elsewhere.

3. Progressive Discipline: A program of progressive discipline shall be followed. The following progression of discipline shall be followed prior to the imposition of any other economic discipline on any member of the bargaining unit:

   a. oral reprimand, then
   b. Written reprimand, then
   c. One day suspension without pay, then
   d. Three days suspension without pay, then
   e. Further suspensions without pay, then
   f. Discharge.

4. Complaints: no material, including but not limited to, student, parental or school personnel complaints originating after initial employment will be placed in a bargaining unit members personnel file unless the bargaining unit member has had an opportunity to review the material. Complaints against the bargaining unit member shall be put in writing with names of the complainants, administrative action taken, and remedy clearly stated. The bargaining unit member may submit a written notation or reply regarding any material, including complaints, and the same shall be attached to the file copy of the material in question. When material is to be placed in a bargaining unit members file, the affected bargaining unit member shall review & said material, such signature shall be understood to indicate awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material. If the bargaining unit member believes the material to be placed in the file is inappropriate or in error the bargaining unit member will be entitled to provide a written rebuttal. All recommendations, written or oral, shall be based solely on the contents of the bargaining unit member's personnel file.

5. No action may be taken upon any complaint by a parent, or a student directed toward a teacher, nor shall any notice thereof be included in said teachers personnel file unless such matter is promptly reported in writing to the teacher concerned.

RIGHTS OF THE BOARD

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

1. To the exclusive management and administrative control of the school system and its properties and facilities.

2. To hire all employees and, subject to the provisions of the law, to determine their qualifications or their dismissal subject to provisions of tenure law and to promote and/or transfer all such employees.

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

4. To approve the means and methods of instruction, the selection of textbooks and other teaching materials and the use of teaching aids of every kind and nature.

5. The Board and Association recognize that the Board under law has the final responsibility for establishing policies for the district.

6. The School District of the City of Iron Mountain is a general powers school district in accordance with Public Act 289 of 1995. The district's general powers are permissive powers incidental or appropriate to the performance of a function related to the operation of the district in the interests of public education, the district may exercise a power incidental or appropriate to the performance of any

function related to the operation of the school district in the interests of public elementary and secondary education including but not limited to the hiring, contracting for, scheduling, supervision, or terminating employees, independent contractors, and others to carry out school district powers, a school district may indemnify its employees.

Section 15(2) of PERA as amended by Act 112 provides:

A public school employer has the responsibility, authority and right to manage and direct on behalf of the public the operations and the activities of the public schools under its control.

7. To determine class schedules, class size, the hours of instruction, and the assignment of teachers with respect thereto.

8. To determine the services, supplies, and equipment necessary to continue its operations and to determine the methods and processes of carrying on the work.

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

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

11. To direct the working forces, including the right to hire, promote, discipline, transfer, and determine the size of the workforce.

12. An emergency manager appointed under the, "Local Financial Stability and Choice Act" MCL 141.1501 et seq., may reject, modify or terminate the collective bargaining agreement as provided in that Act. This authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).

13. To make reasonable provisions for the health, safety, and first aid of its employees during hours of employment.

14. Nothing in this agreement in any way shall prevent or limit the board from participating in cooperative educational programs with any entity.

ACADEMIC FREEDOM

Both the employer and Association recognizing the importance of seeking to inspire students to develop respect for truth, a recognition of individual freedom, social responsibility and the democratic tradition and an appreciation of individual personality are pledged to work together to create and preserve an atmosphere to achieve these ends, and which is free from unreasonable artificial restraint and in which academic freedom for teacher and student is guaranteed. No special limitation shall be placed upon the study and investigation of facts and ideas concerning man, human society, the physical and biological world or other branches of learning within the curriculum guidelines approved pursuant to this agreement. The teacher should notify their principal prior to the instructional lesson. Teachers shall have the primary responsibility to choose appropriate materials and methodology to achieve the educational goals and objectives of the school district. All instructional materials, methods, lesson plans or other creative copyrightable work written, composed, created, or devised by a bargaining unit member during his or her employment, shall remain the property of such member.

1. The teacher must exercise responsibility and prudence and must realize that teaching in an elementary or a secondary school places special responsibility upon the teacher to carefully consider the maturity level of the student and the special circumstances that surround the teacher/learning relationship.

   Teachers will comply with all rules and regulations pertaining to the Michigan School Code, 380.1137 - (Powers of Parents and Legal Guardians), - 380.1506 -(Reproductive Health), 380-1507 - (Instruction in Sex Education), of Act 451 of 1976 updated through Public Act 291 of 1995 and HIV/AIDS and Other Sexually Transmitted Diseases of Public Act 335 and Public Act 336.

2. It is agreed by the parties that the evaluation of student performance is the responsibility of the professional staff within the bargaining unit unless the law expressly requires otherwise. In the absence of state law, evaluation of student performance may be appealed in accordance with Board Policy 5421 (Grading) and AG-5421-C (Changing a Grade).

3. Grade Changing: Board Policy 5421 - (Grading) and Administrative Guideline AG 5421C - (Changing a Grade) shall regulate the grade change and appeal process.

ARTICLE 3
TEACHING CONDITIONS

1. Employee Nondiscrimination Policy 3122.02 – attached to back of contract

2. Grading periods in the Iron Mountain Public Schools shall be standardized to 9-10 weeks each semester. The calendar for grades 7-12 necessitate progress reporting earlier due to the trimester schedule (see calendar on page 31). Official grades and reports to parents shall be issued at the end of the first marking period (10 weeks), at the end of the first semester (19 weeks), at the end of the third marking period (9 weeks - second semester) and at the end of the school year (10 weeks). A system has been devised for reporting to parents at mid-marking periods or at any other time deemed necessary regarding unsatisfactory pupil accomplishment. The provisions for doing this shall be worked out mutually between the teacher and the administrative staff. It shall be the duty and responsibility of teachers to maintain contact with parents whenever deemed necessary for the mutual understanding of problems relating to pupil achievement.

3. Dates for Parent/Teacher Conferences shall be scheduled by the District. The length of the scheduled conferences shall be determined by the District.

4. The only excuse for a teacher not participating in a scheduled Parent/Teacher conference shall be illness, death in family, or any such obviously excusable reason.

5. Up to two (2) days of orientation for teachers who are new in the Iron Mountain School System shall be held prior to the opening of school in the fall. The two (2) days shall take place at least five (5) days prior to the first scheduled professional development day of the school year.

6. The Board will maintain a reasonable pupil-teacher ratio in classrooms

as recommended by School Improvement. Where class overloads are indicated, the affected teachers may request a meeting of a committee of the Board, Superintendent, Principals and Representatives of the Association to review the situation and seek possible remedies.

The Board will make every effort to equalize class size in the elementary schools before the beginning of each school year.

7. Field trips - request should be made to building principal two weeks in advance:
   a. Local trips which shall be paid for by the Board are subject to review by the Superintendent before final permission is granted.

   b. Out of town trips, the cost of which shall be shared with the Board, must be approved with the presentation of a plan financing any trip.

   c. If any class is required by the school curriculum as approved by the curriculum coordinators and building principals to have a field trip, the Board shall provide the transportation.

8. The Board shall make every reasonable effort to provide additional duplicating (copy machines/printers) services for teachers.

9. a. Schedules:

2026-2027 BELL SCHEDULE			
Hour	**Middle School 6-8**	**High School (9-12)**	**4th & 5th North Elementary (Downtown)**
1st Hour	7:50 – 8:37	7:50 – 8:37	7:50 A.M.
2nd Hour	8:42 – 9:29	8:42 – 9:29	
Seminar	9:34 – 10:00	9:34 – 10:00	
3rd Hour	10:00 – 10:47	10:00 – 10:47	
4th Hour	10:52 – 11:39	10:52 – 11:39	
Lunch	12:36 – 1:06 (After 5th Hour)	11:44 – 12:14 (Before 5th Hour)	11:00 – 11:20 (4th eats/5th recess) 11:20 – 11:40 (5th eats/4th recess
5th Hour	11:44 – 12:31	12:19 – 1:06	
6th Hour	1:11 – 1:58	1:11 – 1:58	
7th Hour	2:03 – 2:50	2:03 – 2:50	2:50

NORTH ELEMENTARY GRADES EK-3 DAILY SCHEDULE	
Morning Bell	8:05
Morning Hours	8:10 – 11:30
EK-K Lunch	11:10 - 11:30
EK-K Lunch Recess	11:30 – 11:50
1st-3rd Lunch	11:30 – 11:50
1st-3rd Lunch Recess	11:50 – 12:10
Afternoon Hours	12:10 – 3:15
EK-Kst PM Recess	1:32 – 1:45
1st-3rd PM Recess	1:57 – 2:10
Dismissal	3:15

9. b. The length of elementary recesses, lunch periods, and the length of the school day will reflect the days and minutes of instruction required for the school year, but elementary recesses, lunch periods, and school beginning and ending times may vary based on scheduling needs. The Board encourages teachers to work with principal(s) to try to achieve adequate uninterrupted reading time daily.

c. The Board will adjust school schedule times listed in the building schedules, to accommodate the necessary student academic schedules, with consulting the I.M.E.A on these adjustments.

d. Each full-time grade 7-12 teacher will have (6) six teaching periods. Seven (7) periods is equivalent to a full teaching schedule plus an overload section that will be compensated at one-sixth (1/6) of the base (experience level) B.A. or M.A. salary per extra class taught, (1) one Seminar period, (1) one lunch period and (1) one prep period. (For the purpose of teacher assignments, study skill (hall), Supervisory Assignment or Resource Room is defined as a class/teaching period.) Administration may assign overload sections based on need and teacher certification/Highly Qualified status as determined by the discretion of the district. Overload sections will be communicated via an internal e-mail to staff when the need to open the overload section becomes evident. Any certified/Highly Qualified staff interested in teaching the overload section will communicate with administration regarding their interest in the assignment.

1. No teacher will fill an overload section at the expense of another full-time teacher.

2. A staff member teaching an overload section will not be evaluated/observed in the overload section unless it is a prep they are currently teaching.

3. In principle, the district will make every effort to reduce the burden of overload sections by creating a new full-time position at the first opportunity.

e. The district will not reduce the full-time work force at its present staffing level due to the hiring of study/supervisor monitors.

f. Teachers who are assigned multi-class teaching period(s) for non-core curriculum elective courses in a single class period will be consulted as to the purpose, expected student outcomes, and the expected teaching workload involved in the multi-class by June 1. The student outcomes expected and the teaching workload will be adjusted for the teacher to assimilate the workload of a normal class setting, using historically accepted levels. Any teacher assigned a multi-class teaching period will receive an $800 stipend per multi-class teaching period per school year, $400 one semester.

g. Teacher class assignment schedules, including starting and finishing times, prep periods and lunch periods may be altered to suit student needs upon the request of the administration. The Administration will consult the employee, and the local bargaining unit (I.M.E.A.). Teacher lunch lengths and prep time at the EK-6 grade levels will not be affected. Prep time will be equal to one teaching period at the grades 7-12 level.

h. The 9:34 to 10:00 Seminar period in grades 7-12 would be used for

such purposes as announcements, voting, class and/or club meetings, pep assemblies, clearing names from the missing persons or unexcused lists, pictures, weekly reading period, etc. Teachers will be available to academically assist/remediate students from their own classes during this advocacy period.

i. Two full teacher/non-student contact days per school year will be granted to all EK-12 teachers. On these days administration may schedule professional development in the morning. The afternoon time must be used to complete grades, exams, curriculum, or any other professional duty the instructor must complete. This (½) one-half day may be completed at school or home on the wish of the instructor. On the last (½) one-half day, the instructor must check out with his/her building principal prior to leaving.

j. Teachers may coordinate two (2) days per year for grade level meetings, departmental meetings, or FUTURES planning day. Substitutes will be provided by the district with approval by administration. The administration will confirm that this time will meet specifications for certification as two (2) of the five professional development day offerings required by law throughout the school year.

10. Teachers will not be assigned noon duty.

11. Elementary teachers shall have a reduction in non-teaching duties that shall include the elimination of the following:

    a) Recess duty
    b) Bus duty
    c) Money collecting

12. The elementary lunch period will be 40 minutes. The 40 minutes shall be a full 40 minutes and shall be duty free. Each full-time elementary teacher has 216 minutes of prep time per week not to include travel/driving time.

13. STUDENT DISCIPLINE - A teacher may temporarily exclude a pupil from a class period when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. The student shall be sent to the principal's office. In such cases, the teacher will furnish the principal, as promptly as his/her teaching obligations will allow, full particulars of the incident. Any additional exclusion from the class for the student offense must be approved by the building principal. Teachers shall be responsible for enforcement of school wide rules and regulations and shall assist in the policing of these rules and regulations during the school day and in their school related capacities as coaches and advisors. The Board and the Association agree the enforcement of discipline for these rules and regulations fall within the realm of the building administration.

    Teachers shall be responsible for creating and maintaining conditions conducive to learning and discipline in their classroom. Furthermore, the employer recognizes its responsibilities to give all reasonable support and assistance to teachers in maintaining control and discipline.

    The District and the Association recognize the need to have reasonable rules established for student conduct. The District shall publish and

distribute to students and staff a copy of all rules of student conduct established by the district or jointly with the Board, Administration, and staff in pursuit of the school improvement process including alternatives to corporal punishment, that are in effect at that time.

