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MASTER CONTRACT

Between

THE PELLSTON BOARD OF EDUCATION

AND

PELLSTON EDUCATION ASSOCIATION

2026-2029

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TABLE OF CONTENTS

SECTION ONE: CONTRACTURAL PROVISIONS 4

1.1 Education Association Agreement 4

1.2 Recognition 4

1.3 Witnesseth 4

1.4 Extent of Agreement 4

1.5 Duration of Agreement 5

1.6 Maintenance of Standards 6

1.7 Payroll Deductions 6

1.8 Grievance Procedure 6

1.9 Negotiation Procedure 8

1.10 Calendar 8

SECTION TWO: EMPLOYMENT RELATIONSHIPS 8

2.1 Vacancies 8

2.1B Transfers 9

2.2 Association Rights 9

2.3 Teacher Qualifications and Assignment 9

2.4 Reduction, Personnel, Recall, Seniority 10

2.5 Discipline of Teachers 12

2.6 Rights of the Board 12

2.7 Joint Instructional Council and In-Service Teacher Development 13

2.8 Teacher Rights 13

2.9 School Improvement 13

2.10 Commitment to In-Service 14

2.11 Evaluation 14

SECTION THREE: TEACHING CONDITIONS 14

3.1 Student Discipline, Teacher Protection 18

3.2 Instructional Materials 19

3.3 School Equipment 19

3.4 Teaching Facilities 19

3.5 Teaching Hours 20

3.6 Class Size and Teaching Conditions 21

3.7 Night Parent/Teacher Conferences 21

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

SECTION FOUR: LEAVES OF ABSENCE 22
4.1 Professional, Personal, Association Leaves 22
4.2 Sabbatical Leave 23
4.3 Unpaid Leave 23
4.4 Illness and Disability 24
4.5 Sick Leave Bank 24
SECTION FIVE: COMPENSATION AND BENEFITS 25
5.1 Insurance Protection 25
5.2 Salary Schedule 26
5.3 Extra-Curricular Compensation 26
SCHEDULE B 31
SECTION SIX: OTHER 32
6.1 Miscellaneous Provisions 32
6.2 Separability 33
APPENDICES 34
A. Calendar 34
B. Reimbursement Form 37

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

SECTION ONE
CONTRACTURAL PROVISIONS

Section 1.1 Education Association Agreement

The Pellston Public Schools, Board of Education of Pellston, Michigan, hereinafter called "Board" and the Pellston Education Association, MEA-NEA, hereinafter called "Association" hereby enter into the following mutual covenants and agree with one another as follows:

Section 1.2 Recognition

The Pellston Public Schools Board of Education by former resolution recognizes the Pellston Education Association, MEA-NEA, as the exclusive bargaining representative to the extent defined in Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure or probation, certified classroom teachers, employed or to be employed by the Board (whether or not assigned to a public school building), but excluding substitute teachers, full time or part time, vocationally certified personnel, supervisory and executive personnel, and office and clerical employees. The term "teacher," when used hereinafter in the Agreement, shall refer to all employees represented by the PEA/MEA/NEA, in the bargaining or negotiation unit as above defined, and references to male teachers shall include female teachers.

The Board agrees not to negotiate with any teachers' organization other than that organization recognized as the bargaining representative of the teachers. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance involving the interpretation and application of the provisions of this Agreement, and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement provided that the Association has been given opportunity to be present at such adjustment.

Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

Section 1.3 Witnesseth

It is contemplated that matters not specifically covered in negotiation of this Agreement but of common concern to the parties shall be subject to discussion. Both parties shall have the right to bargain in the usual manner. Any agreement reached as a result of discussions with the Superintendent or the Board becomes, after approval of the Board, an addendum to this Agreement.

Section 1.4 Extent of Agreement

The parties agree that all aspects of the school calendar except the first day of school and/or other days or breaks specified by state law are negotiable, including length of the school year, and further agree that the school calendar shall be set forth in Section 1.10. Any deviation shall be by mutual consent.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

Section 1.5 **Duration of Agreement**

This agreement and provisions hereto, when signed by the proper officers of the Board of Education and Association shall become operative as of September 1, 2026, unless otherwise stated herein, and shall continue through August 31, 2029, and shall continue in full force and effect from year to year thereafter unless written notice is given by either party on or before May 1 of each year thereafter requesting that the agreement or sections thereof be renegotiated. The notice shall contain the sections to be negotiated.

PELLSTON BOARD OF EDUCATION

PELLSTON PUBLIC SCHOOLS

By Signed by: James Milbrandt 5DFCD7E0834940C...

Its President

By DocuSigned by: Yen Tha EF46CC848333472...

Its Vice President

By Signed by: Serenity Dankert 85C9E0A03C904B5...

Its Treasurer

By Signed by: Stephen Seelye D1F119B11024460...

Superintendent

PELLSTON EDUCATION ASSOCIATION/

MEA/NEA

By Signed by: Brooke Groff E853C28C8417463...

Chief Negotiating Committee

By Signed by: E554281A3A5BD487...

PEA Negotiating Committee

By Signed by: Sandra deCastro 7F76422739F54F0...

PEA Negotiating Committee

By Signed by: Amanda Abernathy 2928A8640189435...

MEA UniServ SNAP Bargainer

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

Section 1.6 **Maintenance of Standards**

All conditions of employment, including teaching hours, extra compensation for duties outside regular teaching hour planning periods, leaves, and general teaching conditions shall be maintained at standards in effect in the District at the time this Agreement is signed, provided that such conditions shall be improved for the benefit of teachers as required by the express provisions of the Agreement.

The duties of any teacher or the responsibilities of any position in the bargaining unit will not be substantially altered or increased without prior negotiation with the Association after the first day of school except as provided in 2.1.

Section 1.7 **Payroll Deductions**

A. Upon appropriate written authorization from the bargaining unit member, the Employer shall deduct from the salary of any such bargaining unit member and make appropriate remittance for annuities, credit union, savings bonds, charitable donation, any other plans or programs jointly approved by the Association and the Employer.

Section 1.8 **Grievance Procedure**

A. Definitions:

1. A grievance shall mean an allegation by an identified teacher or group of teacher or the "grievance" shall mean an allegation by the Association, of a violation of the express terms of this Agreement. A "grievance" shall not include any of the following:

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

    b. It is expressly understood that the grievance procedure shall not apply to those areas in which the Tenure Act prescribes a procedure or authorizes a remedy (i.e. discharge and/or demotion).

2. The "aggrieved person" is making the claim.

3. The term "teacher" includes any individual who is a member of the Bargaining Unit covered by this contract.

4. A "party of interest" is the person who might be required to take action or against whom action might be taken in order to resolve the problem.

5. The term "days" shall mean work days unless otherwise stated as a calendar day.

B. Procedure

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

1. Any teacher, group of teachers, or the Association alleging that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement shall, within ten (10) work days of knowledge of the occurrence, orally discuss the matter with the building principal in an attempt to resolve same.

If no resolution is obtained within ten (10) work days of the discussion, the teacher/Association shall file a written grievance with the principal. The "Statement of Grievance" shall specify the sections of this Agreement alleged to be violated by appropriate reference, shall state the contention of the teacher with respect to these provisions, shall indicate the relief requested, and shall be signed by the teacher or the Association representative involved.

2. Within ten (10) days of receipt of the grievance, the principal shall meet with the Association in an effort to resolve the grievance. Affected teachers may or may not be present at such meeting.

3. If, at the meeting, the parties cannot agree, the grievance shall be promptly transmitted directly to the superintendent. He shall have ten (10) days from the receipt to grant or deny the requested relief. If the grievance shall be denied by the superintendent, the grievance shall immediately be transmitted to the Secretary of the Board, with a statement of reasons by it is being denied.