Any case of assault upon a bargaining unit member shall be promptly reported to the employer. The employer shall promptly render all reasonable assistance to the bargaining unit member, when possible, to prevent injury. The employer will reimburse the bargaining unit member for loss, damage, or destruction of the bargaining unit members clothing or personal property, provided such damage, destruction, or loss occurred on school premises or while on a school sponsored activity and was not occasioned by the negligence of the bargaining unit member. The district will determine the cost of reimbursement to the employee for lost or damaged personal property on a case-by-case basis.

14. If any teacher is directed to assist students with special needs in the performance of their regular duties, special training and assistance relevant to the student's needs will be arranged for by the District.

15. The doubling up of sections for EK-4 Specials teachers shall be a last resort. If this is not possible given the Master Schedule constraints, the District will compensate Ek-4 Specials teachers with the option to choose comp time or pay at the usual comp time rate.

    If double sections are needed due to constraints, sections at the higher grade levels shall be doubled prior to lower grade levels.

16. The method for calculating teaching sections for any course potentially impacted by dual enrollment will be based on the number of students in the grade, as is currently the case. Students who elect to dual enroll and who choose the concurrent option for dual enrollment will not impact the number of sections in core classes where the concurrent option is chosen. If a course can be offered by an IMPS staff member qualified to teach at the college level, the schedule will be arranged accordingly to accommodate the most eligible students possible.

    This methodology allows students with potential course conflicts to have their needs met through available scheduling options that are offered by law to all of our dual enroll eligible students.

    All options to offer dual enrollment courses through Iron Mountain Public Schools teaching staff will be evaluated and promoted as a way of supporting enhanced dual enrolment options for eligible students. As Iron Mountain Public Schools expands on the vision to challenge students to reach higher and demonstrate Career and College Readiness skills, this approach serves to underscore the importance of a collaborative effort to build the program and honor the contributions of IMEA teaching staff.

    IMEA staff will, in turn, support the effort to coordinate with administration through curriculum mapping, common planning, and collaboration with available resources and staff dedicated to this program. The vision to deliver enhanced programming and dual enrollment options is an integral component of our District plan moving forward and demonstrates the leadership role Iron Mountain Public Schools occupies as part of an ongoing and proud tradition.

ARTICLE 4
SENIORITY

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

2. The seniority list shall be published and mailed or delivered to each bargaining unit employee by October 1st of each school year. Challenges or revisions to the list must be filed by November 1st of that same year; otherwise, the seniority list will be considered final for that school year.

3. Seniority is defined as the length of unbroken service within the bargaining unit and shall be computed from the beginning unit employees first day of work since the most recent date of hire. No bargaining unit shall earn more than one (1) year of seniority in a given school year. Seniority shall be prorated for part time employees. All bargaining unit employees shall be ranked on the list in the order of their first day of work, as defined above. In the circumstances of more than one individual having the same day of work, all individuals so affected will participate in a drawing to determine placement on the seniority list. Association and bargaining unit employees 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 there will reasonably allow affected bargaining unit employees and association representatives to be in attendance.

4. All seniority is lost when employment is severed by resignation, retirement, discharge, failure to report to work for three (3) consecutive days or transfer to a non-bargaining unit position for more than (1) one year.

5. Seniority shall continue to accumulate when bargaining unit employees are on approved leave of absences of one (1) year or less due to military duty or a leave approved by the Board of Education.

REDUCTION IN PERSONNEL – LAYOFF AND RECALL

SEE APPENDIX – 2 LAYOFF/RECALL OF CLASSROOM TEACHERS

ARTICLE 5
ENERGY CRISIS STATEMENT

1. The Board shall not respond to the energy crisis in such a way as to affect the hours, salaries, or terms and conditions of employment of teachers, unless such a response is required by law, or is necessary to ensure the health and safety of students and teachers, or is agreed to by the Association.

2. Should the Board and the Association disagree as to the requirements of the law, the Board shall not take action until it has first received a decision from the appropriate agency or court to the effect that such action is required by law.

3. In any event, before taking any action, the Board shall negotiate in good faith with the Association with regard to the impact such action

will have on the hours, salaries or terms and conditions of employment of teachers.

ARTICLE 6
ASSIGNMENTS - EVALUATIONS

SEE APPENDIX – 1 PLACEMENT OF CLASSROOM TEACHERS & 3. EVALUATION OF CLASSROOM TEACHERS.

ARTICLE 7
ILLNESS, BEREAVEMENT, AND DISABILITY LEAVES

1. All leave requested will be submitted in advance in writing. Leave requests will designate type of leave requested and the duration of the leave request if known. Leave requests will be submitted to the building principal. In case of emergency, leave requests may be made by phone call to the building principal, provided that all necessary information that would be provided on written requests is provided at the time of the call. Upon return to work a written request providing the information of the phone call request must be submitted.

2. SICK LEAVE: At the beginning of each school year a full-time teacher shall be given nine (9) earned sick days. If a teacher starts after the first day/month of school and/or leaves the district prior to the conclusion of the school year, their earned sick days shall be prorated accordingly. Sick days may be used for illness, clinical examination, or death in the immediate family with no deduction of pay.

3. Unused sick leave days are allowed to accumulate without limit beginning with the accumulated balance remaining under the 1966 previous plan as of June 15, 1966. The Board of Education reserves the right to determine whether the absence for illness was bon-a-fide and at its discretion, may require a doctor's statement.

4. Any teacher whose sick leave bank is less than five (5) days at the beginning of a semester will be granted, in advance, the number of days necessary to total five (5). The status of the accumulative sick leave bank shall be stated on each individual teacher's pay stub on each payroll date.

5. In the event that an employee suffers an absence due to an injury or an illness arising out of and in the course of his/her employment the Board shall continue the employee's fringe benefits for a full twelve (12) month period, and shall pay to the teacher the difference between his/her salary and the benefits received under the Workers' Disability Compensation Act for the duration of existing sick leave for such absence. A deduction of a portion of a sick leave day shall be made for the salary differential paid.

Time lost due to the specific diseases of mumps, measles, scarlet fever, and chicken pox will not be deducted from sick leave.

6. The Association and Board jointly recognize that alcoholism and drug abuse are illnesses and shall be treated as such. Sick leave may be used for treatment of alcoholism and drug abuse if the employee participates in a recognized and accepted rehabilitation program.

7. BEREAVEMENT LEAVE: In the event of a death of a spouse, child, parent, parents of spouse, grandchildren, grandparents, grandparents of spouse, brother and sister of employee and spouse, or any person for whom the employee is the legal guardian five (5) days bereavement leave shall be granted and shall not be deducted from the sick leave or personal days. The teacher may request additional days from their sick leave or personal leave bank beyond the five (5) granted bereavement leave days. The teacher has the choice to use personal days instead of sick leave. Significant others will also be included on a case-by-case basis approved by the Superintendent however, if approved days granted will be deducted from their sick leave or personal leave bank.

8. A sick leave bank shall be established by the District with the following provisions.

   a. A total of thirty (30) non-accumulative days shall comprise the sick leave bank. The days in the bank shall never exceed thirty (30). The bank will be at the thirty (30) day level only when none has been borrowed or all borrowed days have been paid back.

   b. A teacher may borrow from the bank provided he/she has a specific need, due to extended illness for more days than said teacher has accumulated. A bargaining unit member must have at least one (1) year of service in the District to qualify.

   c. All sick leave bank days that are borrowed by the affected teacher shall be paid back to the District at the rate of five (5) days per contract year from their normal accumulation.

   d. The teacher who desires to use the sick leave bank must make formal application.

   e. If the teacher ends employment with the district for any reason, all sick leave bank days borrowed must be paid back at that teacher's current daily rate of pay per day borrowed.

   f. If a teacher is indebted to the school district for unearned sick leave at the time he/she ends his/her employment for any reason, the district shall have the right to deduct the value of same from the final payment due to said teacher.

9. FAMILY MEDICAL LEAVE: Employees who have been employed at least 12 months are entitled to a total of 12 work weeks of unpaid family medical leave during any 12-month period. The rules and regulations to qualify and administrate family medical leave are found in Board Policy 3430.01.

The District and the local bargaining unit (I.M.E.A.) agree that it is their mutual intent and understanding to fully comply with the terms and conditions of the Family Medical Leave Act of 1993 (FMLA). In so doing, the parties agree that employees requesting leaves of absence, pursuant to the FMLA, who are found eligible therefore, will be required to exhaust certain paid leave entitlement for which they may otherwise be eligible under the terms and conditions of the Master Agreement during their FMLA leave time. While the parties understand and agree that the rights established by the FMLA will not diminish any employee benefit programs or plans or paid leave provision dictated by the terms of the Master Agreement, they also agree that any rights afforded by the FMLA will not be used to expand an employee's contractual rights and benefits, provided those rights and benefits meet or exceed the basic requirements of the FMLA.

The District will allow employees to maintain an accumulation of up to five (5) days of sick leave, if requested, at the time the Family Medical Leave is requested.

ARTICLE 8
PERSONAL DAY

1. Four (4) days per year, with a maximum accumulation to seven, shall be provided each regular teacher, under contract. These leave days are intended to provide the teacher with an opportunity to conduct personal business. A statement of purpose, in advance, to the principal is desired: however, the teacher does have the right to keep his/her reasons confidential. Personal days shall be requested at least 48 hours in advance unless an emergency.

   SPECIFIC STIPULATIONS:

   a. Request for personal day(s) shall be granted in the order they were requested until such time substitutes cannot be secured.

   b. Personal days may not be used to begin early or extend a vacation period. However, it is understood that extenuating circumstances do arise from time to time. If circumstances exist, an employee may request to begin early or extend a vacation one (1) time per year. The breaks that could be extended include Winter Break, Spring Break, and Thanksgiving Break. Employees should make such requests to the office of the Superintendent. A sub teacher, if required, will need to be secured before such request is made. The Superintendent may deny such requests depending on the needs of the district.

   c. Personal day utilization shall be granted in full or half (1/2) day units if substitutes are available.

2. For all other absences not covered by sick leave or personal leave except when on school business authorized by the Board of Education or Superintendent, pay shall be deducted at the rate of 1/181st of the teacher's annual salary exclusive of extra-curricular pay received for individual teaching assignment for each day of absence. Exceptions may be granted only by action of the Board of Education.

3. The Association shall be granted a "bank" of four days per year for the purpose of releasing its representatives from regular duty, to participate in area, state, or regional meetings of the Michigan Education Association or National Education Association. The time must be drawn from the "bank" in blocks of half or full days. The staff member must notify his building principal at least one week in advance. The Association will assume expense of substitute salary. Professional development training that offers State Continuing Education Clock Hours (SCECHS) or credits through the MEA, or its affiliates, shall be treated by the district like other professional development training.

4. No teacher shall be gone from the teaching classroom situation in front of students for aggregate accumulation of more than seven (7) days per year and no more than five (5) contiguous school days taken from bank or personal days, barring illness or injury or other extenuating

circumstances with approval by administration.

5. Unused personal days that may accumulate over the allowable amount will be reimbursed at $50 per day or may be converted to sick leave at the discretion of the employee.

6. IMEA members presently employed by the district who have current Personal Days will have the option to voluntarily donate their personal days to members currently employed who have a specific need due to extended illness for which they have a medical statement on file in the Business Office regarding the need to take leave without pay. The employee donating the leave must fill out the district "Personal Leave Donation Form" and submit it to the Superintendent per Article 8, Section 1.

ARTICLE 9
LEAVES OF ABSENCE

1. All leave of absences must be requested 45 days in advance of the expected date of such leave unless otherwise noted in the contract. Emergency requests will be considered on a case-by-case basis.

2. Leave of absence for a period of not to exceed one year, may be granted by the Board of Education for the purpose of further study.

3. Leave of absence for extended illness or recuperation may be requested from the Board of Education.

4. Requests for extended vacations, trips abroad, conventions pertaining to business other than the teacher profession, etc., will not be granted between the opening date of school and ending date of school as contracted. Unusual circumstances will be considered specifically by the Board of Education.

5. Upon request, a one (1) year extended illness, recuperation, further study, or extenuating circumstances leave may be granted to any teacher who has seven (7) years of service in the District. This leave shall not terminate less than one (1) year and cannot be extended beyond one (1) year.

6. A teacher on any of the above leaves of absence shall not accrue experience or seniority for salary schedule purposes or any other purposes and shall not receive any benefits from the Board while on paid leave.

7. A teacher on leave of absence must, by April 1 of the leave year, notify in writing the superintendent of schools as to his/her intention of returning to employment for the next academic year. Said teacher may request, prior to April 1, an extension of notification until May 1. Failure to comply with the terms of this Agreement shall negate the Board's obligation to reemploy. Failure of individuals on leave of absence to notify the district office on or before April 1 of the leave year shall constitute an irrevocable voluntary resignation.

8. MATERNITY/PATERNITY LEAVE: An employee shall be entitled to an unpaid leave for the purpose of childcare, on the following basis:

   a. The employee must request, in writing, a leave of absence at least thirty (30) days prior to the expected date for such leave.

b. The initial leave period may be for the duration of the semester when the leave was granted plus two consecutive semesters.

c. The teacher will be given a like or similar position upon returning from leave.

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

e. For seniority and salary schedule purposes, the teacher shall be given credit for the full semester during which time said leave begins but shall not be given credit for any additional leave granted by the Board.

f. Retain unused sick leave accumulation as held at the start of the leave of absence. (Unless all of the sick leave is used during the maternity leave).

g. FAMILY MEDICAL LEAVE: Employees who have been employed at least 12 months are entitled to a total of 12 work weeks of unpaid family medical leave during a 12-month period. The rules and regulations to qualify for an administrative family medical leave are found in Board Policy 3430.01.

The District and the local bargaining unit (I.M.E.A.) agree that it is their mutual intent and understanding to fully comply with the terms and conditions of the Family Medical Leave Act of 1993 (FMLA). In so doing, the parties agree that employees requesting leaves of absence pursuant to the FMLA, who are found eligible therefore, will be required to exhaust certain paid leave entitlement for which they may otherwise be eligible under the terms and conditions of the Master Agreement during their FMLA leave time. While the parties understand and agree that the rights established by the FMLA will not diminish any employee benefit programs or plans or paid leave provision dictated by the terms of the Master Agreement, they also agree that any rights afforded by the FMLA will not be used to expand an employee's contractual rights and benefits, provided those rights and benefits meet or exceed the basic requirements of the FMLA.

The District will allow employees to maintain an accumulation of up to five (5) days of sick leave days if requested at the time the Family Medical Leave is requested.

h. Leave of absence period shall not be used to work for another employer without Board approval. Once the District establishes that an employee on a leave of absence is employed by another employer without prior approval, the leave of absence will be immediately revoked, and the employee will be terminated. The employee will have forfeited all recall rights to his/her position and employment in the District and all contractual benefits and severance benefits will be forfeited.

9. Leaves of absence with pay not chargeable against the teacher’s allowances shall be granted for the following reason:

a. Absence when a teacher is called for jury service or as a witness or subpoenaed in any case connected with the teacher's employment

with the District. The teacher shall receive the difference between his/her regular salary and the salary received for this service. If a teacher is a plaintiff or defendant in any court case this provision shall not apply.

ARTICLE 10
PROFESSIONAL IMPROVEMENT, AND MAINTENANCE OF STANDARDS

PROFESSIONAL DEVELOPMENT: All professional development taken after the end of the school year shall be counted toward required hours for the next school year with the approval of the Superintendent or designee.

1. Local Conferences and Workshops:
   a. Applications for local conferences shall be submitted to the Superintendent with cost estimates included before final approval is granted.

   b. For the purpose of securing substitute teachers in advance, conference requests shall be submitted to the building principal in addition to the Superintendent's office.

   c. A local conference shall be defined as within 100 miles.

   d. Car allowance will be allowed for one car when five (5) teachers or less attend the same workshop or conference. Transportation shall be pooled wherever possible.

   e. Car allowance shall be allowed at the IRS mileage rate, state highway mileage to be used. If flight is more expedient, the actual plane fare shall be reimbursed in full.

   f. Professional development offered through the Michigan Education Association shall be accepted without prejudice.

1. The terms and conditions of employment covered by this contract shall remain in effect for the life of this contract or until altered by mutual agreement. The Board and the Association hereby established a committee consisting of the Association's Officers, Board Representatives, and may also include, at the request of the Board, the Superintendent. The purpose of this committee shall be to discuss items of mutual concern relating to the educational process in the district and to allow for the free passage of ideas and information. This Committee shall meet by mutual agreement with the understanding that a minimum of one monthly meeting time outside of the school day be reserved for this purpose.

2. Teachers will comply with rules, regulations and reasonable requests for time in addition to the regular specified school day as adopted by the Board or its representatives which are not inconsistent with the Provisions of the Agreement, provided that a teacher may reasonably refuse to carry out an order which threatens physical safety. All staff members will devote additional time for the purpose of curriculum study, preparation of SIP-School Improvement, development of performance objectives, study of student records, assistance to students in areas of subject matter, and supervision of extra-curricular functions, as reasonably requested. Upon approval of the building Principal, teachers will be compensated at the rate of $30.00

per hour for work on curriculum study, preparation of SIP-School Improvement, and the development of performance objectives that take place before or after school hours.

3. Discipline and discharge guidelines are set forth in the Board of Education Policies.

PERSONNEL FILES

5. Probationary teachers shall be limited to Step 3 of the Grievance Procedure Article 15 of this Agreement for all grievances filed under Article 11, Section 6 of this Agreement.

An employee will have the right to review the contents of all records excluding initial references, of the district pertaining to said employee originating after initial employment and to have a representative of the Association accompany him/her in such review.

If the employee signs material to be placed in his/her file, such signature shall be understood to indicate awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material. Nothing shall be placed in a teacher's file without the teacher's knowledge.

Any such warning deemed a verbal warning shall be communicated to the individual, and there shall be a letter of discussion documenting the verbal warning placed in the employee's personnel file.

The Board agrees that all employment records including medical, counseling, psychological records, evaluations and any other records shall not be released to third parties absent the written consent of the teacher or pursuant to a lawfully issued order or subpoena or duly requested under the rules and regulations of the Michigan Freedom of Information Act. Other examination of a bargaining unit employees file shall be limited to district and building administration, except that an association representative may review such files when necessary for contract administration purposes or to provide a bargaining unit employee representation in other administrative or legal proceedings. Each file shall contain a record indicating who has reviewed it, the date reviewed, and the reason for such review, the record indicating the file has been reviewed will be created by the bargaining unit member. The District will include this language in their board of education policy guidelines. A copy of any FOIA release must be given to the teacher and the Association along with the name of the requesting individual and all documents received from the individual and all communications sent to the individual by school district administrators or agents. This information is to be provided before information is released.

EXTRA CURRICULARS

6. Any teacher who is to be relieved of extracurricular activities will be informed sixty (60) days prior to the date that student participation in the season or event of the extracurricular normally begins. Any teacher who resigns or takes a leave of absence from an extra-curricular activity will inform the Board sixty (60) days prior to the date that student participation in the season or event of the extracurricular normally begins.

A teacher who intends to resign or take a leave of absence from their extra-curricular/advisor position in the District and fails to notify the Board within the sixty (60) days prior to the date that student participation in the season or event of the extracurricular normally begins, may at the Board's discretion, be discharged from all other currently held extra-curricular/advisor positions, and may not be considered for any future openings in these areas, at the Boards discretion. Any teacher who is on a leave of absence from their extra-curricular/advisor position shall notify the Board in writing sixty (60) days prior to the date that student participation in the season or event of the extracurricular normally begins. The Board, at its discretion, may waive the length and notification dates of resignation or leave of absence due to extenuating circumstances.

All coaches at any level must be certified in CPR and Basic First Aid training to hold their coaching position.

7. All school activities outside the regular school day which require supervision will be supervised by teachers.

Teachers shall have the option to volunteer for supervising such activities. In the event there are not sufficient volunteers, an administrator shall assign teachers for supervision of activities up to a maximum of two (2) events per year.

High school, middle school, and elementary teachers shall supervise their respective activities. However, any teacher may volunteer for any activity.

Track meets shall not be an obligation under this agreement, but teachers could voluntarily agree to cover track meets.

School activities outside the regular school day upon which no teacher volunteer is available or no teacher is required to be assigned may be supervised by volunteers or contracted individuals from outside the Association.

The Board shall conduct an annual review of all school activities positions that are outside of the regular school day.

A. Any individual may be terminated from their extracurricular or athletic positions at any time. Any teacher or any individual working in an athletic coaching position may automatically be rehired for the following year as long as their final annual coaching evaluation rating is effective. The coaching evaluation will be completed within 30 days of the end of the season.

B. A member of the bargaining unit meeting the qualifications for the position and appointed to the position, shall be compensated in accordance with the salary rates established in the extracurricular activities and athletic salary schedule unless there are cancellations due to a government shutdown or local health emergency. For these athletic positions, coaches will be compensated if the season is canceled prior to the beginning of the season due to a pandemic, government shutdown, or local health emergency, provided the coach presents information of significant planning or startup activities in preparation for the season. If there are cancellations or disruptions to the activities, the percentage

of compensation will be determined by the district, but the Board will consult with the Association.

C. If an employee proposes a new position in athletics or the extracurricular section of the collective bargaining agreement, the employee must submit details to the building level principal at least eight weeks prior to the start of the new position. The proposal shall include the following information: proposed job description (tailored to the specific sport or activity), proposed stipend, funding sources, and supporting rationale. The proposal will be subject to review and final approval by the school Board of Education.

D. The district may annually reopen extracurricular or coaching positions which are currently filled by non bargaining unit members or bargaining unit members who hold a teaching assignment in another building. If there are no qualified applicants for the position, the district is authorized to fill the open position with the most qualified individual.

SUBSTITUTES

8. The Board will make every reasonable effort to hire substitutes once a teacher has reported unavailability. A teacher shall report unavailability to the building principal or district hired sub caller at least one hour before the teacher is scheduled for work. In the event a special teacher is unavailable, and a special substitute is also unavailable, the Board will make every reasonable effort to hire a regular substitute teacher. Special teachers (special teachers include certified physical education, music education, art education, special education, media/technology instructors, technology instructors and Title I instructors) will have available to substitute teachers a lesson plan which will describe in detail the work to be carried on in special situations (individualized instruction). If this cannot be written in advance of absence of a special teacher, it shall be dictated in detail to a building secretary or substitute teacher.

ARTICLE 11
PROBLEM SOLVING PROCEDURE

PURPOSE: This procedure is designated to provide machinery for the resolution of administrator/teacher problems. This process may be initiated only by an administrator anytime he/she feels that a problem merits its use.

STEP 1: An administrator will request, in writing, a conference with the teacher. Written records of the problem must accompany the request for conference. Teacher or Association representative or both must reply within five (5) working days. Working days shall be converted to week-day calendar days during the summer recess (as pertaining to grievance timelines.)

STEP 2: An administrator may request, in writing, a conference with the teacher representative or representatives of the local chapter of the M.E.A. if problem remains unsolved.

STEP 3: An administrator may request, in writing, a conference between all parties in Step II plus the Superintendent of Schools if the

problem remains unsolved.

STEP 4: An administrator may request, in writing, a conference between all parties in Step III plus the personnel committee of the Board of Education, or the entire Board.

ARTICLE 12
PROFESSIONAL COMPENSATION

1. INDIVIDUAL CONTRACTS: The Board shall issue an individual Probationary or Tenure Annual Contract, depending upon the teacher's status, indicating salary and academic duties. Exception to this will be Lead Teachers – their individual contracts will retain their Lead Teaching duties language.

2. Steps, lanes and longevity will be granted.

   a. Any teachers hired after the start of the school year nd prior to December 1st of that school year will be awarded their next step on the salary grid at the beginning of the next fiscal year. Teachers hired after the start of the school year and after December 1 of that year will be awarded their next salary step at the beginning the fiscal year following their anniversary date.

3. Non-medical expenses (Pak B) will be 100% covered by the district.

4. Teachers teaching on a part time basis will be paid one-sixth (1/6) of their base (experience level) B.A. or M.A. salary per hour taught.

5. Any teacher who assumes an extra teaching period or teaching periods shall be paid one-sixth (1/6) of their base (experience level) B.A. or M.A. salary per extra class taught.

6. The method of payments shall be 21 or 26 pay periods (Sept-June) per school year. The sign-up period will be during the month of May, each year for the next new pay period. The selection will stay on that schedule for the whole year. New employees will select as hired.

   A teacher upon retirement will be paid in a lump sum the remainder of their earned salary in that contract year. The payment will be at the first pay period that follows the last day of the employee's employment.

7. Pre-season pay will be paid on the last payday of August.

8. 1/4 of the difference between the B.A. and M.A. salary will be given for each 8-hour block of credit upon acceptance in a college or university in a program leading to an approved M.A. degree with the prescribed limits.

9. The Board will pay for no graduate hours and/or SBCEUs and SCECH (2.5 SBCEUs = 1 credit and 25 SCECHs = 1 credit) above the Master's degree unless such hours are by college catalog number at the graduate level and said classes will be within the teacher's major/minor/Master's program area or classes taken to pursue additional endorsement. Classes outside these parameters must be approved by the Superintendent.

10. In recognition of service to the School District of the City of Iron

Mountain, a teacher will be paid following retirement, $45.00 per year for each year of service in the Iron Mountain School District. To qualify, a teacher must have a minimum of ten (10) years of service in the Iron Mountain School District. All years of service will be paid including the first ten (10) qualifying years. This payment will be made upon showing proof that the retiree is receiving retirement benefits under the Michigan School Employee Retirement System. If death occurs between the time of leaving the service of the Iron Mountain School District and receiving retirement benefits, the payment will be made to the surviving spouse or designated beneficiary. If death occurs during the service to the district, accrued retirement benefits shall be paid to the surviving spouse or designated beneficiary.

This payment for part time teachers shall be prorated (i.e., a half time (1/2) teacher would receive $22.50 per year if all other qualifications are met).

Recognition of service payment shall be paid out in equal monthly payments over the same payment schedule selected in the retirement incentive plan.