4. Within thirty calendar (30) days from receipt of the grievance, the Board shall act upon the grievance. Within one (1) month from receipt of The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance, provided, however, that in no event, except with express written consent of the Association, shall final determination of the grievance be made by the Board more than one (1) month after its submission to the Board.

5. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted to arbitration before an impartial arbitrator, selected by the parties. If the parties can not agree as to the arbitrator, he shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration hearing. Neither party shall be permitted to assert in such arbitration proceeding any grounds, or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to, or subtract form the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, will be born equally by the Board and the Association.

Section 1.9 **<u>Negotiation Procedure</u>**

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

Negotiations shall begin by May 1 of the year the agreement expires.

Section 1.10 Calendar

The school calendars are attached as part of Section 1.10 of this agreement (see Appendix A). The calendar covers a period of 180 days for each of the 2026-2027, 2027-2028, and 2028-2029 school years. The requirement is equal to at least 1098 hours as approved by the State of Michigan, Section 101 of the School Aid Act. Any changes from these calendars outside required changes to student days and/or hours will be discussed with the Association and subject to approval by both parties. District sponsored teacher professional development days/hours shall not be included as student instructional hours, but shall be included within the district calendar.

All probationary teachers will work additional days prior to the start each new school calendar year (dates and times determined by district administration) as follows:

Probationary Year I: three (3) full days
Probationary Year II: two (2) full days
Probationary Year III-V: one (1) full day

SECTION TWO
EMPLOYMENT RELATIONSHIPS

Section 2.1 Vacancies

A. A vacancy is defined as a position without an incumbent because the position is newly created or the person holding the position has resigned, reassigned, retired, died or been discharged and the Board has determined that the position should be filled.

B. Bargaining unit members may apply for such position by submitting a written application to the personnel office within the posting period.

C. The right of determination of teacher employment is vested in the Board of Education, or its designated representative.

D. The Board supports filling professional staff vacancies including vacancies in supervisory positions from within the district. Further, it is the Board's intentions to fill every vacancy with the best available candidate.

E. Any teacher who shall be transferred to an Administrative or executive position, within the Pellston District, and shall later return to teaching status, shall be entitled to retain (1) any accumulated sick leave days as have been earned prior to and during the teacher's administrative service, as well as (2) time served as a teacher for purposes of determining seniority as may be applicable within other parts of this agreement.

Section 2.1 B Transfers

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

A. Teachers who request a change in grade or subject assignments, or request to transfer to another building will file a written statement of such desire with the Superintendent of Schools prior to March 1, in so far as possible. Such statements shall include in order of preference, the grade, or subject to which s/he desires to be transferred. The request must be renewed annually.

Section 2.2 Association Rights

Pursuant to Act 379, of the Public Acts of 1965, the Board agrees that every employee of the Board shall have the right to freely organize, join and support an Association for the purpose of engaging in collective bargaining of negotiation and 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 Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in an Association, his participation in any activities of an Association or collective professional negotiations with the Board, or his institution of any grievances, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

The Association and its members shall have the right to use school building facilities as stated under existing school board policies. No teacher shall be prevented from wearing insignia, pins or other identification of membership in an Association off school premises. Bulletin boards and other established media or communication shall be made available to the Association and its members provided these bulletin boards and media are restricted to teacher communications and further provided that such communications relate to the official business of the employee organization, such as notice of meetings or social events, announcements of results of employee organization meeting or elections, and the like, and signed by a designated employee organization official.

The Board agrees to furnish to the recognized negotiation unit in response to reasonable requests from time to time information concerning the financial resources of the district, tentative budgetary requirements, and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers.

Section 2.3 Teacher Qualifications and Assignments

The parties agree that the district shall follow all regulations as set forth by the Michigan Department of Education (state and federal laws) with respect to teacher certification and qualifications.

A person who is eligible for the Michigan substitute, temporary or emergency certification shall be employed only in cases of extreme necessity and where the teacher has outstanding credentials. In no event will such a person be employed in a regular full-time position for the remainder of the school year.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

In so far as possible, all teachers shall be given written notice of their tentative teaching assignment for the forthcoming year.

All professional staff shall have on file with the Superintendent of Schools up-to-date official transcripts, certificates and record of credits earned toward advanced degrees. Official records must be filed with the Superintendent of Schools no later than September 15.

Any assignments in addition to the normal teaching schedule during the regular school year, including extra duties, and summer school courses, shall not be obligatory, but shall be with the consent of the teacher.

Administration may ask teachers to cover another teacher's classroom during their planning time when a sub is not available. Any teacher asked has the right to refuse. Any teacher asked by their administrator and who agrees to use planning time to cover another teacher's class shall receive the current hourly rate in Schedule B for their time or be offered equal compensatory time off with scheduling of such time off granted with the approval of the administration.

If a teacher shall be asked to teach more than the normal teaching load as set forth in this agreement, he shall receive the ratio of one to total number of hours in school day as additional compensation. Teachers shall not be assigned extra teaching periods without their consent.

Section 2.4 **Reduction, Personnel, Recall, Seniority**

A. The parties hereto acknowledge, appreciate, and agree that it is within the sole discretion of the Board of Education to reduce, terminate, modify and/or suspend any and all educational programs or activities because of student enrollment, financial ability, interest, and/or demands, the existence or merits of which shall be determined by the Board of Education.

B. Every effort will be made to notify staff by June 30 of the current year regarding reductions for the following year. If reductions are necessary the Board shall endeavor to give notice of layoff to individual teachers involved at least thirty (30) calendar days prior to the effective date of the layoff. Example: the District determines layoffs are necessary effective September 1, 2016. The District would provide notification to the employee no later than August 1, 2016.

C. A laid off teacher may continue his/her health, dental and life insurance benefits by paying monthly normal per subscribed group rate premium for such benefits as stipulated by the insurance carrier.

D. Should the Board choose to initiate a recall, notice of recall shall be sent by certified or registered mail to the teacher's last known address. It shall be the responsibility of the teacher to keep the Board informed of his/her current address. The Board's obligation regarding recall of a teacher shall be fully satisfied if the notice of recall is sent to the teacher's last known address. The teacher will have five (5) calendar days to indicate his/her desire to accept an offer of recall, and the five (5) calendar days shall commence running on the date the notice of recall is mailed or delivered in person. The teacher

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

must report to work by the date specified in the notice. In the event a teacher does not respond within the five (5) calendar day period, the teacher shall terminate all recall rights.

a. A teacher's recall rights will not be terminated for refusing recall because of a contract with another school district if the teacher informs the District, in writing, of the date on which that contract will terminate.

b. However, if the teacher is offered a position for the next school year the teacher's refusal of the offer shall constitute the teacher's resignation and employment shall automatically terminate.

E. No later than thirty (30) days following the ratification of the agreement, and by September 30 thereafter, the Employer shall prepare a seniority list. Seniority is defined as length of service within the bargaining unit and shall be computed from the bargaining unit member's first day of work since the most recent date of hire. All bargaining unit members shall be ranked on the list in the order of their date of hire. In circumstance of more than one individual having the same first day of work, all individuals so affected will participate in a drawing to determine placement on the seniority list. The Association and bargaining unit members so affected will be notified in writing of the date, place, and time of the drawing. The drawing shall be conducted openly and at a time and place that will reasonably allow affected bargaining unit members and Association representatives to be in attendance.

F. The seniority list shall be published and distributed to all teachers of the district by October 15 of each school year. The Association shall have 30 days to review and call to the attention of the administration any discrepancies in the list, and allow for administration to make the necessary corrections, after which time the list shall be considered accurate and final.

G. All seniority is lost when employment is severed by resignation, retirement, or discharge for cause. However, seniority is retained if severance of employment is due to layoff or leave of absence. In cases of layoff, bargaining unit members so affected shall retain all seniority accumulated as of the effective date of layoff, but shall not continue to accrue seniority while on layoff status. A laid off teacher shall lose his/her seniority if not recalled after one (1) year from the date of layoff.