Recognition of Service payments will be made according to the requirements of the mutually agreed upon Special Pay Plan and over the same payment schedule in the Retirement Incentive Plan.

11. Any co-op instructor with a teaching assignment of 5 periods will be compensated at $250, with 5 ½ periods will be compensated at $300, and 6 periods will be compensated at $350 for each Co-op student(s) above and beyond the teacher day.

12. The Board agrees to administer the tax-deferred payments resolution, that the Board approved at its regular meeting held on July 13, 1998, in accordance with the rules and regulations of the Internal Revenue Code, section 414(h)(2), and the rules and regulations of the Michigan Public School Employees Retirement System, in regards to teacher purchase or re-payment of retirement service credit.

13. The IMEA teaching staff will be paid $62.50 per student per semester for each individual course they are assigned using any of the district approved, third party virtual learning platforms. This includes core and elective courses as well as full time virtual students, part-time students, shared time students, and credit recovery students if a TOR is required. Any student who is enrolled in and has shown progress in a class at any point in the semester shall be added to the teacher's case load. Any IMEA teaching staff member assigned to students in the virtual classroom, as part of their daily assigned schedule, on site, by period, is exempt and their compensation is attached to the assigned period per the existing master agreement. It is understood that every effort will be made to schedule students into available on-site elective course sections as part of the master schedule build process.

    The IMEA instructor assigned as a teacher of record is responsible for initiating and maintaining appropriate two-way contacts as set forth by the pupil accounting coordinator and will be responsible for monitoring course progress, grades, making parent contacts when appropriate, modify lessons and/or courses when appropriate, provide instruction when requested, and entering end of semester final grades or pass/fail status in PowerSchool. The instructor will be compensated in each case for students enrolled during the virtual count window. This payment is due

the teacher even if the student fails to complete the course or moves out of the district prior to completion. Payment shall be made to the teacher on the first pay period in December for the Fall Semester, and the Second Pay Period in May for the Spring Semester. Payment during these times will also include payment to the teacher assigned to the Peer-to-Peer program. The rate of pay for the Peer-to-Peer program will be $62.50 per student per semester enrolled in the program.

TOR's should work with building leadership in evaluating the effects of virtual instruction on the pupil and allowed to make recommendation to allow for further virtual instruction or denial of future enrollment in a virtual course.

14. In order to comply with Section 164h(1)d of PA 108 of 2017, the Board shall adopt policies to comply with this provision and communicate the details of those policies no later than October of each year. Such policy shall not, in any way, alter the provisions contained in this collective agreement.

15. RETIREMENT INCENTIVE PLAN FOR FULL-TIME TEACHERS:
Terms of the early retirement incentive plan are:

a. Must have a minimum of ten (10) years of service with the Iron Mountain Public Schools.

b. An Association member seeking early retirement must make application by February 1 of the year of retirement.

c. The teacher seeking early retirement must qualify and make application for retirement under the Michigan Public School Employees Retirement System (MPSERS).

1. Proof of years of service from ORS is required when calculating ERI.

2. Qualifying teacher has acquired 30 years for full retirement as provided from the Office of Retirement Services and whose name is listed on Attachment A. Any teachers whose name is not listed on attachment A as of the execution date of this agreement will not be eligible for the ERI.

3. All teachers must provide the Director of Finance with copies of documentation from ORS with the number of years and qualifications for retirement eligibility before any incentive payments are determined.

4. Retirement in the first year of eligibility - $24,000 (Incentive).

d. The teacher will forfeit any and all recall rights and all accumulated seniority.

e. The retirement incentive benefit will be paid to the retiree or the surviving designated beneficiary in case of the retiree's death.

f. Payment shall be in five equal annual payments in the five consecutive years following the retirement with the first payment in the month of September in the year of retirement. Payment shall be made according to state guidelines for retirement payments. For qualifying Early Retirement Incentive Plan employees who retire under the "ORS Summer Birthday Provision", the annual payments will follow the same payment schedule as explained above for regular eligible retirees, with payments being made in the month of September in the year of retirement provided all other requirements are met.

g. In the event that the teacher does not take the ERI in the first year of full eligibility they will forfeit the entire ERI.

h. Early Retirement Incentive payments will be made according to the requirements of the mutually agreed upon Special Pay Plan. Five equal payments not to exceed $24,000 ($4,800 per year x 5 years = $24,000) over five years beginning with September in the year of retirement will be made to qualifying teachers

16. Adjustments to teacher's salaries will be made up to the first payday in September and the first payday in February.

    Credits, SBCEUs and/or SCECHs must be turned in no later than 30 days before the first pay in September and no later than 30 days before the first payday in February to qualify. Credits, SBCEUs and/or SCECHS turned in after the deadline will be held until the next salary adjustment period.

17. Teachers required, in the course of their work, to drive personal automobiles shall receive the Internal Revenue Service mileage rate per mile.

18. If a teacher elects to substitute during their conference periods, he/she shall be paid $30.00 per hour; an hour is 60 minutes, not a class period. A teacher can however earn comp time of up to fifteen (15) hours a year that can be used as comp time. Five (5) hours will equal one (1) day. Comp time must be used in ½ day increments and cannot be used after May 1 of each year, if a substitute cannot be secured. Any additional time earned beyond the fifteen (15) hours of comp time will be paid out at $30.00 per hour. Comp time is defined as covering during one's Prep Time to allow another teacher to attend school business (IEP, REED Meeting, 504 Meeting, and/or Extracurricular Activities), or attending a mandatory meeting required by the administration that takes place during a teacher's Prep Time or outside the daily schedules as set forth in this master agreement. Comp time does not apply to mandatory monthly staff meetings. Payment shall be made to the teacher on the first pay period in December for the Fall Semester, and the second pay period in May for the Spring Semester.

19. <u>SUBSTITUTE TEACHERS</u>: Definition - an individual who meets the minimum standards of substitute certification and is hired by this school district to fill the absence of a regularly contracted teacher on a per day basis and who is not affected in any way by the terms of this Agreement.

20. *<u>Teachers hired before July 1, 2011</u>*

Following retirement and resignation but not termination a teacher with at least ten (10) years of service to the District will be paid for each unused sick day and personal days that were accumulated up to the allowable amount according to the following schedule:

176 and over	$ 50 per day
151 - 175	$ 45 per day
126 - 150	$ 40 per day
101 - 125	$ 35 per day
51 - 100	$ 25 per day
50 and under	$ 10 per day

The district will determine the total number of unused sick days and personal days and the payout will be the dollar amount coinciding with the total number. For example, a teacher with 115 total unused sick plus personal days will be paid out $35 for the 115 days.

Teachers Hired After July 1, 2011:
Following Retirement, a teacher with at least ten (10) years of service to the District will be paid for each unused sick day and personal days that were accumulated up to the allowable amount according to the following schedule:

The first 50 days (50 and under)	$10 per day
The next 50 days (51-100)	$25 per day
The remaining days (101-300 capped at 300)	$35 per day

Accumulated sick leave payments will be made according to the requirements of the mutually agreed upon Special Pay and over the same payment schedule in the Retirement Incentive Plan.

21. 403(b) PLANS

a. The Board and the Association recognize the importance of each employee pursuing an active retirement savings program and in providing sound investment alternatives to assist them in achieving their retirement savings goal. The parties agree that MEA Financial Services Products, along with any other mutually selected investment providers who sign information-sharing agreements and otherwise comply with the 403b regulations shall be named as vendor(s) in the 403b Plan Document.

b. The Board has named TSA Consulting Group as third-party administrator (TPA) for the school district's 403b tax shelter and deferred retirement plan. If the TPA or a vendor charges an annual fee to a bargaining unit member for TPA services, the district shall reimburse the member for the fee upon submission of reasonable documentation verifying payment.

c. Accordingly, the parties agree that:

1. A plan document, consistent with all legal requirements and mutually approved by the parties, shall be adopted by the Board not later than December 31, 2008.

2. The plan document shall allow employees the ability to make changes in their investment portfolio.

3. Additionally, the Board shall execute an adoption agreement that shall allow for:

    a. Employer contributions, if mutually agreed upon herein.
    b. "Catch Up" contributions as defined by the IRS.
    c. Emergency or hardship withdrawals as permitted by 403b regulations.
    d. The ability of an employee to request and receive a loan as appropriate under 403b regulations.
    e. Acceptance of contributions to the plan from monies generated by liquidation of another plan (I.E. "Rollover").
    f. Planned withdrawals.
    g. An open enrollment period exists each year that allows participating employees the ability to make changes in their status with the plan.
    h. All bargaining unit members are eligible to participate in the plan.

22. Teachers electing extra schedule B duties will be given the option of receiving payment spread over each pay period or in two lump sum payments (first pay period in December and last pay period in May).

ARTICLE 13
INSURANCE
HEALTH/MEDICAL/DENTAL/VISION/LIFE INSURANCE – PLAN

INSURANCE BENEFITS

1. The Board shall provide premium contribution payments toward an employee's Health/Medical plan and a Dental/Vision/Life Insurance plan from January 1st through December 31st of each year. For new hires, plans will begin on the date of employment set by the board up on approval for hire, and premiums will be covered as per section 2.a below. The specific MESSA Medical Plans available to eligible employees are determined by the Coalition Team of the Upper Peninsula Area Purchasing Agreement (UPAPA). Plans will be decided by the Coalition Team each September for implementation on the following January 1. Should the district no longer participate in the UPAPA or if the UPAPA no longer exists, the existing MESSA plans will be in place until other plans are negotiated. Dental, vision, life, and long-term disability benefit are still subject to this collective bargaining and are listed elsewhere in this contract. Any insurance benefits provided for herein shall be subject to the terms and conditions specified in the School District's MESSA Group Insurance Policies as well as utilizing their billing definition for subscriber category of Full family, 2 Person, and Single. However, if MDE requires a different definition, MDE's interpretation will control. The Board, by 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. Any change in carriers shall be derived at through mutual agreement between the Board and the Association.

2. The Board-provided combined premium contribution for the combined Health/Medical plan shall not exceed the state mandated cap as provided under PA 152.

a. The monthly Board paid premium for medical will be 1/12 of the annual state cap in effect as of January 1, of each year.

b. The monthly Board paid premium for medical plans will be calculated as follows:

The board will pay on behalf of each eligible employee who elects medical coverage the maximum amount allowed by statute (under MCL 15.563) for single, two-person, or fully family subsribers. The amounts will be adjusted at the start of each medical plan year (currently January 1st). If no hard caps exists, the base dollar contribution increase shall equal the percentage increase in insurance costs from the previous year up to 3%.

The annual state cap (based on provider status) less the Board paid bi-annual contribution (based on provider status) equals the Board paid health contribution (BPHC). The Board will pay 1/12 of the BPHC on a monthly basis for all full-time employees.

The Board contribution will be 100% of the Dental/Vision/Life premium (non-medical).

Any portion of the medical plan's annual premium cost not covered by the State mandated caps as per Michigan Treasury PA 152 shall be paid by the employee via payroll deduction.

Employee premium payments via payroll deduction to cover the employee contribution toward the annual premiums not covered by the State mandated caps as per Michigan Treasury PA 152 shall be evenly spread over the same pay periods the employee has selected for their salary payments.

During the term of this agreement, should the Michigan Public Funded Health Insurance Contribution Act (PA 152 of 2011) be amended or repealed, the Association and District agree to meet to negotiate the District's financial contributions to bargaining unit member's health insurance premiums and other financial contributions allowed under PA 152.

3. If a MESSA HAS-qualified plan is selected, the Board will agree to pay the HSA contribution as follows: ½ of the annual contribution in July and the other ½ of the annual contribution in January if the employee is on staff on July 1st of the preceding year – not to exceed the MESSA HAS qualified plan deductible for single or for 2 person or full family per contract year. The July payment will not be made if the employee is not scheduled to return to work for the full school year; it would be prorated based on the projected workdays. If an employee starts after July of the contract year, the contribution will be prorated. If a termination of employment by either party is known prior to a HSA payment, the HSA contribution will be prorated based on projected work-days. The employee will have the availability to receive the monthly Board paid portions of either of the other plans from July to December of each year. An open enrollment period will be allowed annually. In no case will the Board be required to contribute more than the amount permitted by 2011 PA 152.

4. Any teacher who is not receiving the Board paid Health/Medical

insurance premium shall be entitled to participate in the District's Cafeteria Plan which will offer a District-paid sum equal to 40% of the State mandated caps as per Michigan Treasury PA 152 otherwise paid by the employer. The Cafeteria Plan total sum to be paid out is for an annual, 12-month Health Insurance Plan, July 1 through June 30 to be paid out in December and May. The employee will not receive payment for any months the employee is not employed, i.e., late hire, or early retirement. Employment for new hires will be determined by the day set by the board upon board approval. Open enrollment is the month indicated by the health insurance provider. The Cafeteria Plan also offers a Plan B Option - Dental/Vision/Life Insurance – applicable employee plan along with the annuity as presented below.

Proof of alternative medical insurance coverage will be required annually for all employees who elect to receive cash in lieu of medical insurance.

The Board provided premium contributions for any employee's applicable Plan B (Dental, Visions, Life Insurance with AD & D Plan), whether (Single, Two-Person, or Full Family), in Plan B shall not exceed, the actual annual premium amounts charged for the applicable plans.

The Board contribution will be 100% of the Plan B premium.

Premium cost for non-negotiated elective options not covered by the Board-paid premium shall be paid by the employee via payroll deduction.

Employee premium payments via payroll deduction to cover the employee contribution toward the annual premiums not covered by the Board-paid premium amounts shall be evenly spread over the same pay periods the employee has selected for their salary payments.

Employees will also pay all deductibles associated with the plans.

5. I.M.E.A members will select from the health options offered through the Upper Peninsula Area Purchasing Agreement. Those selections may be changed during open enrollment of each year. The non-health benefits offered will be as described in MESSA Quote: 349131 dated 08/16/21.

6. All benefits and coverage shall be subject to and conditioned upon proper application by the employee and the subsequent acceptance of the application by the carrier. All benefits and coverage shall be subject to and conditioned by the terms and provisions of the policy, rules, and regulations of the carrier.

7. Change in family status shall be reported by the employee within thirty (30) days of such a change. The employee shall be responsible for any over payment of premiums made by the Board in his or her behalf for failure to comply with this procedure.

8. Employees who have Board-provided insurance premiums are responsible to contact the insuring carrier within thirty (30) days of termination for conversion provisions available upon termination. All Board-paid health/medical, dental and vision premium payments will be terminated on the last day of the month in which the employee retires.

9. Continuation of MESSA Benefits - Death of a Member - In the event of

the death of a bargaining unit member, the employer shall continue payments of the applicable contributions for MESSA for the bargaining unit member's eligible dependents for a period of 12 months to begin on the first of the month following the date of the member's death.

10. The Board will contribute 60% of the cost of the Hepatitis "B" vaccine series for staff members.

ARTICLE 14
GRIEVANCE PROCEDURE

A. DEFINITION:

1. A "grievance" is a complaint in which it is claimed that either party failed to comply with the specific written terms of this Agreement, and which involves a charge of a violation of this Agreement.

2. The term "teacher" as defined in Section 1, page 1, may include any individual or group of teachers who are certified and who are members of the teaching faculty.

3. A "party of interest" is the person or person making the claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

4. The term "days" when used in this section shall, except where otherwise indicated, mean working school days. NOTE: Working school days shall be converted to weekdays during the summer break period.

5. Probationary teacher shall be limited to Step 3 of the Grievance Procedure in Article 15 of this Agreement for all grievances filed under the articles of this Agreement.

B. PURPOSE:

The primary purpose of the procedure set forth in this section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential nothing herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter with any appropriate member of the administration.

C. STRUCTURE:

In regard to the structure of the grievance committee or its procedure within its own group, this shall be the prerogative of the Association and aggrieved teacher. The aggrieved teacher may choose to be represented in a grievance if they so desire. The grievance shall be originated by the employee, a group of employees, and/or Association.

D. PROCEDURE:

1. Nothing in the grievance procedure shall require the Board of Education to neither abrogate any of its legal duties, responsibilities or procedures nor abrogate the legal rights of any teacher as defined under school laws. If the Association is not satisfied with the disposition of the grievance by the Board,

the grievance may be submitted to arbitration before an impartial arbitrator. The fees and expenses of the arbitrator shall be paid by the losing party but pro-rated in cases of split decisions.

2. If an individual teacher has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement. In the administration of the grievance procedure, the interests of the teachers shall be the sole responsibility of the Association.

3. Should any grievance arise, the same shall be brought to Step I of the Grievance Procedure by the affected teacher(s) and/or Association within 20 school days of occurrence.

4. Notwithstanding the expiration of this agreement, any grievance arising thereunder may be processed through the grievance procedure until resolution.

5. Grievances filed as association grievances may, at the option of the union, be initiated at step II of the grievance procedure.

6. For the purpose of assisting a bargaining unit employee or the union and the prosecution or defense of any contractual, administrative, or legal proceeding, including but not limited to grievances, the employer shall permit a union representative access to and the right to inspect and inquire copies of personnel files and any other files or records of the employer which pertain to an affected bargaining unit employee or any issue in the proceedings in question with the employees written permission. Confidential letters of reference secured from sources outside of the school system shall be excluded from inspection.

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

8. If the union violates the time limits specified herein at any level, the grievance shall be considered dropped. If the district violates the time limits specified herein, the grievance shall be considered granted.

9. In each step of this process the grievance must be reduced to writing.

STEP I. By conference between the aggrieved teacher, Association representative and the principal or the principal designee.

The Step I conference shall take place within five (5) school days of the day the grievance was filed. The Principal or his/her designee shall have five (5) school days to reply to the association after the conclusion of the Step I grievance conference.

The Association shall have five (5) school days to reply to the Principal or his/her designee.

Step I reply and request a Step II conference.

STEP II. By conference between the teacher, Association representative, the principal and the Superintendent or their designees.

The Superintendent or his/her designee shall have five (5) school days to reply to the association upon conclusion of the Step II conference. If not settled through Step II, affect Step III.

STEP III. By conference between the Board of Education and such Association representatives as designated by the Association. The Board will be notified by the Association in writing within five (5) school days of the intent to invoke Step III and the meeting shall occur within ten (10) school days.

STEP IV. In the event the grievance is not settled through Step III, the Association shall notify the Board within five (5) school days if they intend to refer the grievance to an impartial arbitrator agreeable to both parties for binding settlement. If no agreement can be reached as to the selection of an arbitrator, the issue shall be referred to the American Arbitration Board for binding settlement.

Both parties agree to be bound by the award of the arbitrator, and that judgment thereon may be entered in any court of competent jurisdiction.

The arbitrator shall have the authority to issue any appropriate remedy.

ARTICLE 15
NEGOTIATING PROCEDURES

1. While no final agreement shall be executed without ratification by the local bargaining unit (I.M.E.A.), the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations. The power to decide whether or not to enter into, ratify or execute a collective bargaining agreement with the district rests solely with the members of the local bargaining unit (I.M.E.A.) who are employees of the district and shall not be delegated to a bargaining representative or educational association or conditioned on approval by a bargaining representative or an educational association.

2. 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 (MERC) or take any other lawful measures.

3. In the event that the Board of Education studies and implements a school improvement plan, it shall fall within the rights of the Board according to state laws, school code, and P.E.R.A. If any part of the plan is implemented that does not fall within the rights of the Board

according to state laws, school code and P.E.R.A. and violates, contradicts, or is inconsistent with the terms and provisions of this collective bargaining agreement shall not be implemented.

4. Upon request of either party, negotiations may begin on a new master agreement prior to the expiration of the present contract and within 90 days of the contract expiration.

5. Other than the wages and benefits identified in this contract, there shall be no material increase in wages or benefits unless ratified by both parties. No lanes or steps or benefit increases will be allowed after this contract has expired unless expressly ratified by both parties.

ARTICLE 16
NO STRIKE CLAUSE

The Association and the Board recognize that the cessation or interruption of professional services by teachers is contrary to law and public policy. The Board and the Association agree, in keeping with the high standards of the teaching profession, that all differences between them shall be resolved by the orderly procedures provided herein, without interruption of the school program. Accordingly, the Association and the teachers agree that they will not authorize, instigate, participate in, encourage, or support any cessation or interruption of professional services (i.e., the concerted failure to report for duty or willful absence of a teacher from his position, or stoppage of work, or abstinence, in whole or in part, by any teacher or group of teachers) and pledge themselves to the purpose of insuring continuation of the educational program. Accordingly, the Board agrees to see that there will be no lock-out initiated against teachers.

ARTICLE 17
COMMUNICABLE DISEASES

Attendance or non-attendance of students with acute infectious communicable diseases shall be determined by rules or regulations promulgated by the Michigan Department of Health and/or the Michigan Department of Education.

In the event that a child with communicable diseases is allowed by policy or law to attend school, all employees potentially having contact with the student shall be notified in advance of the child's placement and/or return to school unless notification is illegal or legally determined to violate the student's right of privacy.

In-service instruction in hygienic practices and management to members coming into contact with students having such communicable diseases shall be available upon written request from the employee.

Iron Mountain Public Schools Calendar
2026-2027

DATE(S)	EVENT
Aug 26	Teacher Back to School In-Service
Aug 27	Teacher Back to School In-Service Day 1 PD
Aug 31	First Day for Students
Sept 4	NO SCHOOL (Labor Day Weekend)
Sept 7	NO SCHOOL (Labor Day Weekend)
Sept 8	Class Resumes for Students
Sept 30	NO SCHOOL - Professional Development Day County-Wide Day 2 PD
Oct 7	FALL PUPIL COUNT DAY
Oct 30	EK-12th End of 1st Quarter
Nov 5	EK-12 1/2 day AM only all students - P/T Conference 12pm - 3pm & 4pm - 6pm
Nov 16	NO SCHOOL - Professional Development Day for Teachers (In-House) Day 3 PD
Nov 25	EK-12th 1/2 day AM only all students - 1/2 Day PM Teacher PD
Nov 26-27	NO SCHOOL (Thanksgiving Break)
Dec 21-Jan 1	NO SCHOOL (Winter Break)
Jan 4	Class Resumes for Students
Jan 15	EK-12th End of 1st Semester - 1/2 day AM only all students - PM Records Day
Feb 10	SPRING PUPIL COUNT DAY
Feb 15	NO SCHOOL - (Mid-Winter Break)
March 12	NO SCHOOL - Professional Development Day for Teachers (In-House) Day 4 PD
March 19	EK-12th End of 3rd Quarter
March 22-March 29	NO SCHOOL (Spring Break)
March 26	Good Friday
March 30	Class Resumes for Students
April 16	NO SCHOOL - Professional Development Day for Teachers (In-House) Day 5 PD
May 5	EK-12th 1/2 day AM only all students - 1/2 Day PM Teacher PD
May 27	IM-K Community Schools Graduation 7pm @ Kingsford High School
May 28	IMHS Graduation 6pm
May 31	NO SCHOOL (Memorial Day)
June 4	Last Day EK-11th 1/2 day AM only all students - PM Teachers Records Day

2026-2027 District Calendar

Administrators may schedule up to two (2) full days or four (4) ½ days for Professional Development for staff throughout the school year upon administrative need. These days will be scheduled in lieu of scheduled student days.

2026-2027		
IRON MOUNTAIN PUBLIC SCHOOLS		
EXTRA CURRICULAR ACTIVITIES		
TYPE	**% OF BASE**	**AMOUNT**
ART CLUB	3.46%	$ 1,545
BAND EXTRA DUTIES	18.90%	$ 8,439
CHORAL EXTRA DUTIES	10.00%	$ 4,465
DRAMATICS	3.46%	$ 1,545
ENVIRONMENTAL CLUB	2.18%	$ 973
FOREIGN LANGUAGE CLUB	6.00%	$ 2,679
FRESHMAN CLASS ADVISOR	1.51%	$ 674
HIGH SCHOOL QUIZ BOWL	2.18%	$ 973
HOMEWORK SUPERVISOR		$ 30 /Hour
JUNIOR CLASS ADVISOR	6.00%	$ 2,679
KEY CLUB	4.50%	$ 2,009
MENTOR FOR NEW TEACHERS		$ 300
NATIONAL HONOR SOCIETY	2.18%	$ 973
READING OLYMPICS	1.51%	$ 674
SATURDAY SCHOOL SUPERVISOR		$ 30 /Hour
SCIENCE OLYMPIAD HIGH SCHOOL	1.51%	$ 674
SCIENCE OLYMPIAD MIDDLE SCHOOL	1.51%	$ 674
SENIOR CLASS ADVISOR	4.50%	$ 2,009
SOPHMORE CLASS ADVISOR	1.51%	$ 674
SPIRIT STORE	1.51%	$ 674
STUDENT COUNCIL HIGH SCHOOL	6.00%	$ 2,679
STUDENT COUNCIL MIDDLE SCHOOL	1.51%	$ 674
SUMMER SCHOOL INSTRUCTOR		$ 30 /Hour
TRI HI Y	1.95%	$ 871
VARSITY CLUB	1.51%	$ 674
YEARBOOK ADVISOR HIGH SCHOOL	10.00%	$ 4,465
YEARBOOK ADVISOR MIDDLE SCHOOL	2.18%	$ 973
YOUTH IN GOVERNMENT	1.73%	$ 772
Note - Class Advisor compensation will be split if there are dual advisors.		
Note - % of Base based on base pay		