H. It shall be the responsibility of each bargaining unit member to notify the Employer of any change of address.

I. In the event that this district shall be combined with one or more districts, the Board will use its best efforts to assure the continued employment of its personnel in the consolidated district.

Section 2.5 **Discipline of Teachers**

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

A. No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. All information forming the basis for disciplinary action will be made available to the teacher and the Association.

For discipline that involves the discharge or demotion of a tenured teacher or the non-renewal of a probationary teacher, the mandates, standards, and procedures of the Michigan Teachers' Tenure Act, MCL 38.71, et seq., shall apply.

B. Any complaint made meriting discipline or investigation against a teacher or person for whom the teacher is administratively responsible, by any parent, student, or other person, will be promptly called to the attention of the teacher.

C. If a teacher is to be disciplined or reprimanded by the Board or its agents, he shall be entitled to have a representative of the Association present.

D. Any disciplinary action taken against a teacher shall be appropriate to the behavior or behavioral history which precipitates said action.

Section 2.6 Rights of the Board

The Board, on its own behalf and on 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 and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

A. To executive management and administrative control of the school system and its properties and facilities, and the activities of its employees;

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

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

D. To decide upon 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;

E. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect to the terms and conditions of employment. To determine duties, responsibilities and assignments with respect to administrative and non-teaching activities;

F. The right to adopt reasonable rules and regulations.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance therefore, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the United States.

Section 2.7 Joint Instructional Council and In-Service Teacher Development

Any time a committee is formed requiring teacher representation, the president of the Teachers' Association shall be notified so that he/she may conduct proper procedures for election or appointment of teacher(s) to serve on said committee.

Section 2.8 Teacher Rights

A. A teacher will have the right to review the contents of all records of the district pertaining to said teacher, originating after original employment and to have a representative of the Association accompany him/her in such review. Each teacher's personal file shall contain the following items of information:

(1) All teacher evaluation reports

(2) Copies of the annual contracts

(3) Teaching certificate

(4) Transcript of academic records

(5) Tenure recommendation

B. No material originating after original employment will be placed in his personal file unless the teacher has had an opportunity to review the material. The teacher may submit a written notation regarding any material and the same shall be attached to the file copy of the material in question. If the teacher believes that material to be placed in his file is inappropriate or in error, he may receive adjustment, provided cause is shown, through the grievance procedure whereupon the material will be corrected or expunged from the file. If the teacher is asked to sign material placed in his file, such signature shall be understood to indicate his awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material.

C. Should the District receive a Freedom of Information (FOIA) request for any teacher's file or portion thereof, the district will immediately notify the teacher of said request. Furthermore, the district agrees to take the maximum time allowed by the law to respond to that request unless the teacher requests the FOIA request be responded to sooner. (Refer to Section 2.2 Association Rights)

Section 2.9 School Improvement

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

A. The Board, Administration, Teachers and Association recognize the necessity of maintaining on-going district-wide school improvement plans and importance of establishing educational quality as a fundamental priority and shared goal of the parties.

B. Building and District School Improvement Teams shall be established to develop school and district school improvement plans as required in MCL 380.1277. Teachers shall be invited and allowed to voluntarily participate in the planning, development, implementation and evaluation of the district's school improvement plans.

C. The School Improvement Team is not designed to address collectively bargained areas of salary, fringe benefits, employee performance or matters established in statute such as the Public Employees Relations Act and the Michigan Tenure Teachers Act.

D. The Board shall ensure that decisions made at the school building level are made using a joint planning and problem-solving process that seeks to improve the quality of life in the school and the delivery of quality education. It is a process through which those individuals responsible for the implementation of a decision at the building level are actively and legitimately involved in making the decision.

Section 2.10 Commitment to In-Service

In-service and professional development programs will be developed through the school improvement process.

Section 2.11 Evaluation

A. Teachers will be evaluated pursuant to the 5 Dimensions of Teaching and Learning performance evaluation system consistent with Revised School Code Section 1249 and the Teacher's Tenure Act. The evaluation will include:

1. the use of student growth and assessment data or student learning objective metrics as 20% of the year-end evaluation determination.

a. The student growth and assessment data or student learning objectives shall consist of measurable, long-term academic goals set for all students that utilize available data as determined annually by the grade-level/department level teachers.

b. The teacher, at their discretion, shall be allowed to eliminate data attributable to students who have more than 10 absences per semester, are partial year transfers into/out of the teacher's classroom, or who have other anomalous circumstances that warrant eliminating that data.

c. That data used in this section must be attributable to the actual teaching responsibilities of the individual teacher.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

2. A year-end evaluation form that incorporates components required by law, including the selection from a list of District approved assessments, subject to the principal's written approval; the 20% of the teacher's growth or learning objective data.

B. Process:

1. Classroom observations that are intended to assist in the year-end performance evaluation for teachers will be conducted as follows:

a. The classroom observations used in the year-end evaluation must include a review of the teacher's lesson plan for the day of the observation and the state curriculum standard being used in the lesson. Unless identified as a deficiency in performance within an IDP, teachers will only be required to submit lesson plans to an administrator for the day(s) they are being observed to comply with the provisions of this Section.

b. The observation must include a review of pupil engagement in the lesson that is observed.

c. To ensure 1.a and 1.b above, the observation shall be no less than fifteen (15) minutes.

d. There shall be a minimum of two observations that are conducted at least 60 days apart. At least one of the observations will be scheduled. Notice of each planned observation date will be given to the teacher at least two (2) school days prior to the observation. Upon such notice, the teacher will provide information relative to 1.a and 1.b before the classroom observation occurs.

e. Written feedback will be provided within ten (10) calendar days. Feedback on both 1.a and 1.b will be discussed during the post-observation meeting between the administrator conducting the observation and the teacher. The post-observation meeting shall be held no later than twenty (20) calendar days after the observation occurred.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

f. The first observation shall occur no later than December 15 of each school year.

2. Beginning July 1, 2024, the annual performance evaluation system will assign a year-end rating of “effective”, “developing” or “needing support”.

a. The year-end evaluation determination and form shall be delivered at a meeting with the observing administrator and the teacher no later than May 31 of each year. In the event there is no year-end evaluation as described above, the teacher shall be deemed “effective” per the year-end evaluation determination.

3. Teachers who work less than 60 days in any school year, or who have their evaluation results vacated through the grievance procedure or are otherwise not evaluated due to extenuating circumstances the district deems applicable for exempting a teacher from the annual evaluation process as agreed upon by the Association, shall not be provided an evaluation for that year. Said teachers shall receive the same rating they received in the prior year for the current year if it was conducted by the district.

4. If a tenured teacher has been rated “highly effective” or “effective” for three (3) consecutive year-end evaluations, they may be evaluated every third year thereafter. If the subsequent year-end rating is not “effective” on an evaluation following the third year, the teacher shall be evaluated annually until receiving an “effective” rating for an additional three (3) consecutive years.

5. An individualized development plan (IDP) shall be developed with performance goals developed by the evaluator in consultation with the teacher that recommends training designed to improve the teacher’s effectiveness for;

a. All probationary teachers;

b. Teachers rated minimally effective or ineffective during the 2023-24 school year;

c. Teachers rated needing support or developing; or

d. At the evaluator’s discretion when performance deficiencies are noted.

6. If required by law, a mid-year progress report shall be provided by February 1st which aligns with the teacher’s IDP. The mid-year progress report shall include specific performance goals developed by the evaluator and any recommended training identified by the evaluator.

7. All teachers shall have the right to submit a rebuttal to their evaluation which will be included in their personnel file and attached to the year-end evaluation.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

C. Rights of Tenured Teachers:

1. A tenured teacher who is rated as "needing support" shall have the following due process rights to challenge said rating:

a. The teacher may request a review meeting of the evaluation and the rating to the district's superintendent as provided under the Revised School Code Section 1249. Such a request must be made in writing within 30 calendar days after the teacher is informed of the rating and a meeting with the superintendent shall be held no later than five (5) days after receipt of the request for review. A written response to the review meeting with any modifications of the year-end performance rating shall be provided to the teacher within thirty (30) calendar days after the meeting.

b. If the written response does not resolve the matter, the teacher or the Association may request mediation through the Michigan Employment Relations Commission and provide a copy of that request to the administration.

i. The request must be submitted in writing within thirty (30) calendar days after the teacher receives the written response from the superintendent.

ii. Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and the association confirming the mediation will be scheduled as appropriate.

D. Probationary Employee Non-Renewal

If a probationary teacher is not continued in employment due to their evaluation rating, the employee will receive notice that his/her contract will not be renewed containing the reasons for their non-renewal by June 1st. The Board will provide a hearing upon request by the employee, which must be conducted on or before June 15. During this hearing the Board must consider whether the employee was properly evaluated. If proper evaluation procedures were not followed, the employee's contract will be renewed.

E. Training on evaluation system, tools, and reporting forms:

Teachers and evaluators will be trained as required by law.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

SECTION THREE
TEACHING CONDITIONS

Section 3.1 **Student Discipline, Teacher Protection**

A. The Board recognizes its responsibility to give reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take steps within its means to relieve the teacher of responsibilities with respect to such pupil, upon recommendation of the classroom teacher and approval of the Principal.

B. Any case of assault upon a teacher while in pursuit of his employment, shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall promptly render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

C. If any teacher is complained against or sued as a result of any reasonable action taken by the teacher while in pursuit of his employment, the Board will provide legal counsel and render all necessary assistance to the teacher in his defense, until such time as MEA renders assistance.

D. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher.

E. Action taken upon any complaint by a parent of a student directed toward a teacher, and/or any notice thereof to be included in said teacher's personnel file shall be subject to Bullard-Plawecki, Michigan Act 397 of 1978.

F. The Board will carry a liability insurance to protect the teachers from any action taken against them as a result of complaints made against them while they are engaged in sponsoring any school-related activities, such as class trips, dances, etc.

G. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discrimination with respect to the professional employment of such teachers. The private and personal life of any teacher is not within the appropriate concern or attention of the Board.

H. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status or membership in, or association with, the activities of any employee organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race,

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creed, religion, sex, color or national origin and to seek to achieve full equality of educational opportunity to all pupils.

I. Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well being as identified by the school safety committee.

Section 3.2 Instructional Materials

A. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, current periodicals, standard tests and questionnaires and similar materials are tools of the teaching profession. Further, that efforts shall be continued to seek and use textbooks and supplementary reading materials which contain the contribution of minority groups to the history, scientific, and social development of the United States. The parties will confer from time to time for the purpose of improving the selection and use of such education tools and the Board undertakes promptly to implement all joint decisions thereon made by its representative and the Association.

B. Lesson plans, in a mutually agreed upon format, shall be available in the teacher's classroom at all times and in sufficient detail so that a substitute teacher can adequately complete instruction in the material covered. Sufficient detail is defined as: A detailed description of each lesson to be taught, materials to be used to teach the lesson, written work to be completed and the appropriate homework assignment.

Section 3.3 School Equipment

The Board agrees at all times to keep the schools reasonably equipped and maintained, including computers.

Section 3.4 Teaching Facilities

The Board agrees to make available in each school facilities to aid teachers in the preparation of instructional material.

The Board shall make available in each school, adequate lunchroom, restroom and lavatory facilities exclusively for teacher use, and at least one room, appropriately furnished, which shall be reserved for use as a faculty work room.

The Board shall provide:

A. A separate desk for each teacher in the district with a lockable drawer space.

B. Suitable closet space for each teacher to store coats, overshoes and personals.

C. Copies, exclusively for teacher's use, of text for each course to be taught where applicable.

D. Adequate storage space in each classroom for instructional materials.

E. Supplies and other such material for daily use.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

F. Telephone facilities to be made available for their reasonable use.

G. Adequate off-street parking facilities reasonably protected from vandalism and properly maintained and identified exclusively for teacher use.

Section 3.5 Teaching Hours

All PK-12 teachers are required to be "on-duty" 15 minutes before students' start time. During this on-duty time, teachers should be in the vicinity of their classrooms. Teachers will be visible and available to assist students and colleagues whenever possible. Teacher dismissal time to be 15 minutes after student dismissal time, with the exception of days when there are faculty meetings which were scheduled in such a way as to allow 24-hour notice, and with the exception of Fridays and days before holidays. On Fridays and days before holidays, teachers are allowed to leave the building immediately following the safe dismissal of students. Teacher on-duty will not exceed 7.5 hours.

By October 1st of each school year a schedule for faculty meetings (distinct from in-service) will be established and posted, i.e. 1st and 3rd Thursdays. Faculty meetings, except in emergency situations, should be no more than two (2) per month. Additionally, the principal may call up to four (4) additional meetings per year, on a subject level, for the purpose of curriculum. Faculty meetings and curriculum meetings will be no longer than one hour in duration from the established start time unless the participants mutually agree for the meeting to be longer.

Teachers are encouraged to remain for a sufficient period after the close of the pupil's school day to attend to those matters which properly require attention at the time, including consultations with parents. The teacher may request the building principal to be present if he feels that such assistance is warranted.

Each teacher shall be entitled to lesson preparation time each week as follows:

A. Elementary (Grades K-5). K-5 teachers shall receive a planning period when responsibility for their class has been assumed by another teacher for special instruction such as physical education, art, technology literacy and when the students are assigned to be on recess. The aggregate planning time shall not be less than 260 minutes per week, which includes at least one block of a minimum of 15 minutes per full student day. (15 minutes part of the 260).

B. Secondary (Grades 6-12). Grade 6-12 teachers shall receive daily planning time. The aggregate planning time shall not be less than an average of 260 minutes per week. Note: Self contained 6th grade will be treated as in A, above.

C. Preschool. Fridays are reserved for planning periods and professional development. Preschool teachers do not have planning time Monday-Thursday.

Elementary teachers (K-5) may use for preparation all time during which their classes are receiving instruction from various teaching specialists and during recess periods. It is further understood that the primary purpose of planning time is to provide teachers time to plan and prepare for classroom instruction. It is further understood that teachers will remain in the building and be available.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

All K-12 teachers shall be entitled to a duty-free lunch period of thirty (30) minutes. Preschool teachers have a working lunch as required by GSRP.

Section 3.6 Class Size and Teaching Conditions

It is agreed that the maximum class pupil load per teacher per day on the secondary level or departmentalized basis not exceed 180 pupils.

The parties recognize that optimum school facilities for both student and teacher are desirable to insure the high quality of education that is the goal of both the Association and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed toward insuring that the energy of the teacher is primarily utilized to this end.

Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered whenever possible.

Grade	Recommended
Preschool	Class size dictated by GSRP standards and licensing mandates.
Kindergarten	25
1st-2nd Grade	26
3rd-5th Grade	30
6th-12th Grade	32
Non-Core Courses	40

Because most educators feel the pupil-teacher ratio is an important aspect of an effective educational program, the Board will make a continuing effort to reach the recommended standards as mentioned above. (Exceptions are traditional large group instruction). In cases where recommended numbers are exceeded, every effort will be made to provide additional assistance. Assistance may be provided by “Title I,” “At-Risk” or paraprofessional staff as best meets the needs of the students.