2026-2027

IRON MOUNTAIN PUBLIC SCHOOLS

ATHLETIC SALARY SCHEDULE

TYPE	% OF BASE	AMOUNT
VARSITY FOOTBALL	18.90%	$ 8,439
ASSISTANT VARSITY FOOTBALL	16.28%	$ 7,269
2nd ASSISTANT VARSITY FOOTBALL	12.79%	$ 5,711
JV FOOTBALL	14.54%	$ 6,492
ASSISTANT JV FOOTBALL	12.71%	$ 5,675
FRESHMAN FOOTBALL	13.96%	$ 6,233
ASSISTANT FRESHMAN FOOTBALL	12.79%	$ 5,711
(ALL ABOVE INCLUDES 3 WEEK PRE-SCHOOL COACHING)		
BOY'S VARSITY BASKETBALL	18.90%	$ 8,439
BOY'S JV BASKETBALL	14.54%	$ 6,492
BOY'S FRESHMAN BASKETBALL	12.71%	$ 5,675
(ALL ABOVE INCLUDES 1 WEEK HOLIDAY COACHING)		
MS-BOY'S BASKETBALL - 7TH GRADE	3.49%	$ 1,558
MS-BOY'S BASKETBALL - 8TH GRADE	3.49%	$ 1,558
MS-GIRLS'S BASKETBALL - 7TH GRADE	3.49%	$ 1,558
MS-GIRLS'S BASKETBALL - 8TH GRADE	3.49%	$ 1,558
WRESTLING	18.90%	$ 8,439
ASSISTANT WRESTLING	7.94%	$ 3,545
(ALL ABOVE INCLUDES 1 WEEK HOLIDAY COACHING)		
BOY'S TENNIS	6.64%	$ 2,965
GIRL'S TENNIS	6.64%	$ 2,965
BOY'S and GIRL'S GOLF	4.77%	$ 2,128
HEAD TRACK	12.71%	$ 5,675
ASSISTANT TRACK	3.18%	$ 1,419
VARSITY FALL SIDELINE CHEER	4.77%	$ 2,128
VARSITY WINTER COMPETITVE CHEER	11.12%	$ 4,965
MS WINTER COMPETITVE CHEER	2.37%	$ 1,058
GIRL'S VARSITY BASKETBALL	18.90%	$ 8,439
GIRL'S JV BASKETBALL	14.54%	$ 6,492
GIRL'S FRESHMAN BASKETBALL	12.71%	$ 5,675
GIRL'S VARSITY VOLLEYBALL	18.90%	$ 8,439
GIRL'S JV VOLLEYBALL	14.54%	$ 6,492
GIRL'S FRESHMAN VOLLEYBALL	12.71%	$ 5,675
Note - % of Base based on base pay		

2027-2028
IRON MOUNTAIN PUBLIC SCHOOLS
EXTRA CURRICULAR ACTIVITIES

TYPE	% OF BASE	AMOUNT	
ART CLUB	3.46%	$ 1,622	
BAND EXTRA DUTIES	18.90%	$ 8,861	
CHORAL EXTRA DUTIES	10.00%	$ 4,688	
DRAMATICS	3.46%	$ 1,622	
ENVIRONMENTAL CLUB	2.18%	$ 1,022	
FOREIGN LANGUAGE CLUB	6.00%	$ 2,813	
FRESHMAN CLASS ADVISOR	1.51%	$ 708	
HIGH SCHOOL QUIZ BOWL	2.18%	$ 1,022	
HOMEWORK SUPERVISOR		$ 30	/Hour
JUNIOR CLASS ADVISOR	6.00%	$ 2,813	
KEY CLUB	4.50%	$ 2,110	
MENTOR FOR NEW TEACHERS		$ 300	
NATIONAL HONOR SOCIETY	2.18%	$ 1,022	
READING OLYMPICS	1.51%	$ 708	
SATURDAY SCHOOL SUPERVISOR		$ 30	/Hour
SCIENCE OLYMPIAD HIGH SCHOOL	1.51%	$ 708	
SCIENCE OLYMPIAD MIDDLE SCHOOL	1.51%	$ 708	
SENIOR CLASS ADVISOR	4.50%	$ 2,110	
SOPHMORE CLASS ADVISOR	1.51%	$ 708	
SPIRIT STORE	1.51%	$ 708	
STUDENT COUNCIL HIGH SCHOOL	6.00%	$ 2,813	
STUDENT COUNCIL MIDDLE SCHOOL	1.51%	$ 708	
SUMMER SCHOOL INSTRUCTOR		$ 30	/Hour
TRI HI Y	1.95%	$ 914	
VARSITY CLUB	1.51%	$ 708	
YEARBOOK ADVISOR HIGH SCHOOL	10.00%	$ 4,688	
YEARBOOK ADVISOR MIDDLE SCHOOL	2.18%	$ 1,022	
YOUTH IN GOVERNMENT	1.73%	$ 811	

Note - Class Advisor compensation will be split if there are dual advisors.

Note - % of Base based on base pay

2027-2028		
IRON MOUNTAIN PUBLIC SCHOOLS		
ATHLETIC SALARY SCHEDULE		
TYPE	**% OF BASE**	**AMOUNT**
VARSITY FOOTBALL	18.90%	$ 8,861
ASSISTANT VARSITY FOOTBALL	16.28%	$ 7,633
2nd ASSISTANT VARSITY FOOTBALL	12.79%	$ 5,996
JV FOOTBALL	14.54%	$ 6,817
ASSISTANT JV FOOTBALL	12.71%	$ 5,959
FRESHMAN FOOTBALL	13.96%	$ 6,545
ASSISTANT FRESHMAN FOOTBALL	12.79%	$ 5,996
(ALL ABOVE INCLUDES 3 WEEK PRE-SCHOOL COACHING)		
BOY'S VARSITY BASKETBALL	18.90%	$ 8,861
BOY'S JV BASKETBALL	14.54%	$ 6,817
BOY'S FRESHMAN BASKETBALL	12.71%	$ 5,959
(ALL ABOVE INCLUDES 1 WEEK HOLIDAY COACHING)		
MS-BOY'S BASKETBALL - 7TH GRADE	3.49%	$ 1,636
MS-BOY'S BASKETBALL - 8TH GRADE	3.49%	$ 1,636
MS-GIRLS'S BASKETBALL - 7TH GRADE	3.49%	$ 1,636
MS-GIRLS'S BASKETBALL - 8TH GRADE	3.49%	$ 1,636
WRESTLING	18.90%	$ 8,861
ASSISTANT WRESTLING	7.94%	$ 3,723
(ALL ABOVE INCLUDES 1 WEEK HOLIDAY COACHING)		
BOY'S TENNIS	6.64%	$ 3,113
GIRL'S TENNIS	6.64%	$ 3,113
BOY'S and GIRL'S GOLF	4.77%	$ 2,234
HEAD TRACK	12.71%	$ 5,959
ASSISTANT TRACK	3.18%	$ 1,490
VARSITY FALL SIDELINE CHEER	4.77%	$ 2,234
VARSITY WINTER COMPETITVE CHEER	11.12%	$ 5,214
MS WINTER COMPETITVE CHEER	2.37%	$ 1,111
GIRL'S VARSITY BASKETBALL	18.90%	$ 8,861
GIRL'S JV BASKETBALL	14.54%	$ 6,817
GIRL'S FRESHMAN BASKETBALL	12.71%	$ 5,959
GIRL'S VARSITY VOLLEYBALL	18.90%	$ 8,861
GIRL'S JV VOLLEYBALL	14.54%	$ 6,817
GIRL'S FRESHMAN VOLLEYBALL	12.71%	$ 5,959
Note - % of Base based on base pay		

2028-2029		
IRON MOUNTAIN PUBLIC SCHOOLS		
EXTRA CURRICULAR ACTIVITIES		
TYPE	**% OF BASE**	**AMOUNT**
ART CLUB	3.46%	$ 1,671
BAND EXTRA DUTIES	18.90%	$ 9,127
CHORAL EXTRA DUTIES	10.00%	$ 4,829
DRAMATICS	3.46%	$ 1,671
ENVIRONMENTAL CLUB	2.18%	$ 1,053
FOREIGN LANGUAGE CLUB	6.00%	$ 2,897
FRESHMAN CLASS ADVISOR	1.51%	$ 729
HIGH SCHOOL QUIZ BOWL	2.18%	$ 1,053
HOMEWORK SUPERVISOR		$ 30 /Hour
JUNIOR CLASS ADVISOR	6.00%	$ 2,897
KEY CLUB	4.50%	$ 2,173
MENTOR FOR NEW TEACHERS		$ 300
NATIONAL HONOR SOCIETY	2.18%	$ 1,053
READING OLYMPICS	1.51%	$ 729
SATURDAY SCHOOL SUPERVISOR		$ 30 /Hour
SCIENCE OLYMPIAD HIGH SCHOOL	1.51%	$ 729
SCIENCE OLYMPIAD MIDDLE SCHOOL	1.51%	$ 729
SENIOR CLASS ADVISOR	4.50%	$ 2,173
SOPHMORE CLASS ADVISOR	1.51%	$ 729
SPIRIT STORE	1.51%	$ 729
STUDENT COUNCIL HIGH SCHOOL	6.00%	$ 2,897
STUDENT COUNCIL MIDDLE SCHOOL	1.51%	$ 729
SUMMER SCHOOL INSTRUCTOR		$ 30 /Hour
TRI HI Y	1.95%	$ 942
VARSITY CLUB	1.51%	$ 729
YEARBOOK ADVISOR HIGH SCHOOL	10.00%	$ 4,829
YEARBOOK ADVISOR MIDDLE SCHOOL	2.18%	$ 1,053
YOUTH IN GOVERNMENT	1.73%	$ 835
Note - Class Advisor compensation will be split if there are dual advisors.		
Note - % of Base based on base pay		

2028-2029

IRON MOUNTAIN PUBLIC SCHOOLS

ATHLETIC SALARY SCHEDULE

TYPE	% OF BASE	AMOUNT
VARSITY FOOTBALL	18.90%	$ 9,127
ASSISTANT VARSITY FOOTBALL	16.28%	$ 7,862
2nd ASSISTANT VARSITY FOOTBALL	12.79%	$ 6,176
JV FOOTBALL	14.54%	$ 7,021
ASSISTANT JV FOOTBALL	12.71%	$ 6,138
FRESHMAN FOOTBALL	13.96%	$ 6,741
ASSISTANT FRESHMAN FOOTBALL	12.79%	$ 6,176
(ALL ABOVE INCLUDES 3 WEEK PRE-SCHOOL COACHING)		
BOY'S VARSITY BASKETBALL	18.90%	$ 9,127
BOY'S JV BASKETBALL	14.54%	$ 7,021
BOY'S FRESHMAN BASKETBALL	12.71%	$ 6,138
(ALL ABOVE INCLUDES 1 WEEK HOLIDAY COACHING)		
MS-BOY'S BASKETBALL - 7TH GRADE	3.49%	$ 1,685
MS-BOY'S BASKETBALL - 8TH GRADE	3.49%	$ 1,685
MS-GIRLS'S BASKETBALL - 7TH GRADE	3.49%	$ 1,685
MS-GIRLS'S BASKETBALL - 8TH GRADE	3.49%	$ 1,685
WRESTLING	18.90%	$ 9,127
ASSISTANT WRESTLING	7.94%	$ 3,834
(ALL ABOVE INCLUDES 1 WEEK HOLIDAY COACHING)		
BOY'S TENNIS	6.64%	$ 3,206
GIRL'S TENNIS	6.64%	$ 3,206
BOY'S and GIRL'S GOLF	4.77%	$ 2,301
HEAD TRACK	12.71%	$ 6,138
ASSISTANT TRACK	3.18%	$ 1,534
VARSITY FALL SIDELINE CHEER	4.77%	$ 2,302
VARSITY WINTER COMPETITVE CHEER	11.12%	$ 5,370
MS WINTER COMPETITVE CHEER	2.37%	$ 1,144
GIRL'S VARSITY BASKETBALL	18.90%	$ 9,127
GIRL'S JV BASKETBALL	14.54%	$ 7,021
GIRL'S FRESHMAN BASKETBALL	12.71%	$ 6,138
GIRL'S VARSITY VOLLEYBALL	18.90%	$ 9,127
GIRL'S JV VOLLEYBALL	14.54%	$ 7,021
GIRL'S FRESHMAN VOLLEYBALL	12.71%	$ 6,138
Note - % of Base based on base pay		

Iron Mountain Teacher Grid 2026-2027 with a 6% Increase over 2025-2026

EMPLOYEES ANNUAL COMPENSATION FOR 2026-2027 WILL BE PLACED ON THE SALARY SCHEDULE BELOW:

	BA	% INCREASE	BA+8	% INCREASE	BA+16	% INCREASE	BA+24	% INCREASE	MA	% INCREASE	MA+8	% INCREASE	MA+16	% INCREASE	MA+24	% INCREASE
0	$ 44,651		$ 45,728		$ 46,826		$ 47,863		$ 49,051		$ 49,638		$ 50,303		$ 50,971	
1	$ 44,651	2.90%	$ 45,728	3.15%	$ 46,826	3.40%	$ 47,863	3.60%	$ 49,051	3.90%	$ 49,638	4.00%	$ 50,303	4.16%	$ 50,971	4.30%
2	$ 44,651	2.90%	$ 45,728	3.14%	$ 46,826	3.40%	$ 47,863	3.60%	$ 49,051	3.90%	$ 49,638	4.00%	$ 50,303	4.14%	$ 50,971	4.30%
3	$ 44,651	2.90%	$ 45,728	3.15%	$ 46,826	3.40%	$ 47,863	3.60%	$ 49,051	3.90%	$ 49,638	3.99%	$ 50,303	4.15%	$ 50,971	4.30%
4	$ 45,946	2.90%	$ 47,168	3.15%	$ 48,418	3.40%	$ 49,586	3.60%	$ 50,964	3.90%	$ 51,628	4.01%	$ 52,391	4.15%	$ 53,162	4.30%
5	$ 47,278	2.90%	$ 48,654	3.15%	$ 50,064	3.40%	$ 51,372	3.60%	$ 52,956	3.91%	$ 53,694	4.00%	$ 54,565	4.15%	$ 55,448	4.30%
6	$ 48,649	2.90%	$ 50,187	3.15%	$ 51,767	3.40%	$ 53,221	3.60%	$ 55,022	3.90%	$ 55,841	4.00%	$ 56,829	4.15%	$ 57,833	4.30%
7	$ 50,060	2.90%	$ 51,768	3.15%	$ 53,527	3.40%	$ 55,137	3.60%	$ 57,167	3.90%	$ 58,075	4.00%	$ 59,188	4.15%	$ 60,319	4.30%
8	$ 51,512	2.90%	$ 53,398	3.15%	$ 55,347	3.40%	$ 57,122	3.60%	$ 59,397	3.90%	$ 60,398	4.00%	$ 61,650	4.16%	$ 62,913	4.30%
9	$ 53,006	2.90%	$ 55,080	3.15%	$ 57,228	3.40%	$ 59,178	3.60%	$ 61,713	3.90%	$ 62,814	4.00%	$ 64,208	4.15%	$ 65,618	4.30%
10	$ 54,543	2.90%	$ 56,815	3.15%	$ 59,174	3.40%	$ 61,309	3.60%	$ 64,120	3.90%	$ 65,327	4.00%	$ 66,873	4.15%	$ 68,440	4.30%
11	$ 56,125	2.90%	$ 58,605	3.15%	$ 61,186	3.40%	$ 63,516	3.60%	$ 66,621	3.90%	$ 67,840	4.00%	$ 69,648	4.15%	$ 71,383	4.30%
12	$ 57,752	2.90%	$ 60,451	3.15%	$ 63,266	3.40%	$ 65,802	3.60%	$ 69,219	3.90%	$ 70,657	4.00%	$ 72,546	4.16%	$ 74,452	4.30%
13	$ 59,427	2.90%	$ 62,355	3.15%	$ 65,418	3.40%	$ 68,171	3.60%	$ 71,919	3.90%	$ 73,483	4.00%	$ 75,556	4.15%	$ 77,654	4.30%
14	$ 61,150	2.70%	$ 64,344	3.19%	$ 67,687	3.47%	$ 70,319	3.15%	$ 74,335	3.36%	$ 76,423	4.00%	$ 78,465	3.85%	$ 80,745	3.98%

EMPLOYEES HIRED AFTER JUNE 30, 2002 WILL BE AWARDED LONGEVITY BASED ON THE GRID BELOW

	LONGEVITY ADD to PAY	LONGEVITY INCREASE
15-24	$ 1,725	1725.00
25	$ 2,375	650.00
26	$ 2,575	200.00
27	$ 2,775	200.00
28	$ 2,975	200.00
29	$ 3,175	200.00
30	$ 3,375	200.00

$1725 shall be paid to anyone beyond the above salary schedule.
$650 longevity bonus upon attainment of 25 years of experience.
$850 longevity bonus upon attainment of 26 years of experience.
$1050 longevity bonus upon attainment of 27 years of experience.
$1250 longevity bonus upon attainment of 28 years of experience.
$1450 longevity bonus upon attainment of 29 years of experience.
$1650 longevity bonus upon attainment of 30 years of experience.

NOTE: THIS IS THE 2024-25 GRID WITH AN INCREASE IN WAGES OF .03

EMPLOYEES HIRED BEFORE JUNE 30, 2002 WILL BE AWARDED LONGEVITY BASED ON THE GRID BELOW

	LONGEVITY ADD to PAY	LONGEVITY INCREASE
11-14	$ 1,275	1275.00
15-24	$ 1,725	450.00
25+	$ 1,925	200.00

$1275 shall be paid to anyone beyond the above salary schedule.
$450 longevity bonus upon attainment of 15 years of experience.
$650 longevity bonus upon attainment of 25 years of experience.*
*Denotes fifteen year longevity amount plus $200

Iron Mountain Teacher Grid 2027-2028 with a 5% Increase over 2026-2027

EMPLOYEES ANNUAL COMPENSATION FOR 2027-2028 WILL BE PLACED ON THE SALARY SCHEDULE BELOW:

	BA	% INCREASE	BA+8	% INCREASE	BA+16	% INCREASE	BA+24	% INCREASE	MA	% INCREASE	MA+8	% INCREASE	MA+16	% INCREASE	MA+24	% INCREASE
0	$ 46,884		$ 48,014		$ 49,167		$ 50,257		$ 51,503		$ 52,120		$ 52,818		$ 53,519	
1	$ 46,884	2.90%	$ 48,014	3.15%	$ 49,167	3.40%	$ 50,257	3.60%	$ 51,503	3.90%	$ 52,120	4.00%	$ 52,818	4.16%	$ 53,519	4.30%
2	$ 46,884	2.90%	$ 48,014	3.14%	$ 49,167	3.40%	$ 50,257	3.60%	$ 51,503	3.90%	$ 52,120	4.00%	$ 52,818	4.14%	$ 53,519	4.30%
3	$ 46,884	2.90%	$ 48,014	3.15%	$ 49,167	3.40%	$ 50,257	3.60%	$ 51,503	3.90%	$ 52,120	3.99%	$ 52,818	4.15%	$ 53,519	4.30%
4	$ 48,243	2.90%	$ 49,527	3.15%	$ 50,839	3.40%	$ 52,066	3.60%	$ 53,512	3.90%	$ 54,210	4.01%	$ 52,391	4.15%	$ 55,821	4.30%
5	$ 49,642	2.90%	$ 51,087	3.15%	$ 52,568	3.40%	$ 53,940	3.60%	$ 55,604	3.91%	$ 56,378	4.00%	$ 54,565	4.15%	$ 58,221	4.30%
6	$ 51,082	2.90%	$ 52,696	3.15%	$ 54,355	3.40%	$ 55,882	3.60%	$ 57,773	3.90%	$ 58,633	4.00%	$ 56,829	4.15%	$ 60,724	4.30%
7	$ 52,563	2.90%	$ 54,356	3.15%	$ 56,203	3.40%	$ 57,894	3.60%	$ 60,026	3.90%	$ 60,979	4.00%	$ 59,188	4.15%	$ 63,335	4.30%
8	$ 54,088	2.90%	$ 56,068	3.15%	$ 58,114	3.40%	$ 59,978	3.60%	$ 62,367	3.90%	$ 63,418	4.00%	$ 61,650	4.16%	$ 66,059	4.30%
9	$ 55,656	2.90%	$ 57,834	3.15%	$ 60,090	3.40%	$ 62,137	3.60%	$ 64,799	3.90%	$ 65,955	4.00%	$ 64,208	4.15%	$ 68,899	4.30%
10	$ 57,270	2.90%	$ 59,656	3.15%	$ 62,133	3.40%	$ 64,374	3.60%	$ 67,326	3.90%	$ 68,593	4.00%	$ 66,873	4.15%	$ 71,862	4.30%
11	$ 58,931	2.90%	$ 61,535	3.15%	$ 64,245	3.40%	$ 66,692	3.60%	$ 69,952	3.90%	$ 71,337	4.00%	$ 69,648	4.15%	$ 74,952	4.30%
12	$ 60,640	2.90%	$ 63,474	3.15%	$ 66,430	3.40%	$ 69,092	3.60%	$ 72,680	3.90%	$ 74,190	4.00%	$ 72,546	4.16%	$ 78,175	4.30%
13	$ 62,398	2.90%	$ 65,473	3.15%	$ 68,688	3.40%	$ 71,580	3.60%	$ 75,515	3.90%	$ 77,158	4.00%	$ 75,556	4.15%	$ 81,537	4.30%
14	$ 64,208	2.70%	$ 67,562	3.19%	$ 71,072	3.47%	$ 73,835	3.15%	$ 78,052	3.36%	$ 80,244	4.00%	$ 78,465	3.85%	$ 84,782	3.98%

EMPLOYEES HIRED AFTER JUNE 30, 2002 WILL BE AWARDED LONGEVITY BASED ON THE GRID BELOW

	LONGEVITY ADD to PAY	LONGEVITY INCREASE
15-24	$ 1,725	1725.00
25	$ 2,375	650.00
26	$ 2,575	200.00
27	$ 2,775	200.00
28	$ 2,975	200.00
29	$ 3,175	200.00
30	$ 3,375	200.00

$1725 shall be paid to anyone beyond the above salary schedule.
$650 longevity bonus upon attainment of 25 years of experience.
$850 longevity bonus upon attainment of 26 years of experience.
$1050 longevity bonus upon attainment of 27 years of experience.
$1250 longevity bonus upon attainment of 28 years of experience.
$1450 longevity bonus upon attainment of 29 years of experience.
$1650 longevity bonus upon attainment of 30 years of experience.

NOTE: THIS IS THE 2024-25 GRID WITH AN INCREASE IN WAGES OF .03

EMPLOYEES HIRED BEFORE JUNE 30, 2002 WILL BE AWARDED LONGEVITY BASED ON THE GRID BELOW

	LONGEVITY ADD to PAY	LONGEVITY INCREASE
11-14	$ 1,275	1275.00
15-24	$ 1,725	450.00
25+	$ 1,925	200.00

$1275 shall be paid to anyone beyond the above salary schedule.
$450 longevity bonus upon attainment of 15 years of experience.
$650 longevity bonus upon attainment of 25 years of experience.*
*Denotes fifteen year longevity amount plus $200

Iron Mountain Teacher Grid 2028-2029 with a 3% Increase over 2027-2028

EMPLOYEES ANNUAL COMPENSATION FOR 2028-2029 WILL BE PLACED ON THE SALARY SCHEDULE BELOW:

	BA	% INCREASE	BA+8	% INCREASE	BA+16	% INCREASE	BA+24	% INCREASE	MA	% INCREASE	MA+8	% INCREASE	MA+16	% INCREASE	MA+24	% INCREASE
0	$ 48,290		$ 49,455		$ 50,642		$ 51,764		$ 53,048		$ 53,683		$ 54,403		$ 55,125	
1	$ 48,290	2.90%	$ 49,455	3.15%	$ 50,642	3.40%	$ 51,764	3.60%	$ 53,048	3.90%	$ 53,683	4.00%	$ 54,403	4.16%	$ 55,125	4.30%
2	$ 48,290	2.90%	$ 49,455	3.14%	$ 50,642	3.40%	$ 51,764	3.60%	$ 53,048	3.90%	$ 53,683	4.00%	$ 54,403	4.14%	$ 55,125	4.30%
3	$ 48,290	2.90%	$ 49,455	3.15%	$ 50,642	3.40%	$ 51,764	3.60%	$ 53,048	3.90%	$ 53,683	3.99%	$ 54,403	4.15%	$ 55,125	4.30%
4	$ 49,690	2.90%	$ 51,012	3.15%	$ 52,364	3.40%	$ 53,628	3.60%	$ 55,117	3.90%	$ 55,836	4.01%	$ 53,962	4.15%	$ 57,495	4.30%
5	$ 51,131	2.90%	$ 52,619	3.15%	$ 54,145	3.40%	$ 55,558	3.60%	$ 57,272	3.91%	$ 58,070	4.00%	$ 56,202	4.15%	$ 59,967	4.30%
6	$ 52,614	2.90%	$ 54,277	3.15%	$ 55,936	3.40%	$ 57,558	3.60%	$ 59,506	3.90%	$ 60,392	4.00%	$ 58,534	4.15%	$ 62,546	4.30%
7	$ 54,140	2.90%	$ 55,987	3.15%	$ 57,889	3.40%	$ 59,631	3.60%	$ 61,827	3.90%	$ 62,808	4.00%	$ 60,963	4.15%	$ 65,236	4.30%
8	$ 55,710	2.90%	$ 57,750	3.15%	$ 59,857	3.40%	$ 61,777	3.60%	$ 64,238	3.90%	$ 65,320	4.00%	$ 63,499	4.16%	$ 68,041	4.30%
9	$ 57,326	2.90%	$ 59,569	3.15%	$ 61,893	3.40%	$ 64,001	3.60%	$ 66,743	3.90%	$ 67,933	4.00%	$ 66,135	4.15%	$ 70,966	4.30%
10	$ 58,988	2.90%	$ 61,446	3.15%	$ 63,997	3.40%	$ 66,305	3.60%	$ 69,346	3.90%	$ 70,651	4.00%	$ 68,879	4.15%	$ 74,018	4.30%
11	$ 60,699	2.90%	$ 63,381	3.15%	$ 66,173	3.40%	$ 68,692	3.60%	$ 72,051	3.90%	$ 73,477	4.00%	$ 71,738	4.15%	$ 77,201	4.30%
12	$ 62,459	2.90%	$ 65,378	3.15%	$ 68,423	3.40%	$ 71,165	3.60%	$ 74,861	3.90%	$ 76,416	4.00%	$ 74,722	4.16%	$ 80,520	4.30%
13	$ 64,270	2.90%	$ 67,437	3.15%	$ 70,749	3.40%	$ 73,727	3.60%	$ 77,780	3.90%	$ 79,472	4.00%	$ 77,823	4.15%	$ 83,983	4.30%
14	$ 66,134	2.70%	$ 69,588	3.19%	$ 73,204	3.47%	$ 76,050	3.15%	$ 80,394	3.36%	$ 82,651	4.00%	$ 80,819	3.85%	$ 87,325	3.98%

EMPLOYEES HIRED AFTER JUNE 30, 2002 WILL BE AWARDED LONGEVITY BASED ON THE GRID BELOW

	LONGEVITY ADD to PAY	LONGEVITY INCREASE
15-24	$ 1,725	1725.00
25	$ 2,375	650.00
26	$ 2,575	200.00
27	$ 2,775	200.00
28	$ 2,975	200.00
29	$ 3,175	200.00
30	$ 3,375	200.00

$1725 shall be paid to anyone beyond the above salary schedule.
$650 longevity bonus upon attainment of 25 years of experience.
$850 longevity bonus upon attainment of 26 years of experience.
$1050 longevity bonus upon attainment of 27 years of experience.
$1250 longevity bonus upon attainment of 28 years of experience.
$1450 longevity bonus upon attainment of 29 years of experience.
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NOTE: THIS IS THE 2024-25 GRID WITH AN INCREASE IN WAGES OF .03

EMPLOYEES HIRED BEFORE JUNE 30, 2002 WILL BE AWARDED LONGEVITY BASED ON THE GRID BELOW

	LONGEVITY ADD to PAY	LONGEVITY INCREASE
11-14	$ 1,275	1275.00
15-24	$ 1,725	450.00
25+	$ 1,925	200.00

$1275 shall be paid to anyone beyond the above salary schedule.
$450 longevity bonus upon attainment of 15 years of experience.
$650 longevity bonus upon attainment of 25 years of experience.*
*Denotes fifteen year longevity amount plus $200

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Appendix

Decisions about placement, layoff/recall, and evaluation of a "teacher" under Revised School Code Section 1249, or who is assigned to students in any grades K to 12 as a "teacher of record" ("classroom teacher") will be made as stated below. The parties agree that the procedures established in this Appendix constitute clear and transparent procedures as required under Revised School Code Section 1248.