Section 3.7 Night Parent/Teacher Conferences

The employer shall schedule two (2) parent/teacher conferences during the calendar year for K-12 teachers. Each of the two (2) conferences will include an afternoon session from 1-4 PM and evening session from 5-7:30 PM, for the purpose of providing flexibility in scheduling for parents/guardians. Conferences will be scheduled in collaboration with the administration and the association calendar committee.

Preschool conferences will be dictated by GSRP expectations.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

SECTION FOUR
LEAVES OF ABSENCE

Section 4.1 **Professional, Personal, Association Leaves**

A. A teacher shall be released from regular duties without loss of pay for the purpose of attending a selected professional conference(s), as approved by the Superintendent of Schools. Approval of such leave may be granted by the administration if it promotes professional growth.

The Board agrees to pay the necessary expenses of motel/hotel, mileage, registration fee, and meals for teachers attending selected professional conferences. (see Appendix B)

B. At the beginning of each school year each full time teacher shall be credited with three (3) Personal Leave days (part time teachers' leave shall be prorated based on percentage of days worked). Personal leave days may not be used immediately before or immediately after a holiday or vacation period, or for 10 school days prior to the originally scheduled year-end. A teacher planning to use a Personal Leave day, or days, shall notify his principal at least one (1) day in advance, except in the case of an emergency. No more than a total of four (4) teachers from both buildings will be granted Personal Leave for the same date, unless the Superintendent has issued special authorization for additional teachers to use Personal Leave days. Days shall be granted on a first-come basis. In the event there is a need to break a tie, the seniority shall determine which teacher gets the leave (i.e. most seniority, etc.). The use of Personal Leave during the last two weeks of school is discouraged by the Association and Administration and will require a written reason for such use and approval by the Administration. In the event of an emergency, additional days may be approved by the Superintendent. Any additional days approved will be deducted for the teacher's accumulated sick leave.

C. Unused personal day(s) or half day(s) may be added to sick leave accumulation at the end of the school year.

D. At the beginning of every school year the PEA shall be credited with ten (10) days to be used by teachers who are officers or agents of the PEA; such use to be at the discretion of the association. The association agrees to notify the Board no less than forty-eight (48) hours in advance of taking such leave. PEA will provide substitute pay with no loss of salary to the teacher.

E. To encourage the performance of Civic Duty, the Board of Education shall make it possible for a teacher to perform jury duty. Said teacher shall receive his regular salary less the amount received for said jury duty. A teacher who is subpoenaed as a witness shall receive his regular salary less the amount received for such witness duty.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

F. A teacher shall be granted up to five (5) days Bereavement Leave for death in the immediate family. Immediate family is defined as father, mother, spouse, child, brother, sister, father-in-law, mother-in-law, grandparents, grandchild or step family (i.e. step father, etc.) Teachers shall be granted up to one (1) day Bereavement Leave for death of uncles, aunts, cousins, nieces and nephews.

Section 4.2 Sabbatical Leave

Teachers who have been employed for seven (7) consecutive years by the Board of Education may be granted an unpaid sabbatical leave for professional improvement for up to one (1) year. It is agreed that professional improvement includes, but is not limited to: attending a college, university or other educational institution, and travel which will improve the teacher's ability to teach.

A teacher must notify the Board in writing of his intention to take such leave ninety (90) days prior to the date on which such leave shall take effect. A teacher returning from such leave shall notify the Board of his intention to return at least ninety (90) days prior to termination of such leave.

Section 4.3 Unpaid Leave

A. A general leave of absence is defined as an extended time of employee absence for reasons approved by the Board of Education upon recommendation of the Superintendent.

B. Military leaves of absence shall be granted to any regularly appointed employee who shall be inducted for military duty with any branch of the Armed Forces of the United States.

A probationary teacher returning to employment from military service shall serve at least one year of probationary teaching before being granted tenure. In the event this language conflicts with the TTA, the provisions of the TTA shall prevail.

Employees on military leave shall be given the benefit of any increments which would have been credited to them had they remained in active service with the school system, the Board of Education reserving the right to give or to withhold increments to those remaining in military service beyond the compulsory period.

Prospective replacements for Military Leave Personnel shall be informed that the position could be of a temporary nature.

C. The Board and the Association agree that it is their mutual interest and understanding to comply fully with the terms and conditions of the Family Medical Leave Act of 1993 (FMLA) and revisions of January 2009. In doing so, the parties agree that employees requesting leaves of absence, pursuant to FMLA, who are found eligible under the terms and conditions of the Master Agreement during their FMLA leave time. The employee shall have the option of using paid sick leave days. While the parties understand and agree that the rights established by FMLA will not diminish any employee benefit programs or plans or paid leave provisions dictated by the terms of the Master

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

Agreement, they also agree that any rights afforded by the FMLA will not be used to expand any employee's contractual rights and benefits, provided those rights an benefits meet or exceed the basic requirements of the FMLA.

Section 4.4 **Illness and Disability**

A. Sick leave shall be granted on the following basis: For all full time K-12 employees with a work year of 36 to 42 weeks, shall be credited twelve (12) days, and part-time employees shall be prorated from 12 based on percentage of days worked. Preschool teachers will be granted nine (9) sick days.

B. At the beginning of the contract year for each full time teacher the above sick leave shall be credited for accumulation. The unused portion of sick leave shall be allowed to accumulate to 95. Days beyond 95 shall not be available for sick leave, but shall be placed in a severance bank.

C.1. Sick leave shall be useable for either personal or family illness. Family illness shall be defined as father, mother, spouse, child, brother, sister, father-in-law, mother-in-law, grandparents, or step family (i.e. stepfather, etc.).

C.2. After five (5) or more consecutive days of absence, or if a pattern of continuous absence because of illness occurs, a medical certificate may be required.

D. Absence due to injury incurred in the course of and as direct result of the teacher's employment in the school system shall not be charged against the teacher's sick leave days, and the Board shall pay to such teacher the difference between his salary and the benefits received under the Michigan Workman's Compensation Act for the duration of such absence and within the limitation of the teacher's present contract.

E. A teacher absent from work because of mumps, scarlet fever, pink eye, lice, scabies, impetigo, or chicken pox shall suffer no diminution of compensation and shall not be charged with sick leave, if such illness occurs when cases of such illness are present in this school

F. A teacher must notify the school administration when he is ready to return from sick leave. If the teacher fails to notify the Administration and both the teacher and the substitute report to work, the teacher will be sent home and the substitute will be permitted to work. The substitute's pay will be deducted from the teacher's salary.

Section 4.5 **Sick Leave Bank**

A. A sick leave bank shall be established consisting of a number of days equal to twice the bargaining unit membership of which one (1) day shall be contributed by each bargaining unit member, and one (1) day per bargaining unit member shall be contributed by the employer. Days shall be credited at the beginning of each fiscal year. In subsequent years, bargaining unit members and the employer will make equal contributions to maintain the beginning of the fiscal year total at the level of twice the bargaining unit membership. Bargaining unit member contributions to maintain the sick

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

leave bank beginning total mentioned above will be in order of seniority (most to least) on a continuous rotating basis.

B. Upon depletion of his/her personal sick days, a bargaining unit member may make application to the Sick Leave Bank Review Board. This board will consist of the members of the current association negotiating team and the Superintendent of Schools. The Superintendent of Schools, upon the recommendation of the Association members of the Sick Leave Bank Review Board, will determine whether or not the applicant's request will be approved. The sick leave bank is meant to be used for a serious illness.

C. An individual bargaining unit member who utilizes sick leave bank days during a school year must "pay back" days used from their annual sick leave allowance in subsequent years at an annual rate not to exceed five (5) days per year. Individual bargaining unit members and the employer who must contribute on an annual basis to the sick leave bank beginning fiscal year total under Section 4.5 (A) will be assessed contribution days after the required "pay backs" of sick leave bank users have been determined.

SECTION FIVE
COMPENSATION AND BENEFITS

Section 5.1 **Insurance Protection**

A. The Board shall provide health insurance to each employee with Board contributions per state law, PA 152. This shall be equal to the full state mandated hard cap amount provided by the State of Michigan for each year. Any remaining premium costs shall be paid by the employee through payroll deduction. Health insurance may be reviewed annually by the group and the Board without opening any other areas of this contract. The plan agreed upon by the group and the Board will remain in effect for the medical billing year. Effective January 1, 2019, the parties agree to MESSA or other insurance carrier/policy as determined by the parties. Any contract language to the contrary shall be null and void at that time. If the insurance premiums fall below the state "hard cap," the Board will provide to the employee the difference of the cap and insurance premium.

B. Additionally, benefits fully paid by the Board for each employee shall include:

I. Long Term Disability – 66-2/3%

- $3,500 maximum
- 90 calendar days modified fill
- Freezes on offsets
- Alcoholism/drug addiction and mental/nervous same as any other illness
- COLA

II. Dental – E 007 100/80/80/80-$1,500

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

III. Vision – VSP 3 Gold

IV. Negotiated Life - $50,000 AD & D

PLAN B
(For employees not needing health insurance)
Same as above for LTD, Dental, Vision, Life

1. Employees not wishing healthcare protection shall receive $500.00 monthly as a cash option in lieu of health benefits, annually $6,000.00. Beginning with new hires in the 2018-2019 school year, in cases in which both husband and wife are employees by Pellston Area Schools, only one employee shall receive benefits and/or cash in lieu. Additionally, if changes in marital status occur between two existing employees, only one employee from each family unit will receive medical and/or cash in lieu.

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

3. The amount of cash received may be applied by the bargaining unit member to an approved tax deferred annuity. To elect a tax deferred annuity, the bargaining unit member shall enter into a salary reduction agreement.

C. The Board shall make payment of insurance premiums for each employee to assure insurance coverage for the full twelve-month period.

D. If an employee terminates his employment for reasons other than illness prior to June, his subsidy shall terminate on the last day of employment with the district. Instances where cost of coverage exceeds the amount of subsidy, the Board shall make provision for the excess to be payroll deductible.

E. When a bargaining unit member goes on long term disability or on an unpaid medical leave, the Board will continue to pay all insurance premiums, at the request of the bargaining unit member. The bargaining unit member will reimburse the Board on a monthly basis for the insurance premiums.

F. The remaining value under the hard cap will be placed in employee HSA accounts on the first pay in January.

G. Dependants will be covered under family insurance plan until the end of the calendar year of their 26th birthday.

Section 5.2 **Salary Schedule**

A. Teachers to be employed in the school system may, at the Board's discretion, receive one year of credit for each full year of certified teaching experience, up to three years of credit, and be placed on the appropriate step in the salary schedule. Credit beyond three (3) years may be given at the Board's discretion.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

B. Teachers earning approved college credits prior to any semester shall be compensated and/or placed in the appropriate category (BA 20, MA or MA +15), for the coming semester provided that the teacher has; notified the Superintendent in writing with a formal letter within two weeks of the start of the semester and has submitted an official transcript with the formal letter.

C. The Board agrees at all time to maintain a list of substitute teachers. The administration shall obtain substitutes.

D. Payment of Unused Sick Days/Severance Bank

Employees who retire shall receive payment of $50 for each unused sick leave day including days accumulated in the severance bank up to the maximum 150 days. Employees may elect to place payment into a 403(b).

E. Teachers (in the 2023-2024 school year) who currently have days in the severance bank will continue to hold those days until they leave the district and, at that point, will be paid for them at a rate of $50 per day. Any days above the 95 days each school year for teachers with a severance bank, will be paid at the rate of $50 per day at the end of the year.

Those employees that are not at the 95-day maximum days for the 2022-2023 school year will no longer participate in the “Severance Bank.” Instead, those employees will be paid $50 per day for any days in excess of 95 at the end of each school year.

F. For the 2026-2029 contract period, the employee shall receive a 2% employer paid 403(b) match of a member’s gross contractual salary, paid into either an existing or newly approved annuity account of the member’s choice, provided the member has contributed at least 4% of his/her gross contractual salary into the 403(b) plan prior to the last payroll of the fiscal year. The district match payments shall be paid out on the last payment of the fiscal year.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

2026-2027 K-12 Salary Schedule

The 2026-2027 Salary Schedule reflects a $6,000 per step increase.*

Year 1 Salary Schedule (2026-27)				
	BA	BA20	MA	MA15
1	50501	52427	54696	56703
2	52518	54307	56973	58787
3	54521	56307	59112	61075
4	56593	58305	61254	63301
5	58665	60559	63497	65585
6	60737	62649	65579	67625
7	62808	64737	68157	70139
8	64881	66974	70785	72759
9	66955	69776	73406	75412
10	69026	72265	75731	77781
11	71097	74086	77664	79747
12	73169	76570	80259	82396
13	75241	79401	82920	85062
15	76491	80651	84170	86312
20	77441	81601	85120	87262
25	78241	82401	85920	88062
30	79041	83201	86720	88862
35	79841	84001	87520	89662

*Preschool teachers paid 85% of K-12 teachers

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

2027-2028 K-12 Salary Schedule

The 2027-2028 Salary Schedule reflects a 3% increase.*

Year 2 Salary Schedule (2027-28)				
	BA	BA20	MA	MA15
1	52016	54000	56337	58405
2	54094	55936	58683	60551
3	56157	57996	60885	62907
4	58291	60054	63091	65200
5	60425	62376	65401	67553
6	62559	64528	67546	69653
7	64692	66679	70202	72243
8	66827	68983	72908	74942
9	68963	71870	75608	77674
10	71097	74433	78003	80114
11	73230	76308	79994	82139
12	75364	78867	82666	84868
13	77498	81783	85408	87614
15	78786	83071	86695	88901
20	79764	84049	87674	89880
25	80588	84873	88498	90704
30	81412	85697	89322	91528
35	82236	86521	90146	92352

*Preschool teachers paid 85% of K-12 teachers

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

2028-2029 K-12 Salary Schedule

The 2028-2029 Salary Schedule reflects a 3% increase.*

Year 3 Salary Schedule (2028-29)				
	BA	BA20	MA	MA15
1	53577	55620	58028	60157
2	55716	57615	60443	62367
3	57842	59736	62712	64794
4	60039	61856	64984	67156
5	62238	64247	67363	69579
6	64436	66464	69573	71743
7	66633	68680	72308	74410
8	68832	71053	75096	77190
9	71032	74026	77876	80004
10	73230	76666	80344	82518
11	75427	78598	82394	84603
12	77625	81233	85146	87414
13	79823	84237	87970	90242
15	81149	85563	89296	91568
20	82157	86571	90304	92576
25	83006	87419	91153	93425
30	83855	88268	92001	94274
35	84703	89117	92850	95122

*Preschool teachers paid 85% of K-12 teachers

Other Professional Teacher Assignments… $35.00/hr, i.e. Summer School, Adult Education

Teacher Assignments…$30.00/hr i.e. Extra Curricular After School Program

Mentor Stipends to be paid per mentee at a rate of $200.00 per assigned mentee

The salaries of teachers covered by this agreement are set forth in Section 5.2 (and others as negotiated) which is attached to and incorporated in this agreement.

The salary schedule is based upon a normal weekly teaching load as defined in Section 3.6

The following legal holidays shall be observed, and all schools shall be closed: Labor Day, Thanksgiving Day, Christmas Day, New Year’s Day and Memorial Day.

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

A teacher engaged during the school day in negotiating on behalf of the Association with any representative of the School Board or State Labor Relations Board while participating in any professional grievance negotiation shall be released from regular duties without loss of pay.