1. ***Placement of Classroom Teachers.*** The Superintendent or designee decides placement decisions, when a vacancy exists, and when a posting is made. Consistent with Revised School Code Section 1248, classroom teacher placement decisions will be made by the Superintendent or designee in their discretion based on the following clear and transparent factors:

    a. Staffing the curriculum with the most effective, certified, and qualified teachers to instruct the applicable courses, grades, and school schedule.

    b. Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization, as applicable, will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations.

    c. Classroom teacher placement decisions must be made based on teacher effectiveness criteria established in Revised School Code Section 1249.

    d. In addition, classroom teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:

        i. Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;

        ii. Credentials needed for District, school, or program accreditation;

        iii. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;

        iv. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;

        v. Disciplinary record, if any

        vi. Length of service in a grade level(s) or subject area(s);

        vii. Recency of relevant and comparable teaching assignments;

        viii. Previous effectiveness ratings;

ix. Compliance with state and federal law; or

x. Other non-arbitrary or capricious reasons.

e. Length of service within the District may be considered as a tiebreaker if a classroom teacher placement decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.

f. If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.

g. The Superintendent or designee has discretion to involuntarily transfer a teacher into a position for which they are certified or qualified for non-arbitrary or capricious reasons.

b. ***Layoff/Recall of Classroom Teachers.***

a. Acting within the approved budget, the Superintendent is responsible for establishing the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for the existing classroom teaching staff or that a reduction in classroom teaching staff is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board the classroom teaching positions to be reduced.

b. Reduction in force and recall decisions must be made based on classroom teacher effectiveness criteria established in Revised School Code Section 1249 and this Appendix.

c. Decisions about the reduction and recall of teachers will be guided by the following criteria:

i. Retaining the most effective classroom teachers who are certified (or otherwise approved or authorized) and qualified to instruct the courses within the curriculum, academic level(s), department(s), and school schedule(s). A probationary classroom teacher rated as "effective" (or highly effective) on the classroom teacher's most recent annual year-end performance evaluation is not subject to displacement by a tenured classroom teacher solely because the other classroom teacher is tenured under the Teachers' Tenure Act.

ii. Classroom teachers must be properly certified, approved, or authorized for all aspects of their assignments. The classroom teacher's certification, authorization, or approval status will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations; and based on documentation on file with the Superintendent's office.

iii. A classroom teacher must maintain valid certification, approval, or authorization, as applicable, and is responsible for filing a copy of the certificate, approval, or authorization with the Superintendent's office in compliance with Revised School Code Section 1532.

iv. If a classroom teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.

d. In addition, classroom teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:

i. Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;

ii. Credentials needed for District, school, or program accreditation;

iii. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the classroom teacher's effectiveness in that assignment and is integrated into instruction;

iv. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;

v. Disciplinary record, if any;

vi. Length of service in a grade level(s) or subject area(s);

vii. Recency of relevant and comparable teaching assignments;

viii. Previous effectiveness ratings;

ix. Compliance with state and federal law.

e. Classroom Teachers must provide the District with current information and documentation supporting the teacher's certification and qualifications.

i. Reduction and recall decisions will be based on the classroom teacher's certification and qualifications in the District's records at the time of the decision.

ii. A laid off classroom teacher must maintain current contact information (address, phone, and email address) with the Superintendent's office.

iii. Failure to maintain current contact information may negatively impact the teacher's recall.

f. Before the Board authorizes a classroom teacher reduction, the Superintendent or designee will notify, in writing, within 30 business days of said reduction the affected classroom teacher. The affected classroom teacher will have an opportunity to respond, either in person or in writing, to the proposed reduction.

g. The Superintendent or designee will provide written notice within 30 business days of reduction in force or recall decisions to each affected classroom teacher and Association.

h. A classroom teacher's length of service with the District as a classroom teacher or tenure under the Teachers' Tenure Act will not be the sole factor in reduction in force and recall decisions.

i. Classroom teacher reduction in force decisions will be implemented by the following:

    i. If 1 or more classroom teaching positions are to be reduced, the Superintendent will first identify the academic level(s) or department(s) affected by the reduction. Among those classroom teachers who are certified, approved, or authorized and qualified to instruct the remaining curriculum within the affected academic level(s) or department(s), selection of a classroom teacher(s) for reduction in force will be based on the factors set forth in this Appendix.

    ii. Classroom teachers within the affected academic level(s) or department(s) who are certified and qualified for the remaining positions will be retained consistent with the factors set forth in this Appendix.

    iii. When a classroom teaching position is identified for reduction and there exists a concurrently vacant classroom teaching position for which the classroom teacher in the position to be reduced is both certified and qualified, and the classroom teacher has received an overall rating of at least effective on that teacher's most recent year-end performance evaluation, that classroom teacher may be assigned to the vacant position consistent with this Appendix unless the Superintendent or designee determines (based on non-arbitrary or capricious reasons) that the District's educational interests would not be furthered by that assignment.

    iv. If more than 1 classroom teacher whose position has been identified for reduction is certified and qualified for a concurrently vacant classroom teaching assignment, the Superintendent or designee will fill the vacancy consistent with this Appendix, unless the Superintendent determines (based on non-arbitrary or capricious reasons) that the District's educational interests would not be furthered by that assignment.

    v. If the reduction or recall decision involves more than 1 classroom teacher and all other factors distinguishing those teachers from each other are equal, seniority (as established by the most recent seniority list for the bargaining

unit to which the teachers belong or, if none exists, the District's records) will determine preference for reduction or recall.

vi. At least 30 calendar days' notice of reduction in force will be provided to the classroom teacher and Association, absent extenuating circumstances.

j. Classroom Teacher Recall Process

i. A classroom teacher is eligible for recall under this Appendix for 18 months from the date the District implemented the reduction in force.

ii. The Superintendent will first identify the academic level(s) or department(s) where a teaching vacancy exists.

iii. Before or in lieu of initiating the recall of a laid-off classroom teacher, the Superintendent may reassign teachers to fill vacancies in accordance with this Appendix.

iv. After or in lieu of any reassignment of existing teaching staff, the Superintendent may take the following action to fill a vacancy: Recall the laid-off classroom teacher who is certified and qualified for the vacancy, provided the classroom teacher was rated at least effective. If more than 1 laid-off classroom teacher is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with this Appendix.

v. The Superintendent or designee will provide written notice of the Board's recall decision to any recalled classroom teachers and will establish the time within which a classroom teacher must accept recall to preserve the teacher's employment rights.

vi. A laid-off classroom teacher who is recalled and fails to accept recall by the time designated in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, has extended the time limit in writing.

c. ***Evaluation of Classroom Teachers.*** Classroom teachers will be evaluated pursuant to a performance evaluation system consistent with Revised School Code Section 1249 and the Teachers' Tenure Act. This performance evaluation system will include, as appropriate, the following:

a. a year-end evaluation process that meets statutory standards;

b. an evaluation tool that incorporates components required by law, including:

i. locally agreed-on student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249; and

ii. the teacher's performance.

c. an individualized development plan (IDP) with measurable performance goals developed by the evaluator in consultation with the teacher and recommended training, coaching, professional development or resources designed to improve the teacher's effectiveness for:

i. all probationary teachers;

ii. teachers rated developing, needs support; or

iii. To the extent allowable by law, the District will notify a classroom teacher of complaints that might lead to discipline.

d. Classroom observations of at least 15 minutes each which include, at a minimum, a review of the classroom teacher's lesson plan, the state or national curriculum standard used in the lesson, and pupil engagement, with appropriate written feedback and a post-observation meeting between the teacher and the school administrator conducting the observation to discuss those items;

e. a mid-year progress report, if required by law, which aligns with the classroom teacher's individualized development plan, includes specific performance goals developed by the evaluator, and any recommended training, coaching, professional development, or resources identified by the evaluator.

f. a year-end performance evaluation effectiveness rating, of effective, developing, or needing support;

g. tenured classroom teachers rated as highly effective or effective on the 3 most recent consecutive year-end evaluations may be evaluated triennially, but if the classroom teacher is not rated as effective on one of the triennial year-end evaluations, the classroom teacher must receive year-end evaluations. If a classroom teacher on the triennial track is placed on an IDP or transfers to a new position, the Superintendent may choose to move the classroom teacher to annual evaluations; year end evaluations for classroom teachers shall be completed at least five (5) business days before the end of the school year.

h. a mentor for classroom teachers rated developing or needing support or for classroom teachers as required by law;

i. opportunity for a tenured classroom teacher rated needing support on a year-end evaluation to request a review consistent with Revised School Code Section 1249;

j. Use of the Center For Educators Leadership (CEL 5D+) evaluation tool, which has been approved by MDE and is in compliance with Revised School Code Section 1249 and corresponding regulations;

k. website posting of required information for the Center For Educators Leadership (CEL 5D+) evaluation tool;

l. training on the Center For Educators Leadership (CEL 5D+) evaluation tool for teachers and evaluators as required by law.

m. If a tenured classroom teacher is rated ineffective or needing support on 3 consecutive year-end evaluations, the classroom teacher shall be discharged consistent with due process. The District is not precluded from discharging a classroom teacher at other times as provided by the Teachers' Tenure Act.

n. If a classroom teacher receives an unevaluated rating, the teacher's rating from the school year immediately before the designation must be used.

o. The parties will by September 1, 2024 negotiate and reach consensus concerning how to measure student growth and assessment data or student learning objective metrics to be considered for 20% of the evaluation. If a consensus is not reached by September 1, 2024, the District will use the assessment data currently utilized.

p. A probationary classroom teacher cannot challenge any aspect of the negotiated evaluation process, including observations, the IDP, the mid-year performance review, or their assigned rating.

d. ***Grievance Procedure.*** An alleged violation of this Appendix is not subject to arbitration in the grievance process; except, probationary teachers cannot challenge any aspect of the negotiated evaluation process, including observations, the IDP, the mid-year performance review, or their assigned rating per paragraph 3(p) above. An Arbitrator, however, has jurisdiction to consider a grievance filed under the grievance process by a tenured teacher with two (2) consecutive ratings of "Needing Support."

Both parties have ratified and agree to execute this agreement as of the date of the last ratification vote, June 22, 2023. This agreement shall continue in effect until the 30th day of June, 2024. Negotiations between the parties shall begin at least 30 days prior to the contract expiration date. If Agreement on the renewal or modification is not reached prior to the expiration date, this Agreement shall expire at such expiration date unless it is extended for a specific period by mutual agreement of the parties.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives.

Board of Education	**U.P.E.A. - I.M.E.A.**
President	Co-President
Secretary	Co-President
Date	Date

APPENDIX A

The ERI Eligible Employee List

ELIZABETH BRAY
MARY BETH BROWN
RHONDA CAREY
SHANNON HANSEN
KATELYNN GRENIER
ROBIN MARTTILA
KAYE MIZINIAK
SHELLY PETRUSCH
AMY PIETRANTONIO
PAMELA PIRKOLA
DALE POWELL
CRAIG RECLA
SHANNON ROSENTHAL
KRISTIN STANCHINA
THOMAS THOMANN
EDWARD WILLIAMS

Note: Removal from list indicates only that they have retired, left the district, or are otherwise not eligible for the ERI. In no way does it imply that someone who has retired is no longer eligible for the incentive payments for the remaining years that they are owed the incentive based on when they retired.