Section 5.3 Extra-Curricular Compensation

A. The Board of Education shall hire through a third party provider those who are selected by the Administration to perform the extra-curricular (beyond the school day) duties as set forth in Schedule B. However, for staff beginning a school year with 20 years or greater of combined experience both within and outside of the district as identified on the Seniority List updated annually, they shall have the option to elect to be paid through the district payroll or the third party employer.

B. This pay will be awarded bi-weekly when paid through a third party provider and at the conclusion of the duty if paid through the district payroll.

C. Extra curricular duty positions will be filled at the discretion of the Board; however, if a current coach or teacher applies and is equally qualified as an applicant who is not a current teacher or coach, then the current coach or teacher applicant will be offered the position.

Schedule B may be reopened at any time during the contract year to include additional items deemed necessary by the Board or teachers.

Any new club formed must receive approval of Board before any compensation will be allowed.

SCHEDULE B

	Salary
Head Football	$5,150
Assistant Varsity Football	$3,605
Junior Varsity Football	$3,605
Assistant Junior Varsity Football	$3,605
Middle School Football	$2,060
Head Basketball Boys or Girls	$5,150
Junior Varsity Basketball Boys or Girls	$3,605
9th Grade Basketball Boys or Girls	$2,575
8th Grade Basketball Boys or Girls	$2,060
7th Grade Basketball Boys or Girls	$2,060
Boys or Girls Elementary Basketball	$515
Head Volleyball	$5,150
Junior Varsity Volleyball	$3,605
9th Grade Volleyball	$2,575
8th Grade Volleyball	$2,060
7th Grade Volleyball	$2,060
Boys or Girls Elementary Volleyball	$515
Head & Junior Varsity Cheerleading (Fall and Winter, each)	$2,575
Junior High Cheerleading (Fall and Winter, each)	$1,545

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

Elementary Cheerleading	$515
Head Baseball or Softball	$5,150
Junior Varsity Baseball or Softball	$3,605
Head Track (Grade 6-12, includes both boys and girls on team)	$5,150
Assistant Track (Grade 6-12, includes both boys and girls on team)	$2,060
Head Cross Country (Grade 6-12, includes both boys and girls on team)	$3,605
Varsity Wrestling	$5,150
Clay Target Coach (Fall and Spring, each)	$2,575
Band Director*	$2,575
Marching Band*	$1,545
Yearbook	$2,060
Play Director, Approved Performance	$1,030
Club Sponsor	$258
Middle School Student Council	$1,030
High School Student Council	$1,545
National Honor Society	$1,545
Senior Class Sponsor	$1,545
Junior Class Sponsor	$1,030
Sophomore Class Sponsor	$515
Freshman Class Sponsor	$515
School Store Coordinator	$2,575
Chicago Trip Coordinator	$1,030
Elementary Homeroom Teacher (K-5)	$515
6th Grade Advisors	$515
Peer to Peer	$515

Non-District Employees will make 80% of the salary, unless mutually agreed upon

*Marching Band and Band Director percentages are to be pro-rated based upon the number of hours worked.

*Changes to player numbers that lead to combined or created positions will be agreed on by the Association and Administration.

SECTION SIX
OTHER

Section 6.1 **Miscellaneous Provisions**

A. This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary to or inconsistent terms contained in any individual teacher contracts hereto in effect. All future individual teacher contracts shall be made expressly subject to the

Docusign Envelope ID: 3FDCB570-7279-8C30-8368-6F61E1BD49B8

terms of this Agreement. The provisions of this agreement shall be incorporated into and be considered part of the established policies of the Board.

B. Copies of this Agreement shall be found on the district's website.

C. Calendar changes will be made according to a Calendar Committee comprised of members of the Administration and the Association. No calendar dates will be set that conflict with State requirements.

D. Nothing in this contract shall require the Board to keep schools open in the event of severe inclement weather or when otherwise prevented by an act of God. When the schools are closed to students due to the above conditions, teachers shall not be required to report for duty. In the event scheduled days of student instruction which are not held because of conditions such as inclement weather, fire, epidemics, mechanical breakdowns or health conditions as defined by the city, county or State health authorities, days are required to be made up under State Law PA298 of 1986, then the parties will meet to bargain the re-scheduling of the days/hours. The parties agree that the district shall operate a schedule that qualified the district for full state aid.

Teachers will receive their regular pay for days/hours which are canceled but shall work on any rescheduled day(s)/hours with no additional compensation.

E. The Superintendent of schools and a representative of PEA will proofread the entirety of the current bargaining agreement prior to distribution. Pellston Administration does not type the contract; Pellston EA (MEA office is responsible for typing the contract).

F. To ensure safety and security for all members of the school family (students, staff and community), it is understood that no employee shall be mandated to train for the purpose of carrying weapons on school property. If an employee decides to opt-out of any training that may be offered, their personal decision will not adversely effect, placement, evaluation, or any other aspects of their employment.

Section 6.2 <u>Separability</u>

If any provision of this Agreement or any application of this Agreement to any bargaining unit member or employee or group of bargaining unit members or employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

It is further agreed that within ten (10) days of notification of a final and binding determination of such illegality, the employer and Association/Union will commence negotiations concerning the subject matter of the provision determined to be illegal.

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APPENDIX A

PELLSTON PUBLIC SCHOOLS CALENDAR
2026-2027
ELEMENTARY FULL SCHOOL DAY = 8:00 A.M. – 3:00 P.M. & HALF DAY = 8:00 A.M. – 11:20 A.M.
MIDDLE/HIGH SCHOOL FULL SCHOOL DAY = 8:10 A.M. – 3:10 P.M. & HALF DAY 8:10 A.M. – 11:30 A.M

	Mon.	Tues.	Wed.	Thu.	Fri.
August 2026	24	25	26	27	28
September 2026	31	1	2	3	4
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
	28	29	30		

	Mon.	Tues.	Wed.	Thu.	Fri.
October 2026				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30

	Mon.	Tues.	Wed.	Thu.	Fri.
November 2026	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30				

	Mon.	Tues.	Wed.	Thu.	Fri.
December 2026		1	2	3	4
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
	28	29	30	31	

	Mon.	Tues.	Wed.	Thu.	Fri.
January 2027					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29

February 2027	Mon.	Tues.	Wed.	Thu.	Fri.
	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26

	Mon.	Tues.	Wed.	Thu.	Fri.
March 2027	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30	31		

	Mon.	Tues.	Wed.	Thu.	Fri.
April 2027				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30

	Mon.	Tues.	Wed.	Thu.	Fri.
May 2027	3	4	5	6	7
	10	11	12	13	14
	17	18	19	20	21
	24	25	26	27	28
	31				

	Mon.	Tues.	Wed.	Thu.	Fri.
June 2027		1	2	3	4
	7	8	9	10	11

August 26	NO SCHOOL-DPPD
August 26	Open House 5:00pm-6:30pm
September 1	First Day For Students
September 4 & 7	NO SCHOOL-Labor Day Weekend
October 8	½ day-Parent Teacher Conferences
October 30	½ day-End of 1st Quarter
November 4	NO SCHOOL-ISD DPPD
November 25-27	NO SCHOOL--Thanksgiving Break
December 21 –January 1	NO SCHOOL--Winter Break
January 22	½ day-End of 1st Semester
February 12	NO SCHOOL-ISD DPPD
February 15	NO SCHOOL-Mid Winter Break
March 4	½ day-Parent Teacher Conferences
March 5	NO SCHOOL--DPPD
March 26 – April 5	NO SCHOOL--Spring Break
May 7	½ day – Teacher Work Day
May 28	NO SCHOOL-DPPD
May 31	NO SCHOOL--Memorial Day
June 9	½ day – Teacher Work Day
June 10	½ day-Last Day of School

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PELLSTON PUBLIC SCHOOLS CALENDAR
2027-2028

ELEMENTARY FULL SCHOOL DAY = 8:00 A.M. – 3:00 P.M. & HALF DAY = 8:00 A.M. – 11:20 A.M.
MIDDLE/HIGH SCHOOL FULL SCHOOL DAY = 8:10 A.M. – 3:10 P.M. & HALF DAY 8:10 A.M. – 11:30 A.M

	Mon.	Tues.	Wed.	Thu.	Fri.
August 2027	23	24	25	26	27
September 2027	30	31	1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	

	Mon.	Tues.	Wed.	Thu.	Fri.
October 2027					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29

	Mon.	Tues.	Wed.	Thu.	Fri.
November 2027	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30			

	Mon.	Tues.	Wed.	Thu.	Fri.
December 2027			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	31

	Mon.	Tues.	Wed.	Thu.	Fri.
January 2028	3	4	5	6	7
	10	11	12	13	14
	17	18	19	20	21
	24	25	26	27	28
	31				

February 2028	Mon.	Tues.	Wed.	Thu.	Fri.
		1	2	3	4
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
	28	29			

	Mon.	Tues.	Wed.	Thu.	Fri.
March 2028			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	31

	Mon.	Tues.	Wed.	Thu.	Fri.
April 2028	3	4	5	6	7
	10	11	12	13	14
	17	18	19	20	21
	24	25	26	27	28

	Mon.	Tues.	Wed.	Thu.	Fri.
May 2028	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30	31		

	Mon.	Tues.	Wed.	Thu.	Fri.
June 2028				1	2
	5	6	7	8	9

August 25	NO SCHOOL-DPPD
August 25	Open House 5:00pm-6:30pm
August 31	First Day For Students
September 3 & 6	NO SCHOOL-Labor Day Weekend
October 7	½ day-Parent Teacher Conferences
October 29	½ day-End of 1st Quarter
November 3	NO SCHOOL-ISD DPPD
November 24-26	NO SCHOOL-Thanksgiving Break
December 20 –January 2	NO SCHOOL--Winter Break
January 21	½ day-End of 1st Semester
February 18	NO SCHOOL-ISD DPPD
February 21	NO SCHOOL-Mid Winter Break
March 2	½ day Parent Teacher Conferences
March 3	NO SCHOOL-DPPD
March 24 – April 3	NO SCHOOL--Spring Break
May 5	½ day – Teacher Work Day
May26	NO SCHOOL-DPPD
May 29	NO SCHOOL-Memorial Day
June 7	½ day – Teacher Work Day
June 8	½ day-Last Day of School

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PELLSTON PUBLIC SCHOOLS CALENDAR
2028-2029

ELEMENTARY FULL SCHOOL DAY = 8:00 A.M. – 3:00 P.M. & HALF DAY = 8:00 A.M. – 11:20 A.M.
MIDDLE/HIGH SCHOOL FULL SCHOOL DAY = 8:10 A.M. – 3:10 P.M. & HALF DAY 8:10 A.M. – 11:30 A.M

	Mon.	Tues.	Wed.	Thu.	Fri.
August 2028	28	29	30	31	1
September 2028	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29

	Mon.	Tues.	Wed.	Thu.	Fri.
October 2028	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30	31			

	Mon.	Tues.	Wed.	Thu.	Fri.
November 2028			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	

	Mon.	Tues.	Wed.	Thu.	Fri.
December 2028					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29

	Mon.	Tues.	Wed.	Thu.	Fri.
January 2029	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30	31		

February 2029	Mon.	Tues.	Wed.	Thu.	Fri.
				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28		

	Mon.	Tues.	Wed.	Thu.	Fri.
March 2029				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30

	Mon.	Tues.	Wed.	Thu.	Fri.
April 2029	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30				

	Mon.	Tues.	Wed.	Thu.	Fri.
May 2029		1	2	3	4
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
	28	29	30	31	

	Mon.	Tues.	Wed.	Thu.	Fri.
June 2029					1
	4	5	6	7	8

August 30	NO SCHOOL-DPPD
August 30	Open House 5:00pm-6:30pm
September 4	NO SCHOOL-Labor Day
September 5	First Day For Students
October 12	½ day-Parent Teacher Conferences
November 1	NO SCHOOL-ISD DPPD
November 22	½ day
November 23-24	NO SCHOOL-Thanksgiving Break
December 20	½ day
December 21 – January 2	NO SCHOOL-Winter Break
January 19	½ day-End of 1st semester
February 16	NO SCHOOL-ISD DPPD
February 19	NO SCHOOL-Mid Winter Break
March 1	½ day-Parent Teacher Conferences
March 2	NO SCHOOL--DPPD
March 23 – April 2	NO SCHOOL--Spring Break
May 4	½ day – Teacher Work Day
May 25	NO SCHOOL-DPPD
May 28	NO SCHOOL-Memorial Day
June 7	½ day – Teacher Work Day
June 8	½ day-Last Day of School

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APPENDIX B

Pellston Public Schools
TRAVEL VOUCHER

DISTRIBUTION: Submit **original** to the Superintendent's Office. One copy will be enclosed with the check when payment is made.

ADMINISTRATIVE POLICY: Allowed Travel and Conference Expenses (and must include submission of valid receipts along with this voucher in order for reimbursement to occur):

EXPENSES	RATE
Travel (Using Personal Vehicle)	$ PER CURRENT IRS RATE
Parking Fees (Excluding Valet)	(At Cost)
Tolls	(At Cost)
Conference/Workshop Registration	(At Cost)
Meals (Each receipt must be itemized)	$25.00 per day, with dinner not to exceed $15.00.
Lodging (Reasonable and Customary)	(At Cost)
Telephone Charges (School-related business only)	(At Cost)

NAME:_____ **VENDOR NO.**:_____

COMPLETE ADDRESS:_____

CONFERENCE/WORKSHOP NAME:_____ **CONFERENCE DATES**:_____

CONFERENCE TOPIC/PURPOSE:_____ **LOCATION**:_____

I hereby certify that this claim is correct, that all expenses were school business-related, and that all applicable receipts are attached:

TRAVELER'S SIGNATURE:_____ **DATE**:_____

SUPERVISOR'S SIGNATURE:_____ **DATE**:_____

DATE	DEPART FROM	DESTINATION	MILES	RATE	AMOUNT	DATE	MEALS/LODGING	COST
				x Per Current IRS Rate	$			$
				x IRS rate	$			$
				x IRS rate	$			$
				x IRS rate	$			$
				x IRS rate	$			$
				x IRS rate	$			$
				x IRS rate	$			$
				x IRS rate	$			$
TOTAL MILEAGE EXPENSES				$	TOTAL MEALS/LODGING EXPENSES			$
(CENTRAL OFFICE USE ONLY) MILEAGE EXPENSES ADJUSTMENTS				$	(CENTRAL OFFICE USE ONLY) MEALS/LODGING EXPENSE ADJUSTMENTS			$
(CENTRAL OFFICE USE ONLY) BALANCE DUE INDIVIDUAL								$

(CENTRAL OFFICE USE ONLY)
SUPERINTENDENT'S SIGNATURE:_____ **DATE**:_____

(IF APPLICABLE) **REQUISITION/PURCHASE ORDER #**:_____ **ACCOUNT #**:_____

ALL conference receipts MUST be turned in within 5 business days of conference to be eligible for reimbursement. The Pellston Public Schools District WILL NOT reimburse for alcoholic beverages or taxes or tips on food receipts. Mileage reimbursement will be based on the shorter distance: home to destination, school to destination. If mileage reimbursement is applicable, on a scheduled school day, reimbursement will be based on subtracting employee regularly accumulated drive miles. In the case that multiple staff will be attending the same conference, carpooling will be required and reimbursement must be preapproved by building administrator.

Revised 5/17/2018.@ Taylor/Forms/Travel Voucher